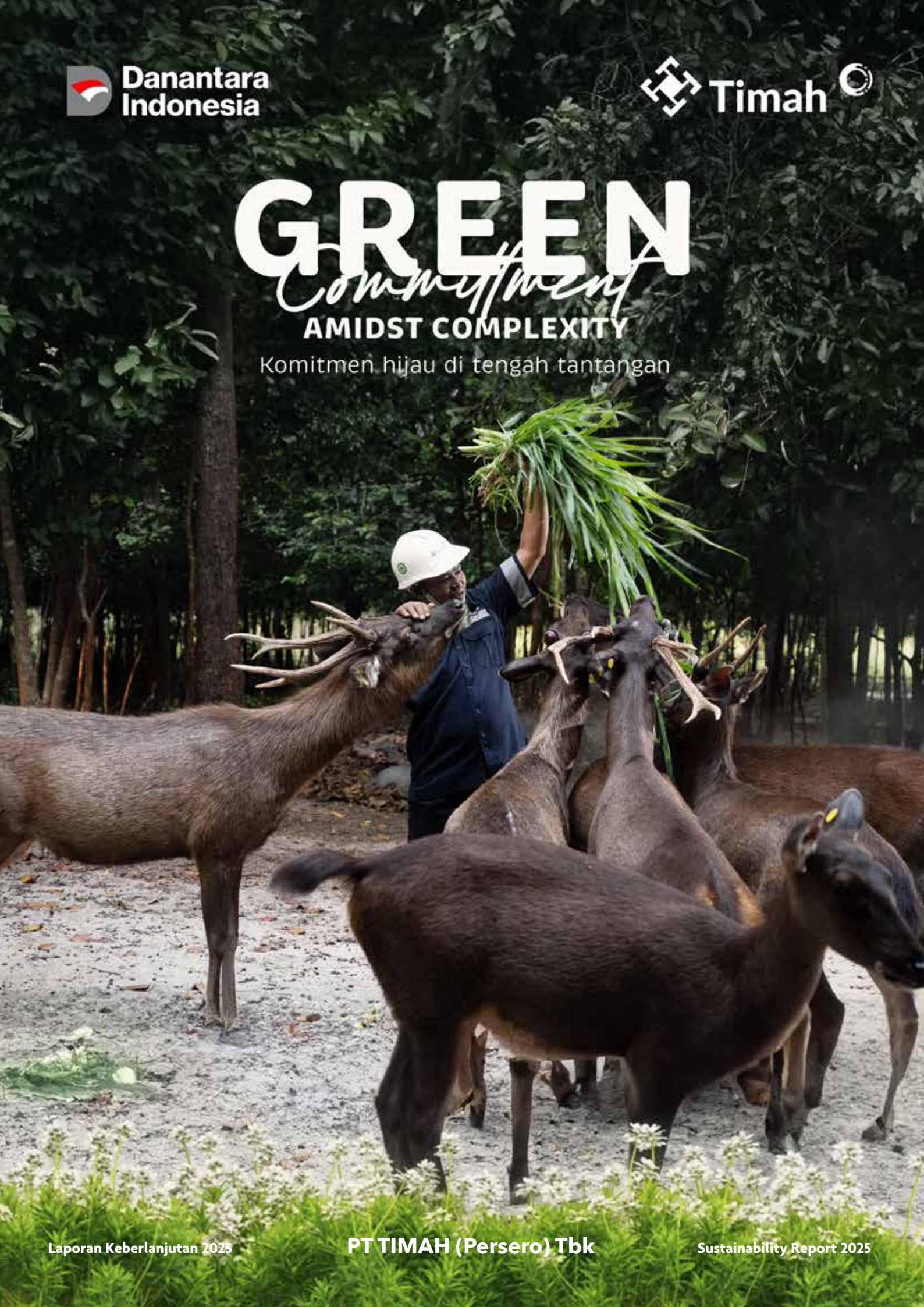


Laporan Keberlanjutan 2025

PT TIMAH (Persero) Tbk

Sustainability Report 2025


Timah

# Tema dan Arti Tema
## Theme and Theme Interpretation



## KOMITMEN HIJAU DI TENGAH TANTANGAN
### Green Commitment Amidst Complexity

**Dalam lanskap yang penuh tekanan dan sorotan terhadap industri pertambangan, PT TIMAH (Persero) Tbk (yang selanjutnya disebut Perseroan) menegaskan bahwa komitmen terhadap keberlanjutan dan lingkungan tetap tegak berdiri, bahkan justru diperkuat. Hal ini dilakukan melalui reklamasi dan restorasi lanskap pascatambang, transparansi rantai pasok mineral, kepatuhan terhadap prinsip *Environmental, Social, and Governance* (ESG), dan adaptasi terhadap kebijakan dekarbonisasi dan *climate disclosure*.**

**Di tahun 2025, Perseroan memperkuat langkah pemulihan ekologis melalui reklamasi berkelanjutan, peningkatan ketelusuran rantai pasok mineral, efisiensi energi, dan keselarasan terhadap prinsip-prinsip dekarbonisasi. Dalam iklim industri timah yang penuh kompleksitas dan dinamika kebijakan global, Perusahaan memilih untuk tidak mundur, melainkan mempertegas posisinya sebagai pelaku industri yang bertanggung jawab terhadap bumi dan generasi mendatang.**

In a landscape marked by intense pressure and scrutiny of the mining industry, PT TIMAH (Persero) Tbk (hereinafter referred to as the Company) reaffirms its commitment to sustainability and environmental stewardship, which remains steadfast and has, in fact, been further strengthened. This commitment is demonstrated through post-mining land reclamation and landscape restoration, transparency in mineral supply chains, adherence to ESG principles, and adaptation to decarbonization and climate disclosure policies.

In 2025, the Company reinforced its ecological recovery initiatives through sustainable reclamation, enhanced traceability of its mineral supply chain, energy efficiency, and alignment with decarbonization principles. Amid the complexities of the tin industry and evolving global policy dynamics, the Company has chosen not to retreat, but rather to reaffirm its position as an industry player that is responsible to the planet and to future generations.

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# Tentang Laporan [GRI 2-2, 2-3, 2-4, ICMM 10.3]

## About The Report [GRI 2-2, 2-3, 2-4, ICMM 10.3]

Laporan Keberlanjutan PT TIMAH (Persero) Tbk tahun 2025 disusun dengan mengacu pada Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik, Surat Edaran Otoritas Jasa Keuangan Nomor 16/SEOJK.04/2021 Tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik, serta Standar Pengungkapan Keberlanjutan (SPK) 1 dan 2 (International Financial Reporting Standards (IFRS) S1 dan S2). Laporan ini juga disusun sesuai dengan ("*in accordance to*") Consolidated GRI Standards dan GRI 14 Mining Sector. Laporan Keberlanjutan ini juga mengacu pada Sustainability Accounting Standard Board (SASB) Standard - Metal & Mining, dan International Council on Mining and Metals (ICMM) Principles. Perseroan juga mengacu pada kerangka strategis Sustainability Pathway yang dikembangkan oleh Mining Industry Indonesia (MIND ID) yang merupakan Holding Industri Pertambangan Indonesia.

Laporan Keberlanjutan PT TIMAH (Persero) Tbk tahun 2025 memuat informasi dari seluruh area operasional Perseroan, kecuali pada bagian informasi keuangan dan bagian tertentu yang melibatkan entitas anak sesuai dengan entitas yang dilaporkan pada Laporan Keuangan Konsolidasian yang telah diaudit oleh Kantor Akuntan Publik. Pendekatan pelaporan dilakukan dengan membatasi ruang lingkup pada PT TIMAH (Persero) Tbk tanpa mencakup entitas anak, sehingga tidak terdapat penyesuaian terkait kepentingan non-pengendali (minoritas). Sepanjang tahun pelaporan, tidak terdapat perubahan signifikan terkait merger, akuisisi, maupun divestasi yang memengaruhi ruang lingkup pelaporan keberlanjutan. Pendekatan pelaporan ini diterapkan secara konsisten pada informasi terkait lingkungan dan sosial, kecuali pada informasi keuangan yang disajikan secara konsolidasian sesuai dengan laporan keuangan Perseroan.

Periode Laporan Keberlanjutan ini yaitu sejak 1 Januari hingga 31 Desember 2025 sesuai dengan periode pada Laporan Keuangan Konsolidasian. Laporan Keberlanjutan ini disusun dan diterbitkan secara tahunan bersamaan dengan Laporan Tahunan Perseroan. Laporan Keberlanjutan ini dipublikasikan pada 30 April 2026.

Dalam Laporan Keberlanjutan ini terdapat informasi yang disajikan kembali yaitu total emisi Gas Rumah Kaca (GRK) cakupan 1 tahun 2024 dan 2023 dan jumlah material yang dipakai tahun 2024. Terkait emisi GRK hal ini dilakukan untuk menyesuaikan perhitungan emisi berdasarkan cakupan emisi GRK yang berdampak pada penurunan total

The 2025 Sustainability Report of PT TIMAH (Persero) Tbk has been prepared in accordance with Financial Services Authority (OJK) Regulation No. 51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies, Financial Services Authority Circular Letter No. 16/SEOJK.04/2021 on the Form and Content of Annual Reports of Issuers or Public Companies, as well as Sustainability Disclosure Standards 1 and 2 (International Financial Reporting Standards (IFRS) S1 and S2). This report is also prepared in accordance with the Consolidated GRI Standards and GRI 14 Mining Sector. This Sustainability Report also refers to the Sustainability Accounting Standards Board (SASB) Standard - Metal & Mining, and the International Council on Mining and Metals (ICMM) Principles. The Company also refers to the Sustainability Pathway strategic framework developed by Mining Industry Indonesia (MIND ID), which is the Indonesian Mining Industry Holding Company.

The 2025 Sustainability Report of PT TIMAH (Persero) Tbk contains information from all of the Company's operational areas, except for the financial information section and certain sections involving subsidiaries, in accordance with the entities reported in the Consolidated Financial Statements audited by a Public Accounting Firm. The reporting approach limits the scope to PT TIMAH (Persero) Tbk without including subsidiaries, so there are no adjustments related to non-controlling (minority) interests. During the reporting year, there were no significant changes related to mergers, acquisitions, or divestitures that affected the scope of sustainability reporting. This reporting approach is applied consistently to environmental and social information, except for financial information presented on a consolidated basis in accordance with the Company's financial statements.

The reporting period for this Sustainability Report covers January 1 to December 31, 2025, consistent with the reporting period of the Consolidated Financial Statements. This Sustainability Report is prepared and published annually in conjunction with the Company's Annual Report. The Sustainability Report was published on April 30, 2026.

This Sustainability Report includes restated information regarding total Scope 1 GHG emissions for 2024 and 2023, as well as the amount of materials used in 2024. Regarding GHG emissions, this was done to adjust the emissions calculations based on the scope of GHG emissions, which resulted in a reduction in total GHG emissions for 2024 and

emisi GRK tahun 2024 dan 2023. Terkait dengan jumlah material yang digunakan yaitu untuk memperbaiki data terkait jumlah material yang dipakai. Hal ini berdampak pada peningkatan jumlah material input dan material daur ulang. Terdapat informasi yang disajikan kembali yaitu terkait dengan total aset, liabilitas, dan ekuitas tahun 2024 dikarenakan adanya reklasifikasi yang berdampak pada penurunan nilai tersebut.

Informasi lebih lanjut tentang Laporan Keberlanjutan PT TIMAH (Persero) Tbk tahun 2025 dapat menghubungi:

**Ruddy Nursalam**
Division Head of Corporate Secretary
PT TIMAH (Persero) Tbk
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Provinsi Kepulauan Bangka Belitung, Indonesia
Telp.: +62 717 425 8000
Web: www.timah.com
Email: corsec@pttimah.co.id

2023. With regard to the amount of materials used, this was done to correct the data on the quantity of materials used. This resulted in an increase in the amount of input materials and recycled materials. Certain information has been restated, specifically regarding total assets, liabilities, and equity for 2024, due to a reclassification that resulted in a decrease in those amounts.

For further information regarding the 2025 Sustainability Report of PT TIMAH (Persero) Tbk, please contact:

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Kantor Pusat PT TIMAH (Persero) Tbk, Pangkalpinang

## PROSES PENENTUAN TOPIK MATERIAL
[GRI 3-1, GRI 3-2, 2-14]

Proses identifikasi topik material Perseroan mengacu pada kajian topik material yang ditetapkan oleh Grup MIND ID, yang telah diselaraskan dengan isu material (risiko) Perseroan yang mengacu pada MIND ID *Sustainability Pathway.* Asesmen materialitas ESG dilakukan untuk memberikan informasi dan gambaran mengenai faktor-faktor dari aspek ekonomi, lingkungan, dan sosial yang harus dikelola dalam upaya mencapai keberlanjutan. Dalam menganalisis faktor-faktor dari aspek-aspek ESG dilakukan dengan memperhatikan 2 (dua) perspektif yakni potensi dampak Perseroan terhadap lingkungan dan sosial (*inside out*) dan risiko yang dihadapi Perseroan (*outside in*). dalam asesmen materialitas, dilakukan dengan mempertimbangkan level risiko (hasil pemetaan antara nilai dampak risiko dan probabilitas risiko) dari kejadian risiko yang terasosiasi dengan faktor-faktor yang dinilai (sesuai dengan *risk library*) dan menilai tingkat ekspektasi pemangku kepentingan terhadap potensi dampak, baik positif dan/atau negatif maupun langsung dan/atau tidak langsung. Pelaksanaan asesmen materialitas ESG dilakukan secara berkala minimum satu tahun sekali dan dilakukan peninjauan minimum setiap awal tahun. Perseroan melakukan proses survei kepada *stakeholder, expert judgment* dan *workshop* dengan pemangku kepentingan di Grup MIND ID.

Pada tahap pertama yang dilaksanakan pada tanggal 10 sampai 11 Juni 2025, Perseroan melakukan identifikasi *risk event* dari 27 Area ESG dari *Sustainability Pathway* berdasarkan *risk library* melalui *Focus Group Discussion* (FGD) dengan melibatkan berbagai unit kerja Perseroan. Unit kerja yang terlibat meliputi Department Head of Sustainability, Manager, Staf Perencanaan & Pelaporan ESG, Risk Management & Compliance, dan Division Head of HSE & Sustainability, Division Procurement, dan Division Corporate Secretary.

Tahap selanjutnya dilaksanakan pada tanggal 11-17 Juni 2025. Pada tahap ini dilakukan penilaian terhadap risiko (*risk event*) yang telah dianalisis berdasarkan kebijakan dan/atau prosedur yang terkait dengan proses manajemen risiko antara lain telah mempertimbangkan risiko dan probabilitas risiko. Dalam analisis tersebut, *risk library* dapat digunakan sebagai alat bantu dalam mengidentifikasi kejadian risiko yang terasosiasi dengan Area ESG.

## PROCESS TO DETERMINE MATERIAL TOPICS [GRI 3-1, GRI 3-2, 2-14]

The Company's material topic identification process refers to the material topics assessment established by the MIND ID Group, which has been aligned with the Company's material issues (risks) in accordance with the MIND ID Sustainability Pathway. The ESG materiality assessment is conducted to provide information and an overview of the factors within the economic, environmental, and social aspects that must be managed to achieve sustainability. In analyzing factors across ESG aspects, the Company considers 2 (two) perspectives, namely the Company's potential impact on the environment and society (inside-out) and the risks the Company faces (outside-in). The materiality assessment is carried out by considering the risk level (resulting from the mapping between risk impact value and risk probability) of risk events associated with the assessed factors (in accordance with the risk library), as well as assessing the level of stakeholders' expectations regarding potential impacts, whether positive and/or negative, and direct and/or indirect. The ESG materiality assessment is conducted periodically at least once a year and reviewed at least once at the beginning of each year. The Company conducted stakeholder surveys, sought expert opinions, and held workshops with stakeholders within the MIND ID Group.

In the first stage, conducted on June 10–11, 2025, the Company identified risk events across 27 ESG areas under the Sustainability Pathway using the risk library, through a Focus Group Discussion (FGD) involving various Company work units. The work units involved included the Department Head of Sustainability, Managers, ESG Planning & Reporting Staff, Risk Management & Compliance personnel, as well as the Division Head of HSE & Sustainability, Procurement Division, and Corporate Secretary Division.

The next stage was conducted on June 11–17, 2025. At this stage, an assessment was performed of the risk events analyzed based on policies and/or procedures related to the risk management process including consideration of risk impact and probability. In this analysis, the risk library was utilized as a supporting tool to identify risk events associated with ESG areas.

Selanjutnya, Perseroan melakukan analisis dampak dengan menentukan *risk level*. *Risk level* dari setiap *risk event* sesuai dengan manajemen risiko diklasifikasikan dalam 3 (tiga) kelompok yaitu *high, moderate*, dan *low*. Selanjutnya, atas risiko yang telah diidentifikasi di internal Perseroan, kemudian Perseroan melakukan konfirmasi dan meminta masukkan kepada pemangku kepentingan eksternal dan ahli/*expert* terkait topik material yang relevan bagi Perseroan. Permintaan masukkan dari pemangku kepentingan eksternal serta ahli/*expert* dilakukan dengan bekerjasama dengan pihak independen yaitu PricewaterhouseCoopers (PwC) Indonesia dengan berkoordinasi dengan MIND ID melalui penyebaran kuesioner ke pemangku kepentingan eksternal. Hal ini dilakukan Perseroan untuk mendapatkan pandangan dari pemangku kepentingan eksternal atas isu keberlanjutan Perseroan. Pemangku kepentingan eksternal yang dilibatkan meliputi supplier/kontraktor/distributor internasional, pemerintah pusat (Kementerian Energi dan Sumber Daya Mineral (ESDM), Kementerian Lingkungan Hidup, Kementerian Kehutanan), Pemerintah Daerah (disesuaikan dengan lokasi lapangan setiap perusahaan), media industri spesifik (pertambangan) lokal, nasional & internasional, media umum lokal, nasional & internasional, komunitas di setiap lokasi operasional dari entitas terkait, akademisi, lembaga swadaya masyarakat, serta pelanggan domestik dan internasional.

Subsequently, the Company conducted an impact analysis by determining the risk level. The risk level for each risk event, in accordance with the risk management framework, was classified into 3 (three) categories, namely high, moderate, and low. Furthermore, based on its internal risk identification, the Company sought confirmation and input from external stakeholders and specialists/experts on material topics relevant to the Company. Requests for input from external stakeholders and specialists/experts were conducted in collaboration with an independent party, namely PricewaterhouseCoopers (PwC) Indonesia in coordination with MIND ID, through the distribution of questionnaires to external stakeholders. This process was undertaken to obtain external stakeholders' perspectives on the Company's sustainability issues. External stakeholders involved included international suppliers/contractors/distributors, central government institutions (the Ministry of ESDM, the Ministry of Environment, and the Ministry of Forestry), regional governments (adjusted to the operational locations of each company), industry-specific media (mining) at the local, national, and international levels, general media at the local, national, and international levels, communities at each operational location of the respective entities, academics, non-governmental organizations, and domestic and international customers.

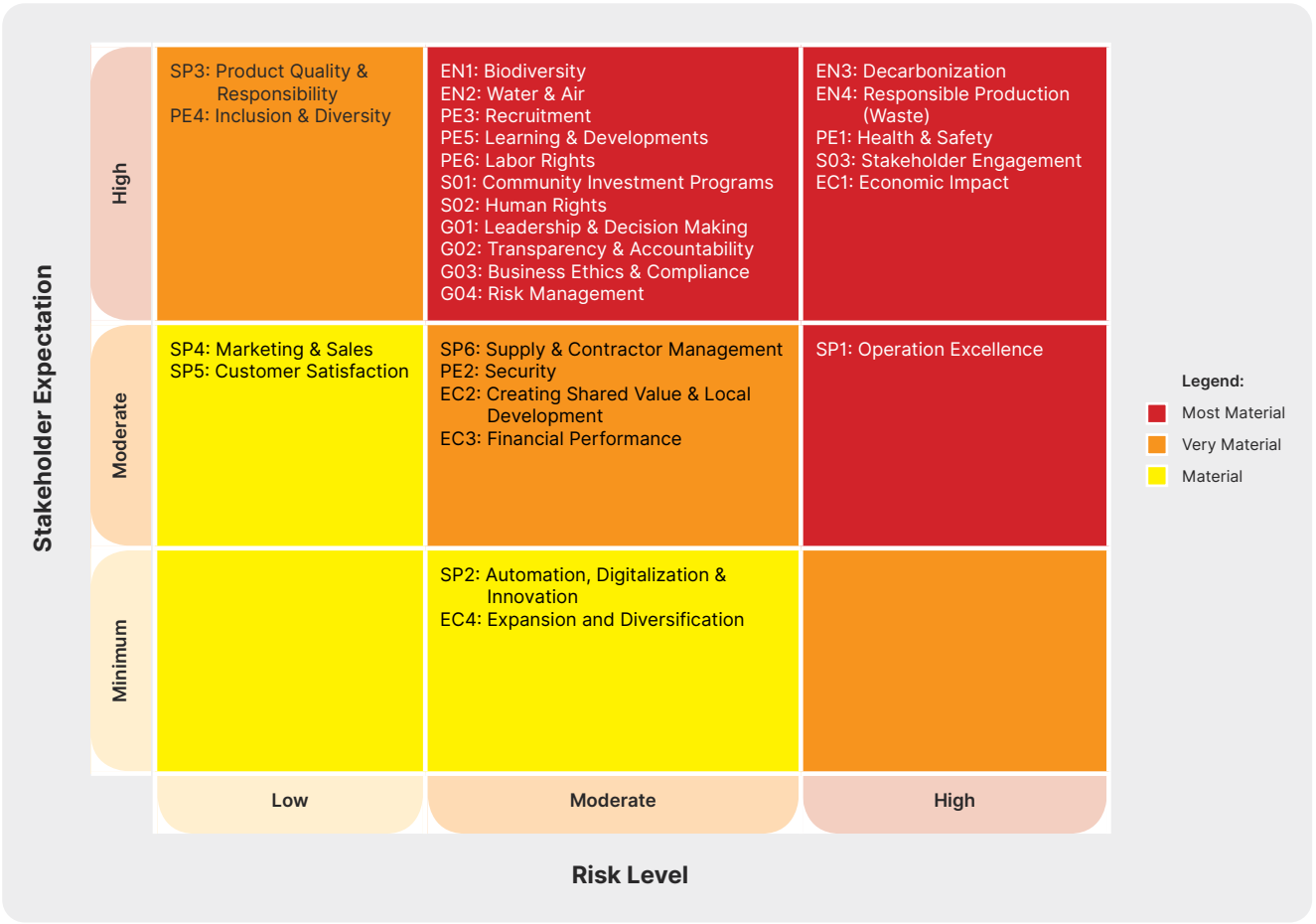
Pada tahapan selanjutnya, Perseroan melakukan validasi terhadap Matriks Materialitas ESG yang disusun dalam Tahap 2 dengan memprioritaskan topik yang memiliki kategori *High,* baik dari level risiko maupun ekspektasi *stakeholder*. Tahapan ini dilakukan pada 7 Agustus 2025. Proses validasi dilakukan oleh tim lintas fungsi yang dikoordinir oleh Satuan Kerja yang membidangi Sustainability/ESG. Persilangan antara klasifikasi level risiko dan klasifikasi tingkat ekspektasi pemangku kepentingan eksternal menunjukkan tingkat material ESG.

In the subsequent stage, the Company validated the ESG Materiality Matrix prepared in Stage 2 by prioritizing topics categorized as High, both in terms of risk level and stakeholders' expectations. This stage was conducted on August 7, 2025. The validation process was carried out by a cross-functional team coordinated by the work unit responsible for Sustainability/ESG. The intersection of risk level classifications with external stakeholder expectation classifications indicates the level of ESG materiality.

Selanjutnya, di tahap ke 4 (empat), hasil matriks materialitas kemudian dilakukan validasi oleh Tim Kerja ESG kepada Direksi Perseroan yang dilakukan pada 15 Agustus 2025 untuk mendapatkan persetujuan matriks materialitas ESG yang menjadi acuan dalam pengelolaan *sustainability* baik dalam penyusunan Rencana Kerja dan Anggaran Perusahaan (RKAP), pengolahan program kerja dan Laporan Keberlanjutan Perseroan. Adapun tahapan proses penentuan topik material disajikan sebagai berikut.

Furthermore, in Stage 4 (four), the results of the materiality matrix were validated by the ESG Working Team and presented to the Board of Directors on August 15, 2025, to obtain approval of the ESG materiality matrix, which serves as a reference for sustainability management, including in the preparation of the Company's RKAP, the development of work programs, and the preparation of the Company's Sustainability Report. The stages of the material topic determination process are presented as follows.

| Tahap 1: Identifikasi<br>Stage 1: Identification | Tahap 2: Penilaian Awal<br>Stage 2: Initial Assessment | Tahap 3: Validasi<br>Stage 3: Validation | Tahap 4: Persetujuan<br>Stage 4: Approval |
|---|---|---|---|
| Perseroan sebagai Anggota MIND ID melakukan identifikasi risk event dari 27 (dua puluh tujuh) Area ESG (dari Sustainability Pathway MIND ID) berdasarkan risk library MIND ID. | 1. Perseroan melakukan penilaian materialitas awal terhadap Area ESG<br>2. Penilaian level risiko (sumbu X) dari Area ESG mengacu level risiko pada tahapan analisis Manajemen Risiko dari risk event yang relevan dengan Area ESG tersebut. Level risiko dimaksud terbagi dalam 3 (tiga) klasifikasi, yakni High, Moderate, dan Low<br>3. Penilaian tingkat ekspektasi stakeholder (sumbu Y) mengacu pada kesesuaian setiap Area ESG dengan parameter/kriteria dari standar kinerja dan Sustainability Report yang diklasifikasikan dalam 3 (tiga) klasifikasi, yakni High, Moderate, dan Minimum<br>4. Penilaian silang antara level risiko (sumbu X) dan tingkat ekspektasi stakeholder (sumbu Y) dari setiap Area ESG dituangkan dalam Matriks Materialitas ESG | 1. Perseroan melakukan validasi terhadap Matriks Materialitas ESG yang disusun dalam Tahap 2 dengan memprioritaskan topik yang memiliki kategori High, baik dari level risiko maupun ekspektasi stakeholder.<br>2. Proses validasi dilakukan oleh tim lintas fungsi yang dikoordinir oleh Satuan Kerja yang membidangi Sustainability/ESG. | Perseroan menyajikan matrik materialitas ESG kepada Direksi Perseroan untuk mendapatkan persetujuan matriks materialitas ESG yang menjadi acuan dalam pengelolaan sustainability baik dalam penyusunan RKAP, pengolahan program kerja dan Laporan Keberlanjutan Perseroan. |
| As a member of MIND ID, the Company identifies risk events across 27 (twenty-seven) ESG Areas (based on the MIND ID Sustainability Pathway) in accordance with the MIND ID risk library. | 1. The Company conducts an initial materiality assessment of the ESG Areas.<br>2. The assessment of risk levels (X-axis) for each ESG Area refers to the risk level determined during the Risk Management analysis stage for risk events relevant to the respective ESG Area. The risk levels are classified into 3 (three) categories, namely High, Moderate, and Low.<br>3. The assessment of stakeholder expectation levels (Y-axis) refers to the alignment of each ESG Area with the parameters/criteria of performance standards and Sustainability Reporting, classified into 3 (three) categories, namely High, Moderate, and Minimum.<br>4. The cross-assessment between risk levels (X-axis) and stakeholder expectation levels (Y-axis) for each ESG Area is presented in the ESG Materiality Matrix. | 1. The Company validates the ESG Materiality Matrix prepared in Stage 2 by prioritizing topics categorized as High, both in terms of risk level and stakeholder expectations.<br>2. The validation process is carried out by a cross-functional team coordinated by the work unit responsible for Sustainability/ESG. | The Company submits the ESG Materiality Matrix to the Board of Directors for approval, this ESG Materiality Matrix serves as a reference in managing sustainability initiatives, including the preparation of the RKAP, the development of work programs, and the Company's Sustainability Report. |




**List of Material Topic**

| Most Material | Very Material | Material |
|---|---|---|
| EN3 : Decarbonization<br>EN4 : Responsible Production (Waste)<br>PE1 : Health & Safety<br>SO3 : Stakeholder Engagement<br>EC1 : Economic Impact<br>EN1 : Biodiversity<br>EN2 : Water & Air<br>PE3 : Recruitment<br>PE5 : Learning & Developments<br>PE6 : Labor Rights<br>S01 : Community Investment Programs<br>SO2 : Human Rights<br>GO1 : Leadership & Decision Making<br>GO2 : Transparency & Accountability<br>GO3 : Business Ethics & Compliance<br>GO4 : Risk Management<br>SP1 : Operation Excellence | SP3 : Product Quality & Responsibility<br>PE4 : Inclusion & Diversity<br>SP6 : Supply & Contractor Management<br>PE2 : Security<br>EC2 : Creating Shared Value & Local Development<br>EC3 : Financial Performance | SP4 : Marketing & Sales<br>SP5 : Customer Satisfaction<br>SP2 : Automation, Digitalization & Innovation<br>EC4 : Expansion and Diversification |

| Topik Material<br>Material Topics | Isu Utama<br>Key Issues | Pemangku Kepentingan yang Terdampak<br>Affected Stakeholders | Alasan Bersifat Material<br>Material Reasons | Tujuan Pembangunan Berkelanjutan<br>Sustainable Development Goals |
|---|---|---|---|---|
| EN3 - *Decarbonization* (GRI 305) | • Perubahan iklim akibat perubahan konsentrasi gas rumah kaca<br>• Perubahan strategi operasi akibat berubahnya ketersediaan energi<br>• Perubahan pertambangan akibat berubahnya teknologi peralatan tambang<br>• Pergeseran teknologi menuju penangkapan karbon<br>• Pergeseran strategi pengurangan karbon melalui kolaborasi<br><br>• Climate change resulting from changes in greenhouse gas concentrations<br>• Changes in operational strategies due to shifts in energy availability<br>• Changes in mining practices due to advancements in mining equipment technology<br>• Technological transition toward carbon capture<br>• Strategic shifts in carbon reduction through collaboration | • Karyawan<br>• Pelanggan<br>• Masyarakat<br>• Pemerintah<br>• Mitra kerja<br><br>• Employees<br>• Customers<br>• Communities<br>• Government<br>• Business partners | Dekarbonisasi menjadi topik material dikarenakan masih perlunya peningkatan konsistensi perhitungan emisi yang sesuai dengan berbagai standar, masih perlunya peningkatan kapasitas teknis. Selain itu, Perseroan juga masih memerlukan peningkatan insentif dan kontrol internal, serta infrastruktur energi terbarukan dapat meningkatkan pencapaian target penurunan emisi dan meningkatkan risiko regulasi, biaya, serta reputasi organisasi.<br><br>Decarbonization became a material topic due to the continued need to improve the consistency of emissions calculations in accordance with various standards, as well as the need to enhance technical capacity. In addition, the Company still requires improvements in incentives and internal controls, while the development of renewable energy infrastructure is essential to support the achievement of emission reduction targets and to mitigate regulatory, cost, and reputational risks to the organization. |  |
| EN4 - *Responsible Production (Waste)* (GRI 306) | Pergeseran praktik manajemen limbah menuju operasi yang efisien dan bertanggungjawab<br><br>Shift in waste management practices toward efficient and responsible operations | • Karyawan<br>• Pelanggan<br>• Masyarakat<br>• Pemerintah<br>• Mitra kerja<br><br>• Employees<br>• Customers<br>• Communities<br>• Government<br>• Business partners | Responsible Production (Waste) menjadi isu material karena masih perlunya peningkatan penggunaan teknologi dan infrastruktur dalam pengelolaan limbah. Perlunya penerapan sistem penampungan atau pengendapan sebelum pembuangan, serta peningkatan memaksimalkan pemantauan kualitas air dan tanah di sekitar lokasi pembuangan yang berpotensi menimbulkan dampak lingkungan.<br><br>Responsible Production (Waste) is considered a material issue due to the need to enhance further the use of technology and infrastructure in waste management. The need to implement a retention or sedimentation system prior to disposal, as well as to enhance and maximize monitoring of water and soil quality around disposal sites that have the potential to cause environmental impacts. |  |

| **Topik Material** Material Topics | **Isu Utama** Key Issues | **Pemangku Kepentingan yang Terdampak** Affected Stakeholders | **Alasan Bersifat Material** Material Reasons | **Tujuan Pembangunan Berkelanjutan** Sustainable Development Goals |
|---|---|---|---|---|
| PE1: *Health & Safety* (GRI 403) | • Perubahan protokol keselamatan melalui penerapan teknologi yang *advanced* untuk operasional<br>• Pergeseran produktivitas tempat kerja berkaitan dengan kesehatan mental<br>• Perubahan budaya kerja akibat penekanan *zero harm culture*<br>• Perubahan praktik kerja menuju praktik pendidikan kesehatan dan keselamatan<br>• Changes in safety protocols through the adoption of advanced technologies for operations<br>• Shifts in workplace productivity related to mental health<br>• Changes in work culture driven by the emphasis on a zero-harm culture<br>• Changes in work practices toward health and safety education practices | • Karyawan<br>• Pelanggan<br>• Mitra Kerja<br>• Masyarakat<br>• Regulator<br>• Employees<br>• Customers<br>• Business partners<br>• Communities<br>• Regulators | *Health & Safety* bersifat material karena masih diperlukannya peningkatan pelatihan dan pedoman penggunaan teknologi keselamatan yang *advanced*. Perseroan juga perlu meningkatkan dukungan terhadap kesehatan mental dan lingkungan kerja yang aman, serta perlunya peningkatan efektivitas penerapan budaya *zero harm*. Selanjutnya, perlunya optimalisasi pelatihan kesehatan dan keselamatan yang komprehensif dan terkini bagi karyawan, kontraktor, dan pemangku kepentingan, serta inisiatif kesehatan fisik yang masih terbatas.<br>Health & Safety is considered material due to the need to strengthen training and guidelines related to the use of advanced safety technologies. The Company also needs to enhance support for mental health and safe working environments, as well as improve the effectiveness of a zero-harm culture implementation. Furthermore, there is a need to optimize comprehensive and up-to-date health and safety training for employees, contractors, and stakeholders, while current physical health initiatives remain limited. |  |
| EC1: *Economic Impact* (GRI 203) | Perubahan kontribusi ekonomi lokal dan nasional menuju penciptaan lapangan kerja, investasi, dan pengembangan<br>Changes in local and national economic contributions toward job creation, investment, and development | • Masyarakat<br>• Communities | Economic Impact menjadi isu material karena masih diperlukannya peningkatan koordinasi antara pemangku kepentingan serta kompleksnya proses perizinan dan birokrasi, yang dapat menghambat pembangunan. Selain itu, kapasitas dan kualitas pemasok lokal masih perlu ditingkatkan agar memenuhi standar, serta belum didukung oleh strategi pengembangan pemasok yang terstruktur, sehingga berpotensi membatasi penciptaan nilai ekonomi berkelanjutan.<br>Economic Impact is considered a material issue due to the need to improve coordination among stakeholders and address the complexity of permitting and bureaucratic processes, which may hinder development. Besides, the capacity and quality of local suppliers still need improvement to meet required standards and are not yet supported by a structured supplier development strategy, potentially limiting the creation of sustainable economic value. |  |

Terdapat perbedaan topik material yang diprioritaskan di tahun 2025 dan 2024. Di tahun 2024, Perseroan mengidentifikasi topik material yaitu Dekarbonisasi, *Responsible Production (Waste), Biodiversity, Water & Air, Community Investment Programs, Human Rights, dan Transparency & Accountability.* Sedangkan di tahun 2025, topik material yang diidentifikasi yaitu Dekarbonisasi, *Responsible Production (Waste)*, *Health & Safety*, dan *Economic Impact*. Terkait prioritas Perseroan terhadap stakeholder engagement, pembahasan tersebut merupakan bagian Governance (*mandatory disclosure*) pada bagian Tata Kelola Keberlanjutan berdasarkan standar Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik, Surat Edaran Otoritas Jasa Keuangan Nomor 16/SEOJK.04/2021 Tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik, dan GRI Standards.

There were differences in the material topics prioritized in 2025 compared to 2024. In 2024, the Company identified the following material topics, namely Decarbonization, Responsible Production (Waste), Biodiversity, Water & Air, Community Investment Programs, Human Rights, and Transparency & Accountability. Meanwhile, in 2025, the material topics identified were Decarbonization, Responsible Production (Waste), Health & Safety, and Economic Impact. With respect to the Company's priorities regarding stakeholder engagement, the discussion forms part of Governance (mandatory disclosure) under the Sustainability Governance section in accordance with the Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies, Financial Services Authority Circular Letter Number 16/SEOJK.04/2021 on the Form and Content of Annual Reports of Issuers or Public Companies, and the GRI Standards.

Penambahan topik material *economic impact* dikarenakan adanya perubahan kontribusi ekonomi lokal dan nasional menuju penciptaan lapangan kerja, investasi dan pengembangan, sehingga perlu dikelola dan diimplementasikan guna dapat memitigasi risiko sosial dan operasional maupun reputasi Perseroan. Topik-topik yang sudah tidak diprioritaskan menjadi topik material di tahun 2025, sebagai berikut:

The addition of the Economic Impact material topic reflects changes in local and national economic contributions toward job creation, investment, and development, therefore, this topic needs to be managed and implemented effectively to mitigate potential social, operational, and reputational risks to the Company. The topics that are no longer prioritized as material topics in 2025 are explained as follows:

| **Topik**<br>Topic | **Alasan**<br>Reason |
|---|---|
| Keanekaragaman Hayati<br>Biodiversity | Pengelolaan aspek keanekaragaman hayati telah menjadi praktik operasional yang konsisten dan diatur dalam Peraturan Direksi Nomor 0025/Tbk/PER-0000/24-S11.1 mengenai Tata Cara Kegiatan Reklamasi dan Pengelolaan Lingkungan Hidup, termasuk reklamasi darat, laut, serta penataan lahan dan revegetasi sesuai peruntukannya. Dengan pengelolaan yang sudah konsisten ini, aspek keanekaragaman hayati dianggap telah terintegrasi ke dalam operasional Perseroan.<br>The management of biodiversity aspects has become a consistent operational practice and is regulated under Board of Directors Regulation Number 0025/Tbk/PER-0000/24-S11.1 on Procedures for Reclamation Activities and Environmental Management, including land and marine reclamation, as well as land arrangement and revegetation in accordance with designated land use. With this consistent management approach, biodiversity aspects are considered to have been fully integrated into the Company's operations. |
| Air dan Udara<br>Water and Air | Pengelolaan air dan udara telah diimplementasikan secara konsisten oleh Perseroan terintegrasi dalam sistem manajemen lingkungan Perseroan. Dalam hal pembuangan air, Perseroan senantiasa memastikan bahwa air yang telah digunakan memenuhi standar baku mutu sebelum dibuang ke badan air. Perseroan juga telah konsisten dalam mengimplementasikan kebijakan yang merujuk pada Kementerian Lingkungan Hidup dan Kehutanan sesuai dengan Keputusan Menteri LHK No. SK.242/MENLHK/SETJEN/PKL.1/6/2020 tentang Perpanjangan Izin Pembuangan Air Limbah ke Laut Atas Nama PT TIMAH (Persero) Tbk Unit Metalurgi.<br>Water and air management has been consistently implemented by the Company and integrated into its environmental management system. In relation to water discharge, the Company consistently ensures that water used in operations meets quality standards before being discharged into water bodies. The Company has also consistently implemented policies aligned with the Ministry of Environment and Forestry, including Ministerial Decree No. SK.242/MENLHK/SETJEN/PKL.1/6/2020 on the Extension of the Wastewater Discharge Permit to the Sea for PT TIMAH (Persero) Tbk Metallurgy Unit. |

| | |
|---|---|
| investasi Sosial<br>Community Investment Programs | Program pemberdayaan masyarakat dan investasi sosial telah dilaksanakan sejalan dengan ketentuan Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas (UU PT) Pasal 74, yang mewajibkan Perseroan melakukan tanggung jawab sosial dan lingkungan (Tanggung Jawab Sosial dan Lingkungan/TJSL). Dengan mekanisme pelaksanaan, alokasi anggaran, dan monitoring yang telah konsisten, isu Community Investment Programs dianggap telah memenuhi kewajiban hukum dan operasional Perseroan, sehingga tidak lagi diprioritaskan sebagai topik material khusus.<br>Community empowerment and social investment programs have been implemented in accordance with the provisions of Law Number 40 of 2007 on Limited Liability Companies (Company Law), Article 74, which requires companies to carry out Corporate Social Responsibility (CSR). With consistent implementation mechanisms, budget allocation, and monitoring processes in place, Community Investment Programs are considered to have fulfilled the Company's legal and operational obligations and are therefore no longer prioritized as a distinct material topic. |
| Hak Asasi Manusia<br>Human Rights | Perlindungan dan penghormatan terhadap hak asasi manusia telah menjadi bagian dari praktik operasional yang mapan. Perseroan telah memiliki Kebijakan Hak Asasi Manusia (HAM) yang mencakup komitmen untuk menilai potensi risiko dan dampak HAM dari seluruh kegiatan operasional, serta melakukan identifikasi, perancangan, pengendalian, pencegahan, dan mitigasi secara berkala.<br>Protection and respect for human rights have become a part of the established operational practices. The Company has adopted a Human Rights Policy that includes a commitment to assess potential human rights risks and impacts arising from all operational activities, and to implement periodic identification, planning, control, prevention, and mitigation measures. |
| Transparansi dan Akuntabilitas<br>Transparency and Accountability | Praktik transparansi dan akuntabilitas telah terintegrasi dalam operasional Perseroan. Komitmen ini tercermin melalui penerapan ISO 37001:2016 Sistem Manajemen Anti Penyuapan (SMAP), *Board Manual*, *Code of Conduct*, *Whistleblowing System*, serta Peraturan Pengendalian Gratifikasi, dan sejalan dengan prinsip ICMM.<br>Transparency and accountability practices have been fully integrated into the Company's operations. This commitment is reflected through the implementation of ISO 37001:2016 SMAP, the Board Manual, Code of Conduct, Whistleblowing System, and Gratification Control Regulations, in alignment with the ICMM Principles. |

## MANAJEMEN TOPIK MATERIAL [GRI 3-3]

### *DECARBONIZATION*

Perseroan menyadari bahwa aktivitas penambangan yang dijalankan merupakan salah satu kontributor peningkatan emisi GRK, dengan sumber emisi terbesar berasal dari perubahan penggunaan lahan untuk kegiatan operasional. Untuk itu, Perseroan mengimplementasikan langkah-langkah konkrit melalui pengendalian pembukaan lahan, optimalisasi reklamasi dan revegetasi pascatambang, peningkatan efisiensi penggunaan bahan bakar dan elektrifikasi peralatan secara bertahap, serta penguatan sistem inventarisasi dan pelaporan emisi yang selaras dengan standar internasional. Selain itu, Perseroan juga mendorong pemanfaatan energi terbarukan dan inovasi teknologi rendah karbon guna menekan intensitas emisi, sebagai bagian dari *roadmap* dekarbonisasi yang telah disusun untuk mencapai target *net zero emission* pada tahun 2060.

Komitmen Perseroan dalam upaya penurunan emisi dituangkan secara formal dalam Kebijakan Energi yang telah ditetapkan pada 25 Maret 2025. Melalui kebijakan tersebut, Perseroan menegaskan komitmennya untuk mengoptimalkan pengelolaan energi dengan cara menekan dan meminimalkan potensi *losses* (kehilangan) Sumber Daya Energi maupun Sumber Energi sepanjang proses distribusi. Selain itu, Perseroan juga mendorong agar setiap aktivitas perancangan dan pengembangan peralatan produksi utama dilaksanakan dengan mempertimbangkan

## MATERIAL TOPIC MANAGEMENT [GRI 3-3]

### DECARBONIZATION

The Company recognizes that its mining activities are among the contributors to increased GHG emissions, with the largest source of emissions originating from land-use changes associated with operational activities. To address this, The company has implemented concrete measures, including controlling land clearing activities, optimizing post-mining reclamation and revegetation, improving fuel efficiency and gradually electrifying equipment, and strengthening emission inventory and reporting systems aligned with international standards. Besides, the Company promotes the utilization of renewable energy and low-carbon technology innovations to reduce emission intensity, as part of the decarbonization roadmap established to achieve the net-zero emission target by 2060.

The Company's commitment to reducing emissions is formally outlined in the Energy Policy established on March 25, 2025. Through this policy, the Company affirms its commitment to optimizing energy management by reducing and minimizing potential losses of Energy Resources and Energy Supplies throughout the distribution process. Additionally, the Company encourages all design and development activities for major production equipment to incorporate energy efficiency principles, ensuring that energy conservation becomes an integral part of both

prinsip-prinsip efisiensi energi, sehingga aspek penghematan energi menjadi bagian integral dalam proses desain dan operasional. Perseroan juga telah menetapkan Perencanaan Strategis Konservasi Energi beserta program Konservasi Energi yang dilaksanakan secara berkelanjutan dan disesuaikan agar tetap relevan dengan Kebijakan Efisiensi Energi Nasional serta Kebijakan Lingkungan yang diterbitkan oleh Pemerintah. Perseroan juga secara aktif mendorong pemanfaatan Energi Baru Terbarukan (EBT) sebagai bagian dari kontribusi dalam mendukung pencapaian kemandirian Energi Nasional. Di samping itu, Perseroan berkomitmen untuk senantiasa mematuhi seluruh peraturan perundang-undangan dan persyaratan lain yang berlaku terkait efisiensi energi, pemanfaatan energi, serta konsumsi energi.

design and operational processes. The Company has also established a Strategic Energy Conservation Plan along with Energy Conservation programs implemented on an ongoing basis and adjusted to remain aligned with the National Energy Efficiency Policy and Environmental Policies issued by the Government. The Company actively promotes the utilization of New and Renewable Energy (NRE) as part of its contribution to supporting national energy independence. Furthermore, the Company is committed to consistently complying with all applicable laws and regulations and other requirements related to energy efficiency, energy utilization, and energy consumption.

Komitmen nyata Perseroan dalam menurunkan emisi GRK juga diwujudkan melalui penyusunan dan implementasi *roadmap* dekarbonisasi yang ditetapkan sebagai pedoman strategis untuk mencapai target *net zero emission* pada tahun 2060. Dalam rangka mencapai target tersebut, Perseroan melaksanakan berbagai aksi mitigasi yang secara signifikan berkontribusi terhadap penurunan emisi GRK, antara lain melalui penggantian jenis energi ke sumber energi yang lebih rendah emisi, seperti penggunaan biofuel B35/B40 pada seluruh aktivitas operasional Perseroan. Perseroan juga menggunakan Energi terbarukan yang Perseroan gunakan yaitu *solar cell* dan energi alternatif yang Perseroan gunakan yaitu biodiesel (B35/B40), yang akan berkontribusi dalam pengurangan emisi GRK. Selain itu, Perseroan menggunakan bahan bakar gas di PT Timah Industri, serta pemasangan solar photovoltaic (solar PV) di area operasional PT Timah Industri dan area reklamasi. Upaya lainnya dilakukan melalui pelaksanaan program *carbon offset* yang bersumber dari kegiatan penanaman dan reboisasi hutan sebagai bagian dari strategi penyerapan karbon. Di samping langkah-langkah tersebut, Perseroan juga secara konsisten melaksanakan riset dan pengembangan teknologi ramah lingkungan yang disesuaikan dengan kebutuhan operasional guna mendukung upaya dekarbonisasi, melakukan pemantauan emisi udara dan kualitas udara ambien secara berkala, mengoptimalkan penggunaan energi biodiesel serta mendorong transisi ke sumber energi rendah emisi lainnya, dan mengimplementasikan program berbasis solusi alam (*nature-based solutions*) untuk memperkuat kontribusi terhadap pengurangan emisi karbon secara berkelanjutan.

The Company's tangible commitment to reducing GHG emissions is also demonstrated through the development and implementation of a decarbonization roadmap established as a strategic guideline to achieve the net-zero emission target by 2060. As an effort to achieve this target, the Company has implemented various mitigation actions that significantly contribute to reducing GHG emissions, including transitioning to lower-emission energy sources, such as the use of B35/B40 biofuel in all of the Company's operational activities. The Company also utilizes renewable Energy sources, including solar cells, and alternative energy sources such as biodiesel (B35/B40), which contribute to reducing GHG emissions. In addition, the Company uses natural gas at PT Timah Industri and has installed solar photovoltaic (solar PV) systems in PT Timah Industri's operational areas and reclamation sites. Other initiatives include implementing carbon offset programs through tree planting and forest reforestation activities as part of carbon sequestration strategies. Other than those measures, the Company consistently conducts research and development of environmentally friendly technologies tailored to operational needs to support decarbonization efforts, performs regular monitoring of air emissions and ambient air quality, optimizes biodiesel energy utilization while encouraging the transition to other low-emission energy sources, and implements nature-based solutions programs to strengthen contributions to sustainable carbon emission reductions.

Division HSE & Sustainability secara berkala setiap semester melakukan evaluasi dan peninjauan atas efektivitas berbagai inisiatif reduksi emisi yang telah dijalankan Perseroan. Hasil evaluasi tersebut selanjutnya dituangkan dalam laporan kinerja pengelolaan aspek lingkungan yang disampaikan kepada Dinas Lingkungan Hidup dan Kehutanan Provinsi Kepulauan Bangka Belitung, Dinas Lingkungan Hidup Kabupaten Bangka, Dinas Lingkungan Hidup Kabupaten Bangka Barat, Dinas

The HSE & Sustainability Division periodically conducts evaluations and reviews of the effectiveness of the Company's emission reduction initiatives every semester. The results of the evaluation were subsequently compiled into a performance report on environmental management, which was submitted to the Environmental and Forestry Agency of the Bangka Belitung Islands Province, the Bangka Regency Environmental Agency, the West Bangka Regency Environmental Agency, the Central Bangka

Lingkungan Hidup Kabupaten Bangka Tengah, Dinas Lingkungan Hidup Kabupaten Bangka Selatan, serta kepada Kementerian Lingkungan Hidup secara bulanan maupun semesteran melalui Sistem Informasi Pelaporan Elektronik Lingkungan Hidup (SIMPEL). Berdasarkan hasil pelaporan tersebut, tercatat adanya tren penurunan emisi yang konsisten dalam periode tahun 2021 hingga tahun 2025.

Regency Environmental Agency, the South Bangka Regency Environmental Agency, as well as to the Ministry of Environment and Forestry on a monthly and semi-annual basis through the SIMPEL system. Based on these reports, a consistent downward trend in emissions was recorded from 2021 through 2025.

Di samping itu, evaluasi efektivitas reduksi emisi yang dihasilkan dilakukan melalui pertemuan dengan seluruh satuan kerja Perseroan dan stakeholder. Atas komitmen Perseroan dalam mencapai *net zero emission*, absolut reduksi emisi GRK di tahun 2025 sebesar 71.070 Ton $Co_2$eq dibandingkan dengan baseline BAU (*Business as Usual*) yang telah ditetapkan.

In addition, the effectiveness of the resulting emission reductions is evaluated through meetings with all of the Company's operational units and stakeholders. In line with the Company's commitment to achieving net-zero emissions, the absolute reduction in GHG emissions by 2025 is projected to be 71,070 metric tons of $CO_2$eq compared to the established Business-as-Usual (BAU) baseline.

## *RESPONSIBLE PRODUCTION (WASTE)*

## RESPONSIBLE PRODUCTION (WASTE)

Limbah yang timbul dari seluruh kegiatan operasional Perseroan memiliki potensi menimbulkan dampak negatif berupa pencemaran lingkungan apabila tidak dikelola secara tepat dan bertanggung jawab. Berbagai dampak yang dapat ditimbulkan dari limbah tersebut, termasuk yang berasal dari aktivitas dalam rantai nilai serta penggunaan bahan atau zat berbahaya, antara lain berupa pencemaran lingkungan, gangguan kesehatan bagi masyarakat di sekitar wilayah operasional, kerusakan ekosistem, pencemaran udara, serta peningkatan risiko terjadinya banjir apabila pengelolaannya tidak dilakukan secara memadai. Dampak negatif lainnya yaitu meningkatnya tekanan dan keluhan dari masyarakat sekitar wilayah operasional, potensi sanksi administratif atau hukum dari otoritas lingkungan, kehilangan akses atau pembatasan izin operasi di wilayah sensitif, serta penurunan skor ESG sebagai akibat lemahnya sistem manajemen limbah padat.

Waste generated from all operational activities has the potential to cause negative environmental impacts, including environmental pollution, if not managed properly and responsibly. Various impacts that may arise from such waste, including those originating from value chain activities and the use of hazardous materials or substances, include environmental pollution, health issues for communities surrounding the operational areas, ecosystem damage, air pollution, and increased flood risk if waste management is not conducted adequately. Other potential negative impacts include increased pressure and complaints from surrounding communities, potential administrative or legal sanctions from environmental authorities, loss of access or restrictions on operating permits in sensitive areas, and a decline in ESG ratings due to weak solid waste management systems.

Sebagai bentuk komitmen untuk memitigasi dan mengendalikan potensi dampak negatif tersebut, Perseroan menerapkan sistem sirkulasi tertutup dalam pengelolaan air limbah pada kegiatan penambangan guna meminimalkan pelepasan limbah ke lingkungan. Selain itu, Perseroan memastikan bahwa pengelolaan limbah Bahan Berbahaya dan Beracun (B3) maupun non-B3 dilaksanakan secara terstruktur dan sesuai ketentuan, yang mencakup tahapan penyimpanan, pengangkutan, hingga pengolahan lanjutan dengan bekerja sama dengan Pihak Ketiga Berizin untuk melaksanakan proses daur ulang maupun pemusnahan secara aman dan sesuai dengan peraturan yang berlaku.

As part of its commitment to mitigating and controlling these potential negative impacts, the Company implements a closed-loop circulation system in wastewater management for mining activities to minimize waste discharge into the environment. In addition, the Company ensures that the management of hazardous and non-hazardous waste is conducted in a structured manner and in compliance with applicable regulations, covering stages from storage and transportation to further processing in collaboration with Licensed Third Parties to carry out recycling or disposal safely and in accordance with prevailing regulations.

Komitmen Perseroan dalam pengelolaan limbah tercermin dengan telah dimilikinya Kebijakan Kesehatan, Keselamatan Kerja, dan Lingkungan Hidup (K3LH) yang ditetapkan pada 7 Juli 2025. Pada kebijakan tersebut tercantum komitmen Perseroan dalam mematuhi seluruh

The Company's commitment to waste management is reflected in the Occupational Health, Safety, and Environmental Policy established on July 7, 2025. This policy includes the Company's commitment to comply with all environmental regulations, including preventing

aturan terkait lingkungan termasuk untuk tidak mencemari lingkungan. Efektivitas pengelolaan limbah di Perseroan tercermin dengan telah dimilikinya ISO 14001:2015 tentang Sistem Manajemen Lingkungan (SML). Selain itu, Perseroan mengadopsi pendekatan *Life Cycle Analysis* (LCA) guna mengevaluasi dan mengidentifikasi potensi dampak lingkungan dari suatu produk atau layanan secara menyeluruh sepanjang siklus hidupnya, dimulai dari tahap ekstraksi bahan baku, proses produksi, distribusi, penggunaan, hingga tahap akhir berupa pembuangan atau daur ulang (*end-of-life*). Dalam memastikan pengelolaan limbah berjalan secara optimal dan sesuai dengan kebijakan yang telah ditetapkan, Division HSE & Sustainability secara konsisten melakukan peninjauan dan evaluasi efektivitas pengelolaan limbah sebanyak 2 (dua) kali dalam setahun atau setiap semester sebagai bagian dari mekanisme pengendalian dan perbaikan berkelanjutan.

environmental pollution. The effectiveness of waste management is demonstrated through the implementation of ISO 14001:2015 Environmental Management System (EMS) certification. In addition, the Company adopts a Life Cycle Analysis (LCA) approach to comprehensively evaluate and identify the potential environmental impacts of products or services throughout their life cycle, starting from the raw material extraction stage, through production, distribution, and use, all the way to the final stage of disposal or recycling (end-of-life). In order to ensure optimal waste management according to the established policies, the HSE & Sustainability Division consistently conducts reviews and evaluations of waste management effectiveness 2 (twice) a year, or every semester, as part of the continuous control and improvement mechanism.

Hasil peninjauan tersebut selanjutnya disusun dalam bentuk laporan resmi dan disampaikan kepada Dinas Lingkungan Hidup dan Kehutanan Provinsi Kepulauan Bangka Belitung, Dinas Lingkungan Hidup Kabupaten Bangka, Dinas Lingkungan Hidup Kabupaten Bangka Barat, Dinas Lingkungan Hidup Kabupaten Bangka Tengah, Dinas Lingkungan Hidup Kabupaten Bangka Selatan, serta kepada Kementerian Lingkungan Hidup secara bulanan maupun semesteran melalui sistem SIMPEL. Berdasarkan hasil pelaporan tersebut, dinyatakan bahwa perusahaan telah memenuhi dan mematuhi seluruh ketentuan regulasi yang berlaku terkait pengelolaan dan pemantauan limbah B3.

The results of these reviews are compiled into official reports and submitted to the Environment and Forestry Agency of the Bangka Belitung Islands Province, the Environment Agency of Bangka Regency, the Environment Agency of West Bangka Regency, the Environment Agency of Central Bangka Regency, the Environment Agency of South Bangka Regency, and the Ministry of Environment on a monthly and semiannual basis via the SIMPEL KLHK system. Based on these reports, the Company has been declared to have met and complied with all applicable regulatory requirements related to the management and monitoring of hazardous waste.

Atas komitmen Perseroan dalam melakukan pengelolaan limbah, sepanjang tahun 2025, Perseroan tidak terlibat dengan dampak negatif terhadap lingkungan akibat limbah yang dihasilkan.

As a result of the Company's commitment to responsible waste management, throughout 2025, the Company was not associated with negative environmental impacts resulting from the waste generated.

## *HEALTH & SAFETY*

## HEALTH & SAFETY

Dampak negatif terkait Keselamatan dan Kesehatan Kerja (K3) di antaranya yaitu kerugian finansial, reputasi negatif Perseroan sebagai tempat kerja yang tidak aman, peningkatan tingkat kecelakaan/insiden kerja, dan gangguan operasional. Perseroan berkomitmen untuk secara konsisten menciptakan lingkungan kerja yang layak, aman, dan sehat bagi seluruh karyawan, sekaligus menargetkan pencapaian *zero fatality* pada seluruh aktivitas operasional. Komitmen ini diwujudkan sebagai langkah preventif untuk mencegah terjadinya dampak negatif akibat kecelakaan tambang yang berpotensi menyebabkan kematian, cedera serius, maupun timbulnya penyakit akibat kerja.

Negative impacts related to OHS may include financial losses, reputational damage due to unsafe workplace conditions, increased rates of workplace accidents/incidents, and operational disruptions. The Company is committed to consistently creating a decent, safe, and healthy working environment for all employees while aiming to achieve zero fatalities across all operational activities. This commitment is implemented as a preventive measure to avoid negative impacts resulting from mining accidents that may lead to fatalities, serious injuries, or occupational diseases.

Dalam rangka memitigasi berbagai potensi risiko tersebut, Perseroan telah menetapkan dan mengimplementasikan sejumlah prosedur operasional K3, antara lain prosedur

To mitigate these potential risks, the Company has established and implemented a number of Occupational Health and Safety (OHS) operational procedures, including

observasi K3, prosedur tata cara kerja aman, prosedur mitigasi risiko, prosedur identifikasi bahaya dan pengendalian risiko, prosedur izin kerja khusus, prosedur pelaporan dan investigasi kecelakaan, prosedur pengelolaan lingkungan kerja, prosedur pengelolaan kesehatan kerja, prosedur analisa dan penyiapan data K3 sebagai bagian dari sistem pengelolaan keselamatan yang terintegrasi dan berkelanjutan, serta prosedur *Stop Work Authority* yang memberi kewenangan kepada seluruh karyawan untuk menghentikan kegiatan apabila ditemukan kondisi tidak aman.

OHS observation procedures, safe work procedures, risk mitigation procedures, hazard identification and risk control procedures, special work permit procedures, accident reporting and investigation procedures, workplace environment management procedures, occupational health management procedures, OSH data analysis and preparation procedures as part of an integrated and sustainable safety management system, as well as Stop Work Authority procedures that empower all employees to halt activities if unsafe conditions are identified.

Komitmen Perseroan dalam mencegah dan mengendalikan dampak K3 secara tegas dituangkan dalam Kebijakan K3LH yang ditetapkan pada 7 Juli 2025. Dalam kebijakan tersebut ditegaskan bahwa Perseroan senantiasa memprioritaskan aspek kesehatan dan keselamatan kerja, keselamatan operasional, serta perlindungan lingkungan dalam setiap pelaksanaan kegiatan operasional guna menciptakan lingkungan kerja yang aman, sehat, dan kondusif bagi seluruh karyawan. Sebagai bentuk implementasi kebijakan tersebut, Perseroan telah menetapkan dan memberlakukan Prosedur Mitigasi Risiko serta Pemantauan dan Peninjauan No. SOP/DK3LH&S/BID-K3/01, Prosedur Manajemen Risiko No. SOP/DK3LH&S/BID-K3/28, serta Prosedur Identifikasi Bahaya, Penilaian dan Pengendalian Risiko No. SOP/DK3LH&S/BID-K3/02. Seluruh prosedur tersebut diterapkan secara konsisten untuk mengidentifikasi potensi bahaya, menilai tingkat risiko, serta menetapkan langkah pengendalian yang tepat dalam rangka mengendalikan risiko dan mengelola dampak aspek K3 yang timbul dari kegiatan penambangan maupun aktivitas operasional lainnya secara sistematis dan berkelanjutan.

The Company's commitment to preventing and controlling Occupational Health and Safety (OHS) impacts is formally outlined in the Occupational Health, Safety, and Environmental Policy adopted on July 7, 2025. This policy emphasizes that the Company consistently prioritizes occupational health and safety, operational safety, and environmental protection across all operations to create a safe, healthy, and conducive working environment for all employees. As part of the implementation of this policy, the Company has established and implemented Risk Mitigation, Monitoring, and Review Procedure No. SOP/DK3LH&S/BID-K3/01, Risk Management Procedure No. SOP/DK3LH&S/BID-K3/28, and the Hazard Identification, Risk Assessment, and Risk Control Procedure No. SOP/DK3LH&S/BID-K3/02. These procedures are consistently applied to identify potential hazards, assess risk levels, and establish appropriate control measures to manage risks and OHS-related impacts arising from mining and other operational activities systematically and sustainably.

Perseroan secara rutin menyelenggarakan pertemuan dengan karyawan di setiap wilayah operasi guna meninjau dan mengevaluasi efektivitas penerapan sistem K3. Pengelolaan K3 dilaksanakan oleh masing-masing wilayah operasi sesuai dengan tanggung jawabnya, dengan koordinasi dan pengawasan yang dilakukan oleh Division HSE & Sustainability untuk memastikan keselarasan kebijakan dan standar yang diterapkan di seluruh area kerja. Evaluasi atas pengelolaan K3 di tingkat Perseroan dilaksanakan secara berkala setiap satu tahun sekali melalui mekanisme audit yang komprehensif, yang mencakup audit internal oleh auditor internal bersertifikasi serta audit eksternal yang dilakukan oleh badan bersertifikasi. Efektivitas penerapan K3 di Perseroan tercermin dengan telah dimilikinya ISO 45001:2018 Sistem Manajemen Keselamatan dan Kesehatan Kerja.

The Company regularly holds meetings with employees in each operational area to review and evaluate the effectiveness of the Occupational Health and Safety (OHS) system implementation. OHS management is carried out by each operational unit in accordance with its responsibilities, with coordination and supervision provided by the HSE & Sustainability Division to ensure alignment of policies and standards across all work areas. Evaluation of OHS management at the corporate level is conducted annually through a comprehensive audit mechanism, including internal audits by certified internal auditors and external audits by accredited certification bodies. The effectiveness of OHS implementation is demonstrated through the Company's ISO 45001:2018 Occupational Health and Safety Management System certification.

Atas upaya Perseroan dalam menerapkan sistem K3, sepanjang tahun 2025 terdapat penurunan *fatality rate* menjadi sebesar 0,026 menurun dibandingkan tahun 2024 yang sebesar 0,029.

As a result of the Company's efforts to implement the OHS system, the fatality rate decreased to 0.026 in 2025, compared with 0.029 in 2024.

## *ECONOMIC IMPACT*

Sebagai Perusahaan yang berdampak langsung pada masyarakat, Perseroan senantiasa meminimalkan dampak negatif atas kegiatan operasionalnya. Potensi dampak negatif yang timbul yaitu biaya tambahan untuk pemulihan hubungan dan percepatan program pembangunan, reputasi Perusahaan yang menurun di mata publik dan pemangku kepentingan lokal, serta penurunan izin sosial untuk beroperasi *(Social License to Operate)*. Oleh karenanya Perseroan terus berupaya untuk memberikan dampak positif terhadap masyarakat melalui kegiatan Tanggung Jawab Sosial dan Lingkungan (TJSL), serta Program Pengembangan dan Pemberdayaan Masyarakat (PPM). Perseroan telah memberikan manfaat tidak langsung bagi masyarakat setempat melalui infrastruktur yang dibangun. Beberapa inisiatif yang telah dilakukan antara lain perbaikan dermaga di Tanjung Ketapang, Kelurahan Ketapang, Kecamatan Toboali, Kabupaten Bangka Selatan. Inisiatif yang dilakukan oleh Perseroan bertujuan untuk mendukung kegiatan masyarakat setempat dan meningkatkan kualitas infrastruktur wilayah tersebut.

Di samping itu, Perseroan senantiasa melakukan pemberdayaan ekonomi masyarakat yang berdampak positif pada peningkatan pendapatan masyarakat. Komitmen Perseroan dalam menjalankan kegiatan TJSL dan Program PPM tercantum dalam Peraturan Direksi Nomor: 0005/Tbk/PER-0000/25-S11.1 tentang Pengelolaan Program Tanggung Jawab Sosial dan Lingkungan (TJSL) dan Program Pengembangan dan Pemberdayaan Masyarakat (PPM) di Lingkungan PT TIMAH (Persero) Tbk. Dalam pedoman tersebut dinyatakan bahwa pelaksanaan program TJSL, termasuk Program PPM, diarahkan untuk memberikan manfaat nyata bagi pembangunan ekonomi, pembangunan sosial, pembangunan lingkungan, serta pembangunan di bidang hukum dan tata kelola, baik bagi Perseroan maupun para pemangku kepentingan. Program tersebut juga ditujukan untuk berkontribusi dalam menciptakan nilai tambah bagi Perseroan melalui pelaksanaan yang berlandaskan prinsip terintegrasi, terarah, terukur dampaknya, serta akuntabel. Selain itu, pedoman tersebut menegaskan komitmen Perseroan dalam membina dan memberdayakan usaha mikro dan usaha kecil agar menjadi lebih tangguh dan mandiri, sekaligus meningkatkan kesejahteraan masyarakat di sekitar wilayah operasional Perseroan.

Dasar pelaksanaan kegiatan TJSL dan program PPM dilakukan pada setiap tahunnya dengan melakukan pemetaan sosial *(social mapping)* pada masyarakat di sekitar wilayah operasional. Hal ini dilakukan untuk mendapatkan latar belakang masyarakat serta mendapat masukan dari masyarakat atas kebutuhan program-program pemberdayaan. Upaya yang dilakukan Perseroan dalam upayanya memberikan dampak ekonomi tidak

## ECONOMIC IMPACT

As a company that directly impacts surrounding communities, the Company continuously seeks to minimize the negative impacts of its operational activities. Potential negative impacts may include additional costs for relationship recovery and accelerated development programs, reputational decline in the eyes of the public and local stakeholders, and the loss of the social license to operate. Therefore, the Company continuously strives to deliver positive impacts to communities through Corporate Social Responsibility (CSR) programs and Community Development and Empowerment Programs (PPM). The Company has provided indirect benefits to local communities through infrastructure development. One example of such initiatives is the renovation of the pier at Tanjung Ketapang, Ketapang Village, Toboali Subdistrict, South Bangka Regency. The Company's initiatives are aimed at supporting local community activities and improving the quality of infrastructure in the region.

In addition, the Company consistently carries out community economic empowerment initiatives that contribute positively to increasing community income. The Company's commitment to implementing CSR and Community Development and Empowerment Programs is outlined in Board of Directors Regulation No. 0005/Tbk/PER-0000/25-S11.1 concerning the Management of Corporate Social Responsibility (CSR) Programs and Community Development and Empowerment Programs (PPM) within PT TIMAH (Persero) Tbk's Environment. The guideline states that the implementation of Corporate Social Responsibility (CSR) programs, including Community Development and Empowerment Programs (PPM), is directed toward delivering tangible benefits for economic development, social development, environmental development, and legal and governance development, for both the Company and its stakeholders. These programs are also designed to contribute to creating added value for the Company through implementation based on integrated, targeted, measurable, and accountable principles. Furthermore, the guideline emphasizes the Company's commitment to fostering and empowering micro and small enterprises to become more resilient and independent while improving the welfare of communities surrounding the Company's operational areas.

The implementation of TJSL activities and PPM programs is carried out annually through social mapping of the communities surrounding the operational areas. This is done to understand the community's background and gather input from the community regarding the needs for empowerment programs. The Company's efforts to provide indirect economic benefits are assessed as not resulting in negative impacts on the community. The implementation

langsung, tidak memiliki dampak negatif bagi masyarakat. pelaksanaan aktivitas TJSL berada di bawah koordinasi Division Corporate Social Responsibility.

Evaluasi efektivitas pelaksanaan kegiatan TJSL yaitu dengan melakukan pengukuran *Social Return on Investment* (SROI). Hasil pengukuran SROI di tahun 2025, menunjukkan bahwa Perseroan telah memberikan manfaat kepada masyarakat melalui program yang dijalankan yang tercermin dengan salah satu kegiatannya memiliki nilai SROI 1,43. Hal ini menunjukkan bahwa Perseroan telah memberikan manfaat nyata kepada masyarakat melalui program-program yang dijalankan. Nilai 1,43 menunjukkan bahwa setiap 1 (satu) satuan investasi yang dikeluarkan Perseroan mampu menghasilkan manfaat sosial sebesar 1,43 kali dari nilai investasi tersebut, sehingga program yang dilaksanakan tidak hanya memberikan dampak positif bagi penerima manfaat, tetapi juga menciptakan nilai tambah sosial yang lebih besar dibandingkan biaya yang dikeluarkan.

of CSR activities is coordinated under the Corporate Social Responsibility Division.

The effectiveness of CSR program implementation is evaluated through Social Return on Investment (SROI) measurement. The SROI measurement results for 2025 indicate that the Company has delivered tangible benefits to the community through its programs, as reflected in one initiative achieving an SROI of 1.43. This result demonstrates that the Company has provided meaningful benefits to the community through the programs implemented. An SROI value of 1.43 indicates that every 1 (one) unit of investment made by the Company generates social benefits equivalent to 1.43 times the investment value, meaning that the programs implemented not only deliver positive impacts to beneficiaries but also create greater social value than the costs incurred.





Division Processing and Refinery Site Mentok



# Strategi Keberlanjutan

## Sustainability Strategy

# Strategi dan Kebijakan Keberlanjutan
## Sustainability Strategy and Policy

### PENJELASAN STRATEGI KEBERLANJUTAN [OJK A.1, GRI 2-22, ICMM 2.1]

Perseroan sebagai anggota Grup MIND ID, turut serta dalam mewujudkan visi MIND ID yaitu "MIND ID *for Indonesia and The World*", untuk menjadi perusahaan pertambangan terintegrasi yang menyediakan komoditas strategis secara berkelanjutan melalui kegiatan eksplorasi, produksi, hilirisasi, dan penguatan rantai pasok, guna mendukung kedaulatan nasional serta kebutuhan global.

Komitmen ini diwujudkan melalui 6 (enam) pilar keberlanjutan, yaitu *Environmental & Climate Change, Smart Operation & Product Stewardship, People, Society, Economic Development,* dan *Governance*, guna memastikan kontribusi Perseroan terhadap prioritas strategis Indonesia dan transisi energi global dilaksanakan dengan integritas dan akuntabilitas.

### EXPLANATION OF SUSTAINABILITY STRATEGY [OJK A.1, GRI 2-22, ICMM 2.1]

As a member of the MIND ID Group, the Company is committed to realizing MIND ID's vision of "MIND ID for Indonesia and The World"—to become an integrated mining company that sustainably supplies strategic commodities through exploration, production, downstream processing, and supply chain strengthening, in order to support national sovereignty and meet global needs.

This commitment is realized through six pillars of sustainability: Environmental & Climate Change, Smart Operation & Product Stewardship, People, Society, Economic Development, and Governance, to ensure the Company's contributions to Indonesia's strategic priorities and the global energy transition are carried out with integrity and accountability.




Keterangan | Notes :
*) **Area Prioritas PT TIMAH (Persero) Tbk**
Priority Areas of PT TIMAH (Persero) Tbk

Berdasarkan *Sustainability Pathway* yang telah dikembangkan oleh MIND ID, Perseroan menetapkan *Sustainability Priorities* 2030 sebagai pedoman dalam pelaksanaan strategi keberlanjutan perusahaan.

Based on the Sustainability Pathway developed by MIND ID, the Company has established its 2030 Sustainability Priorities as a guide for implementing its sustainability strategy.

**PT TIMAH (Persero) Tbk Sustainability Priorities 2030**

| Pillars | Environmental & Climate Change | Smart Operation & Product Stewardship | People | Society | Economic Development | Governance |
|---|---|---|---|---|---|---|
| *Objectives* | 1. Memastikan seluruh lokasi pertambangan—termasuk area pertambangan lepas pantai—yang berada di dekat kawasan lindung, kawasan dengan nilai konservasi tinggi, atau ekosistem laut dan pesisir yang kritis, telah menyelesaikan Penilaian Habitat Kritis (*Critical Habitat Assessments*/CHA) dan Rencana Aksi Keanekaragaman Hayati (*Biodiversity Action Plans*/BAP), dengan progres implementasi yang dilaporkan setiap tahun dalam Laporan Keberlanjutan. (EN1)<br>2. Mewujudkan penurunan emisi gas rumah kaca (GRK) (Cakupan/*Scope* 1+2) yang selaras dengan komitmen Indonesia dalam Kontribusi yang Ditetapkan Secara Nasional (*Nationally Determined Contribution*/NDC). (EN3)<br>1. Ensure all mining sites - including offshore mining areas near protected areas, high conservation value areas, or critical marine and coastal ecosystems complete Critical Habitat Assessments (CHA) and Biodiversity Action Plans (BAP), with implementation progress reported annually in the Sustainability Report. (EN1)<br>2. Deliver GHG emissions reductions (Scope 1+2) aligned with Indonesia's NDC. (EN3) | Mempertahankan kepatuhan terhadap RMI (Responsible Minerals Initiative) pada rantai pasok timah dalam mendukung aspirasi keanggotaan RMI dan ICMM (International Council on Mining and Metals) Grup MIND ID. (SP3)<br>Maintain RMI compliance for tin supply chain in support of MIND ID Group's RMI and ICMM membership aspiration. (SP3) | 1. Mencapai *zero fatalities case* di lingkungan Perseroan sebelum tahun 2030. (PE1)<br>2. Menurunkan Tingkat Cedera Tercatat Total (*Total Recordable Injury Rate*/TRIR) dengan mencapai penurunan sebesar 10% dari rata-rata TRIR selama tiga tahun terakhir. (PE1)<br>3. Menyelesaikan program literasi keberlanjutan untuk seluruh karyawan langsung pada tahun 2028 dan seluruh pekerja pada tahun 2030. (PE5)<br>1. Achieve Zero Fatality Case within TIMAH before 2030. (PE1)<br>2. Reduce Total Recordable Injury Rate (TRIR) by achieving a 10% decrease from the average TRIR over the past three years. (PE1)<br>3. Complete sustainability literacy programs for all direct employees by 2028 and all workers by 2030. (PE5) | 1. Memperkuat pemberdayaan dan pengembangan masyarakat untuk mencapai target *Community Investment and Engagement* (CIE) serta pendanaan Usaha Mikro dan Kecil (*Micro and Small Enterprise*/MSE) di seluruh operasional TIMAH. (SO1)<br>2. Mencapai tingkat optimal Indeks Kematangan Investasi Komunitas (*Community Investment Maturity Index*) di lingkungan TIMAH. (SO1)<br>1. Strengthen community empowerment and development to achieve CIE and MSE funding targets in all TIMAH Operations. (SO1)<br>2. Achieve an optimal level of Community Investment Maturity Index2) within TIMAH. (SO1) | Memperkuat pertumbuhan bisnis melalui penyelesaian seluruh proyek inisiatif strategis, termasuk proyek strategis nasional, di lingkungan Perseroan sebagaimana ditetapkan dalam RJPP 2026–2030. (EC4)<br>Strengthen business growth through the completion of strategic initiative projects, including national strategic projects, within TIMAH as designated in RJPP 2026-2030. (EC4) | Mengintegrasikan prinsip ESG (*Environmental, Social, and Governance*) ke dalam proses pengambilan keputusan melalui manajemen risiko dan kerangka kerja *Front-End Loading* (FEL). (GO4)<br>Integrate ESG principles into decision-making processes through risk management and Front- End Loading (FEL) frameworks. (GO4) |

Dengan berpedoman pada pilar yang dikembangkan oleh MIND ID, maka Perseroan mengadopsi ke dalam pilar keberlanjutan PT TIMAH (Persero) Tbk. Perseroan telah menetapkan 6 (enam) pilar komitmen Keberlanjutan PT TIMAH (Persero) Tbk sebagai berikut:

Guided by the pillars developed by MIND ID, the Company has adopted and integrated them into the sustainability pillars of PT TIMAH (Persero) Tbk. Accordingly, the Company has established 6 (six) Sustainability Commitment Pillars of PT TIMAH (Persero) Tbk as follows:

## Tabel Pilar Keberlanjutan PT TIMAH (Persero) Tbk
Table of PT TIMAH (Persero) Tbk Sustainability Pillars

| Pilar Keberlanjutan<br>Sustainability Pillars | Keterangan<br>Description |
|---|---|
| Memastikan Manfaat Ekonomi dari Operasional Perseroan<br>Ensuring Economic Benefits from the Company's Operations | 1. Kinerja Operasional yang Efektif dan Efisien.<br>2. Kinerja Keuangan yang Optimal.<br>3. Kontribusi terhadap Pemasukan Negara (Pajak dan Royalti).<br>4. Penerapan Teknologi sebagai Ujung Tombak Industri Maju.<br>5. Jaminan Kualitas Produk.<br>1. Effective And Efficient Operational Performance.<br>2. Optimal Financial Performance.<br>3. Contribution to State Revenue (Taxes and Royalties).<br>4. Application of Technology as a Key Driver of Advanced Industry Development.<br>5. Assurance of Product Quality |
| Mendorong Kemajuan Sumber Daya Manusia<br>Advancing Human Resources Development | 1. Kebijakan Rekrutmen dan Pengelolaan SDM yang Adil dan Berkualitas.<br>2. Menjunjung Tinggi Hak Asasi Manusia dalam Ketenagakerjaan (Melarang Segala Bentuk Kerja di Bawah Umur dan Kerja Paksa).<br>3. Memastikan Keandalan dan Kompetensi SDM PT TIMAH (Persero) Tbk. Melalui Program Pelatihan dan Pengembangan Karyawan.<br>4. Menjalin Hubungan Industrial yang Konstruktif dan Transparan.<br>5. Menjamin Keadilan dan Kesetaraan di Tempat Kerja Nyaman & Kerasan Bekerja di PT TIMAH (Persero) Tbk. (fasilitas dan manfaat karyawan, acara kebersamaan antar karyawan).<br>1. Fair and High-Quality Recruitment and HR Management Policies.<br>2. Upholding Human Rights in Employment (Prohibiting All Forms of Child Labor and Forced Labor).<br>3. Ensuring the Reliability and Competency of PT TIMAH (Persero) Tbk.'s Employees through Employee Training and Development Programs.<br>4. Establishing Constructive and Transparent Industrial Relations.<br>5. Ensuring Fairness and Equality in a Comfortable and Supportive Workplace Environment at PT TIMAH (Persero) Tbk. (employee facilities and benefits, employee engagement activities) |
| Mendukung Pengembangan Sosial Masyarakat<br>Supporting Community Social Development | 1. Tumbuh dan Berkembang Bersama Masyarakat.<br>2. Program Peningkatan Kesejahteraan Sosial Ekonomi Masyarakat.<br>3. Penghormatan Kepada Hak-Hak Adat Masyarakat Setempat.<br>4. Pengelolaan Tambang Darat & Laut Masyarakat Sekitar.<br>5. Rencana Pascatambang.<br>1. Growing and Developing Together with Communities.<br>2. Programs to Improve the Socio-Economic Welfare of Communities.<br>3. Respect for the Customary Rights of Local Communities<br>4. Management of Land and Offshore Mining Activities Involving Surrounding Communities.<br>5. Post-mining Plans. |
| Menjaga Kesehatan dan Keselamatan di Tempat Kerja<br>Maintaining Occupational Health and Safety | 1. Berkomitmen untuk Mewujudkan Nihil Kecelakaan Kerja.<br>2. Aman di Tempat Kerja.<br>3. Pelatihan, Program dan Kampanye Keselamatan Kerja Sehat di Tempat Kerja.<br>4. Pelatihan, Program dan Kampanye Kesehatan Kerja.<br>5. Forum Komunikasi K3 dengan Karyawan, Supplier, Kontraktor dan Tamu.<br>6. Kinerja K3.<br>1. Commitment to Achieving Zero Workplace Accidents.<br>2. Safe Workplace Environment.<br>3. Occupational Safety Training, Programs, and Workplace Health and Safety Campaigns.<br>4. Occupational Health Training, Programs, and Health Promotion Campaigns.<br>5. OHS Communication Forums Involving Employees, Suppliers, Contractors, and Visitors.<br>6. OHS Performance. |
| Melestarikan Alam & Lingkungan<br>Preserving the Nature & Environment | 1. Operasional yang Ramah Lingkungan.<br>2. Manajemen Lingkungan di PT TIMAH (Persero) Tbk.<br>3. Optimalisasi Penggunaan Energi.<br>4. Bijak Menggunakan Air.<br>5. Mitigasi dan Pengelolaan Emisi.<br>6. Manajemen Limbah.<br>7. Menjaga Kelestarian Ekosistem dan Keanekaragaman Hayati.<br>8. Menjalankan program reklamasi dan rehabilitasi.<br>1. Environmentally Responsible Operations.<br>2. Environmental Management at PT TIMAH (Persero) Tbk.<br>3. Optimization of Energy Utilization.<br>4. Responsible Water Management.<br>5. Emission Mitigation and Management.<br>6. Waste Management.<br>7. Protection of Ecosystems and Biodiversity.<br>8. Implementation of reclamation and rehabilitation programs. |

**Tabel Pilar Keberlanjutan PT TIMAH (Persero) Tbk**
Table of PT TIMAH (Persero) Tbk Sustainability Pillars

| Pilar Keberlanjutan<br>Sustainability Pillars | Keterangan<br>Description |
|---|---|
| Tata Kelola & Kepatuhan Hukum Sebagai Fondasi<br>Governance & Legal Compliance as the Foundation | 1. Prinsip-Prinsip Tata Kelola Perusahaan.<br>2. Menjunjung Tinggi Kepatuhan Hukum.<br>3. Struktur Tata Kelola Perusahaan.<br>4. Pengendalian Internal (Mekanisme Whistleblowing).<br>5. Identifikasi dan Pengelolaan Risiko.<br>6. Upaya-Upaya Anti Korupsi.<br>1. Implementation of Good Corporate Governance Principles.<br>2. Commitment to Legal and Regulatory Compliance.<br>3. Corporate Governance Structure.<br>4. Internal Control Systems (Whistleblowing Mechanisms).<br>5. Risk Identification and Management.<br>6. Anti-corruption Initiatives. |

Dari pilar keberlanjutan yang dimiliki, kemudian Perseroan menurunkan ke dalam strategi keberlanjutan yang mencakup target jangka pendek, jangka menengah, maupun jangka panjang. Strategi keberlanjutan yang ditetapkan merupakan implementasi atas visi dan misi dalam menerapkan pembangunan berkelanjutan dengan mengintegrasikan aspek ekonomi, kelestarian alam, K3, SDM, masyarakat, dan tata kelola ke dalam kegiatan operasional bisnis. Tujuannya adalah untuk membangun keseimbangan antara pengelolaan aspek Lingkungan, Sosial, dan Tata Kelola (LST) dan ekonomi sehingga dapat memberi nilai tambah dan dampak positif bagi perusahaan dan pemangku kepentingan lainnya.

Secara berkala, Perseroan melakukan peninjauan dan penyesuaian terhadap strategi yang telah ditetapkan. Strategi keberlanjutan Perseroan terus diselaraskan dengan perkembangan risiko yang dihadapi, pemanfaatan peluang yang ada, serta perencanaan pencapaian target keberlanjutan di masa mendatang. Implementasi strategi keberlanjutan tersebut bertujuan untuk menetapkan sasaran, mengevaluasi kinerja, serta merumuskan langkah-langkah tindak lanjut. Sejalan dengan hal tersebut, Perseroan juga telah memiliki *roadmap* keberlanjutan yaitu sejak tahun 2023 - 2029 sebagai bagian dari komitmen terhadap keberlanjutan yang telah disahkan oleh Direksi Perseroan. Adapun berbagai inisiatif pada roadmap keberlanjutan sebagai berikut:

Based on these sustainability pillars, the Company further translates them into sustainability strategies encompassing short-, medium-, and long-term targets. The sustainability strategy established represents the implementation of the Company's vision and mission to support sustainable development by integrating economic performance, environmental preservation, OHS, HR, community engagement, and governance into business operations. The objective is to create a balance between ESG management and economic performance to generate added value and positive impacts for the Company and its stakeholders.

Periodically, the Company reviews and adjusts its established strategies. The Company's sustainability strategy continues to be aligned with evolving risks, the optimization of available opportunities, and the planning required to achieve future sustainability targets. The implementation of this sustainability strategy aims to establish clear objectives, evaluate performance, and formulate follow-up actions. In line with this, the Company has also developed a sustainability roadmap covering the period from 2023 - 2029 as part of its long-term commitment to sustainability plan approved by the Company's Board of Directors. The initiatives outlined in the sustainability roadmap are as follows:

## *Roadmap* Inisiatif Keberlanjutan PT TIMAH (Persero) Tbk Tahun 2023-2029

PT TIMAH (Persero) Tbk Indicative Sustainability Inisiatives 2023-2029 Roadmap

<table>
<tr><th>Current State</th><th colspan="2">Short Term</th><th colspan="2">Mid Term</th><th colspan="2">Long Term</th></tr>
<tr><th>2023</th><th>2024</th><th>2025</th><th>2026</th><th>2027</th><th>2028</th><th>2029</th></tr>
<tr><td></td><td colspan="5">Green and Gold PROPER<br>1. Mempertahankan peringkat proper hijau/emas | Maintaining a green/gold rating<br>2. Tidak ada proper merah dan hitam | Not receiving red or black ratings</td><td rowspan="4">ESG Risk Management</td></tr>
<tr><td></td><td colspan="3">Sustainability Report (GRI, SASB, UNGC)</td><td colspan="2">Sustainability Report (IFRS)</td></tr>
<tr><td>UN Global Compact Membership</td><td>Application Information Report (AIR) ICMM</td><td rowspan="2">ICMM – ESG Implementation</td><td rowspan="2">ICMM Assurance Validation</td><td rowspan="2">ICMM- ESG Implementation</td></tr>
<tr><td>Gap Analysis ICMM</td><td>ICMM Membership</td></tr>
<tr><td>ESG Peers Benchmark</td><td colspan="3">Climate Risk & Transition Plan</td><td colspan="2">Ekonomi sirkular: akuntansi dan pengelolaan limbah dan sisa hasil pengolahan/pemurnian<br>Circular economy: accounting for and management of waste and byproducts from processing/refining</td></tr>
<tr><td rowspan="6">Sustainability Governance</td><td>Sustainability Strategy</td><td colspan="3">Adaptasi Water Accounting Framework<br>Water Accounting Framework Adaptation</td><td colspan="2">Implementasi Critical Habitat Assessment dan Biodiversity Management Plan<br>Implementation of Critical Habitat Assessments and Biodiversity Management Plans</td></tr>
<tr><td rowspan="2">MOMS: Environmental & Sustainability Maturity Standard</td><td colspan="5">Implementasi Good Mining Practices, Good Manufacturing Practices termasuk Sustainability Strategy<br>Implementation of Good Mining Practices, Good Manufacturing Practices, and a Sustainability Strategy</td><td rowspan="5">Green Commodity</td></tr>
<tr><td>Annual MOMS Assessment</td><td colspan="4">Adopsi dan Implementasi Global Industry Standard on Tailing Management (GISTM)<br>Adoption and Implementation of the Global Industry Standard on Tailing Management (GISTM)</td></tr>
<tr><td rowspan="2">Standardization of GHG Emission Inventory and Calculation</td><td colspan="5">Energy & Environmental Management (Sertifikasi dan Implementasi)<br>Energy & Environmental Management (Certification and Implementation)</td></tr>
<tr><td colspan="5">Penggunaan Bahan Bakar Rendah Karbon dan Energi Terbarukan<br>Use of Low-Carbon Fuels and Renewable Energy</td></tr>
<tr><td colspan="2">Energy & Decarbonization Scenario</td><td colspan="3">Retrofit teknologi (peningkatan pot-alumunium, LED, CCS/CCUS dan lainnya<br>Technology retrofits (aluminum pot upgrades, LED, CCS/CCUS, and others)</td></tr>
<tr><td colspan="3">Solusi berbasis alam (nature based solution) berupa green carbon atau blue carbon untuk mendapatkan offsetting/insetting/kredit karbon<br>Nature-based solutions, such as green carbon or blue carbon to generate carbon offsetting/insetting/credits</td></tr>
<tr><td></td><td></td><td>Dekarbonisasi (Penurunan Emisi GRK terhadap BaU 2,70%<br>Decarbonization (2.70% reduction in GHG Emissions relative to BaU)</td><td>Dekarbonisasi (Penurunan Emisi GRK terhadap BaU 4,60%<br>Decarbonization (4.60% reduction in GHG Emissions relative to BaU)</td><td>Dekarbonisasi (Penurunan Emisi GRK terhadap BaU 7,50%<br>Decarbonization (7.50% reduction in GHG Emissions relative to BaU)</td><td>Dekarbonisasi (Penurunan Emisi GRK terhadap BaU 11,20%<br>Decarbonization (11.20% reduction in GHG Emissions relative to BaU)</td><td>Dekarbonisasi (Penurunan Emisi GRK terhadap BaU 15,90%<br>Decarbonization (15.90% reduction in GHG Emissions relative to BaU)</td></tr>
<tr><td></td><td></td><td>ESG (Risk Rating) High (30-40) & Severe (40+)</td><td colspan="3">ESG (Risk Rating) Medium (20-30)</td><td>ESG (Risk Rating) Low (10-20)</td></tr>
</table>

Dari *roadmap* keberlanjutan tersebut, kemudian Perseroan menetapkan target jangka pendek (1 tahun) untuk tahun 2025 serta realisasinya sebagai berikut:

In accordance with this sustainability roadmap, the Company has set the following short-term (1-year) targets for 2025 and their respective achievements:

## Tabel Target dan Realisasi Kinerja Keberlanjutan Tahun 2025 PT TIMAH (Persero) Tbk

Table of Target and Realization of PT TIMAH (Persero) Tbk Sustainability Performance in 2025

| *Leading Indicator* | **Keterangan Indikator**<br>Indicator Description | **Satuan**<br>Unit | *Target* | **Realisasi**<br>Realization | **Capaian**<br>Achievement |
|---|---|---|---|---|---|
| ***Environmental and Climate Change*** | | | | | |
| Pemantauan kualitas air limbah *(water discharge)*<br>Wastewater quality monitoring (water discharge) | Jumlah pemantauan terhadap seluruh titik penaatan (pemantauan perbulan)<br>Number of monitoring activities conducted across all compliance points (monthly monitoring) | Kali<br>Times | 132 | 132 | 100% |
| Pemantauan kualitas udara (emisi cerobong)<br>Air quality monitoring (stack emissions) | Jumlah pemantauan terhadap seluruh titik pemantauan (pemantauan pertahun/ persemester/per triwulan)<br>Number of monitoring activities conducted across all monitoring points (annual/ semiannual/ quarterly monitoring) | Kali<br>Times | 36 | 36 | 100% |
| Pemantauan penggunaan energi<br>Energy consumption monitoring | Jumlah pemantauan (pemantauan perbulan)<br>Number of monitoring activities (monthly monitoring) | Kali<br>Times | 144 | 129 | 89,58% |
| Pemantauan pengelolaan limbah B3<br>Hazardous waste management monitoring | Jumlah Pemantauan (pemantauan pertriwulan)<br>Number of monitoring activities (quarterly monitoring) | Kali<br>Times | 32 | 32 | 100% |
| Kemajuan reklamasi P0<br>implementation in Phase P0 | Kemajuan pelaksanaan reklamasi tahap P0<br>implementation in Phase P0 | Ha | 1.020,65 | 399,21 | 39,1% |
| Kemajuan reklamasi P1<br>Progress of reclamation implementation in Phase P1 | Kemajuan pelaksanaan reklamasi tahap perawatan tahun pertama<br>Progress of reclamation maintenance implementation in the first-year maintenance phase | | 1 (60%) | 1 (60%) | 100% |
| Kemajuan reklamasi laut<br>Progress of marine reclamation | Kemajuan pelaksanaan perawatan rehabilitas tahap P0<br>Progress of rehabilitation maintenance implementation in Phase P0 | *Artificial Reef* (unit) | 1.920 | 1.920 | 100% |
| | | *Restocking* cumi (ekor)<br>Squid restocking (squids) | 59.711 | 4.012 | 6,7% |
| | | Mangrove (Ha)<br>Mangrove planting (Ha) | 3 | 3 | 100% |
| | | *Restocking* kepiting (ekor)<br>Crab restocking (crabs) | 1.800 | 1.800 | 100% |
| | | Penahan abrasi (m)<br>Coastal erosion control structures (m) | 1.050 | 350 | 33,33% |
| Kemajuan Rehabilitasi DAS P0<br>Progress of DAS rehabilitation in Phase P0 | Kemajuan pelaksanaan penanaman rehabilitasi DAS tahap P0<br>Progress of DAS rehabilitation planting implementation in Phase P0 | Ha | 199,84 | 54,17 | 27,11% |

## Tabel Target dan Realisasi Kinerja Keberlanjutan Tahun 2025 PT TIMAH (Persero) Tbk

Table of Target and Realization of PT TIMAH (Persero) Tbk Sustainability Performance in 2025

| *Leading Indicator* | Keterangan Indikator<br>Indicator Description | Satuan<br>Unit | *Target* | Realisasi<br>Realization | Capaian<br>Achievement |
|---|---|---|---|---|---|
| Kemajuan Rehabilitasi DAS P1<br>Progress of DAS rehabilitation in Phase P1 | Keberhasilan pelaksanaan perawatan penanaman rehabilitasi DAS tahun pertama (P1)<br>The success of the first-year (P1) DAS rehabilitation planting maintenance program | % | 1(75%) | 0,96 (71,6%) | 96% |
| Tidak ada PROPER Hitam atau Merah<br>No Black or Red PROPER | Jumlah kejadian PROPER Hitam atau Merah<br>Number of occurrences of Black or Red PROPER | (kejadian)<br>(occurrence) | 0 | 0 | 100% |
| Pencapaian PROPER Biru, Hijau, dan Emas<br>Achievement of Blue, Green, and Gold PROPER | Jumlah capaian PROPER Biru, Hijau, Emas<br>Number of achievements of Blue, Green, or Gold PROPER | Unit | Biru \| Blue: 10 | Biru \| Blue: 0 | 0% |
| | | | Hijau \| Green: 2 | Hijau \| Green: 2 | 100% |
| | | | Emas \| Gold: 1 | Emas \| Gold: 1 | 100% |
| Penurunan emisi GRK absolut (KPI Korporat)<br>Absolute reduction in GHG emissions (Corporate KPI) | Penurunan emisi GRK terhadap BAU tahun 2025 sebesar 2,7% terhadap emisi GRK BAU<br>Reduction of GHG emissions compared to the 2025 BAU baseline by 2.7% | % | 2,7 (231,6 KTCO2e) | 36,1 (140,9 KTCO2e) | 100% |
| Intensitas emisi GRK<br>GHG emission intensity | Intensitas emisi GRK tahun 2025 sama dengan atau lebih baik dibandingkan intensitas emisi GRK tahun 2024<br>GHG emission intensity in 2025 equal to or better than the GHG emission intensity in 2024 | (intensitas 2024) (KTCO2e/Rp Juta Revenue)<br>(2024 intensity) (KTCO2e/Rp Million Revenue) | 0,000012 (KTCO2e/ Rp Juta)<br>(KTCO2e/ Rp Million) | 0,000012 (KTCO2e/ Rp Juta)<br>(KTCO2e/ Rp Million) | 100% |
| Parameter kualitas air di atas baku mutu<br>Water quality parameters exceeding quality standards | Jumlah kejadian kualitas air limbah melebihi Baku Mutu Lingkungan (BML)<br>Number of incidents where wastewater quality exceeds the Environmental Quality Standards (BML) | Kejadian<br>Incidents | 0 | 0 | 100% |
| Parameter beban pencemar<br>Pollutant load parameters | Jumlah kejadian debit air limbah melebihi BML<br>Number of incidents where wastewater discharge volume exceeds the BML | Kejadian<br>Incidents | 0 | 0 | 100% |
| Parameter kualitas udara di atas baku mutu<br>Air quality parameters exceeding standards | Jumlah kejadian emisi cerobong melebihi BML<br>Number of incidents where stack emissions exceed the BML | Kejadian<br>Incidents | 0 | 0 | 100% |
| Insiden lingkungan signifikan<br>Significant environmental incidents | Jumlah kejadian insiden lingkungan signifikan<br>Number of significant environmental incident occurrences | Kejadian<br>Incidents | 0 | 0 | 100% |
| Sanksi administrasi/ pidana lingkungan<br>Administrative/criminal environmental penalties | Jumlah sanksi administratif/pidana lingkungan yang diperoleh<br>Number of administrative/criminal environmental sanctions imposed | Kejadian<br>Incidents | 0 | 0 | 100% |
| ***Smart Operation and Product Stewardship*** | | | | | |
| Asesmen internal Sistem Manajemen Lingkungan<br>Internal Assessment of the Environmental Management System | Jurnal audit internal (audit tahunan)<br>Internal audit reports (annual audit) | Unit | 6 | 6 | 100% |

## Tabel Target dan Realisasi Kinerja Keberlanjutan Tahun 2025 PT TIMAH (Persero) Tbk

Table of Target and Realization of PT TIMAH (Persero) Tbk Sustainability Performance in 2025

| *Leading Indicator* | Keterangan Indikator<br>Indicator Description | Satuan<br>Unit | *Target* | Realisasi<br>Realization | Capaian<br>Achievement |
|---|---|---|---|---|---|
| Asesmen internal Sistem Manajemen Energi<br>Internal Assessment of the Energy Management System | Jurnal audit internal (audit tahunan)<br>Internal audit reports (annual audit) | Unit | 1 | 1 | 100% |
| Sistem Manajemen Lingkungan<br>Environmental Management System | Cakupan unit & anak usaha meningkat dibanding tahun 2024<br>The number of units & subsidiaries has increased compared to 2024 | % | 64%<br>(7 unit) | 73%<br>(8 unit) | 115,88% |
| Sistem Manajemen Energi<br>Energy Management System | Peningkatan jumlah unit/anak usaha yang tersertifikasi dibanding tahun 2024<br>An increase in the number of certified units/ subsidiaries compared to 2024 | Skor<br>Score | 1 | 1 | 100% |
| ***People*** | | | | | |
| Training anti diskriminasi (*respectful workplace*)<br>Anti-discrimination training (respectful workplace) | Jumlah personil mengikuti training sesuai *Training Need Analysis* (TNA)<br>Number of personnel participating in training based on the TNA | Pegawai<br>Employee | 1.006 | 1.582 | 157,25% |
| ***Society*** | | | | | |
| *Assessment Human Rights* (PRISMA) atau *Human Right Due Diligence* (HRDD)<br>Human Rights Assessment (PRISMA) or HRDD | Jumlah pelaksanaan asesmen<br>Number of assessments conducted | Pelaksanaan<br>Implementation | 1 | 1 | 100% |
| ***Economic Development*** | | | | | |
| Proporsi jumlah pemasok (KPI korporat)<br>Proportion of the total number of suppliers (Corporate KPI) | Proporsi jumlah pemasok lokal dan nasional terhadap jumlah pemasok<br>Proportion of local and national suppliers relative to the total number of suppliers | Proporsi<br>Proportion | 99,06% | 99,44% | 100,39% |
| ***Governance*** | | | | | |
| Asesmen materialitas ESG dengan mengintegrasikan hasil analisis risiko (KPI Korporat)<br>ESG materiality assessment integrating risk analysis results (Corporate KPI) | Pelaksanaan Asesmen Materialitas ESG (sebagai bagian perencanaan program kerja tahun berikutnya)<br>Implementation of the ESG Materiality Assessment (as part of the planning process for the following year's work program) | Kali<br>Times | 1 | 1 | 100% |
| ESG *Management (Sustainalytics)* (KPI Korporat)<br>ESG Management (Sustainalytics) (Corporate KPI) | Pelaksanaan Asesmen Materialitas ESG (sebagai bagian perencanaan program kerja tahun berikutnya)<br>Implementation of the ESG Materiality Assessment (as part of the planning process for the following year's work program) | Jumlah sanggahan<br>Number of objections | 46 | 46 | 100% |
| ESG *Risk Rating Sustainalytics* (KPI Korporat)<br>ESG Risk Rating Sustainalytics (Corporate KPI) | Perbaikan score ESG Risk Rating 10% dibandingkan tahun 2024<br>Improvement in the ESG Risk Rating score by 10% compared to 2024 | Skor<br>Score | 44,2 | 36,4 | 121,43% |

## STRATEGI DALAM PENGELOLAAN RISIKO DAN PELUANG TERKAIT KEBERLANJUTAN

**[IFRS S1-STRATEGY, IFRS S2-STRATEGY, IFRS S1-METRIC AND TARGET, IFRS S2-METRIC AND TARGET, IFRS S1-RISK MANAGEMENT, IFRS S2-RISK MANAGEMENT, GRI 201-2, 14.2.2]**

Dalam menyusun strategi keberlanjutan, Perseroan secara konsisten mempertimbangkan berbagai risiko dan peluang yang berkaitan dengan aspek keberlanjutan. Pertimbangan tersebut mencakup risiko yang berkaitan dengan perubahan iklim beserta potensi dampak finansial yang dapat ditimbulkannya, dengan tetap mengacu pada ketentuan yang tercantum dalam SPK 1 dan SPK 2. Risiko keberlanjutan merupakan risiko yang berpotensi mengganggu kelancaran aktivitas operasional Perseroan. Perseroan telah mengidentifikasi berbagai risiko keberlanjutan yang dihadapi sepanjang tahun 2025. Risiko keberlanjutan yang diidentifikasi dapat mempengaruhi aktivitas operasional Perseroan meliputi risiko pada aspek ekonomi, lingkungan, dan sosial termasuk risiko iklim.

Terkait dengan keberlanjutan termasuk perubahan iklim, Perseroan telah melakukan identifikasi dan penilaian risiko dan peluang perubahan iklim yang digunakan oleh Perseroan sebagai dasar untuk pembuatan strategi perubahan iklim. Dalam mengelola risiko dan peluang tersebut, Perseroan mempertimbangkan berbagai horizon waktu yang meliputi jangka pendek, menengah, dan panjang.

- Jangka pendek: 1 tahun
- Jangka menengah: 2 - 5 tahun
- Jangka Panjang: >5 tahun

Risiko dan peluang terkait keberlanjutan tersebut memiliki dampak baik secara langsung maupun tidak langsung terhadap model bisnis dan rantai nilai Perseroan. Oleh karenanya, Perseroan juga senantiasa melakukan proses pemilihan dan pengelolaan pemasok yang mempertimbangkan prinsip-prinsip LST. Kebijakan ini diterapkan di seluruh wilayah operasional Perseroan sebagai bagian dari upaya untuk mengelola berbagai risiko keberlanjutan sekaligus memanfaatkan peluang yang berkaitan dengan peningkatan efisiensi operasional, pengurangan dampak lingkungan, serta penguatan reputasi dan kepercayaan para pemangku kepentingan. Penerapan kebijakan tersebut juga mencerminkan perhatian Perseroan terhadap potensi risiko dan peluang keberlanjutan yang terdapat dalam rantai pasok dan proses pengadaan barang dan jasa.

Namun demikian, Perseroan belum melakukan perhitungan terkait dampak finansial yang dihasilkan dari perubahan iklim. Ke depannya, Perseroan memiliki komitmen untuk mengukur dampak finansial sebagai akibat risiko keberlanjutan termasuk perubahan iklim. Risiko dan peluang perubahan iklim disajikan pada tabel di bawah ini.

## STRATEGY FOR MANAGING RISKS AND OPPORTUNITIES RELATED TO SUSTAINABILITY

**[IFRS S1-STRATEGY, IFRS S2-STRATEGY, IFRS S1-METRIC AND TARGET, IFRS S2-METRIC AND TARGET, IFRS S1-RISK MANAGEMENT, IFRS S2-RISK MANAGEMENT, GRI 201-2, 14.2.2]**

In formulating its sustainability strategy, the Company consistently considers various risks and opportunities related to sustainability aspects. These considerations include risks associated with climate change, along with the potential financial impacts that may arise, while continuing to refer to the provisions outlined in SPK 1 and SPK 2. Sustainability risk refers to risks that have the potential to disrupt the continuity of the Company's operational activities. The Company has identified various sustainability risks encountered throughout 2025. The sustainability risks identified that may affect the Company's operational activities include risks related to economic, environmental, and social aspects, including climate-related risks.

With respect to sustainability, including climate change, the Company has conducted the identification and assessment of climate-related risks and opportunities, which serve as the basis for developing the Company's climate change strategy. In managing these risks and opportunities, the Company considers various time horizons, including the short-term, medium-term, and long-term.

- Short term: 1 year
- Medium term: 2–5 years
- Long term: >5 years

Risks and opportunities related to sustainability have both direct and indirect impacts on the Company's business model and value chain. Therefore, the Company continuously implements supplier selection and management processes that incorporate environmental, social, and governance (ESG) principles. This policy is implemented across all operational areas of the Company as part of efforts to manage sustainability risks while simultaneously capturing opportunities to improve operational efficiency, reduce environmental impacts, and strengthen the Company's reputation and stakeholder trust. The implementation of this policy also reflects the Company's awareness of potential sustainability risks and opportunities within the supply chain and procurement processes.

Nevertheless, the Company has not yet conducted quantitative calculations regarding the financial impacts resulting from climate change. Going forward, the Company is committed to measuring the financial impact resulting from sustainability risks, including climate change. Climate-related risks and opportunities are presented in the table below.

**Tabel Risiko Keberlanjutan termasuk Perubahan Iklim**
Table of Sustainability Risk including Climate Change

| **Risiko** Risk | **Deskripsi Risiko** Risk Description | **Potensi Dampak Finansial** Potential Financial Impact | **Dampak terhadap Prospek Bisnis** Impact on Business Prospects | **Rentang Waktu** Time Frame | **Pengelolaan Risiko** Risk Management |
|---|---|---|---|---|---|
| **EKONOMI** ECONOMIC | | | | | |
| *Operational* | Peningkatan aktivitas *illegal mining* dapat mengakibatkan berkurangnya cadangan timah<br>An increase in illegal mining activities could lead to a decline in tin reserves | Penurunan pendapatan Perseroan<br>Decreased Company revenue | Penurunan cadangan siap tambang, yang dimana berpotensi menurunkan produksi, penjualan dan laba Perseroan<br>A decline in proven reserves, which could potentially reduce the Company's production, sales, and profits | Jangka panjang<br>*Long-term* | • Sosialisasi & edukasi terhadap masyarakat tokoh agama dan tokoh masyarakat; Program patroli pengawasan aset/tambang di area produksi; Berkoordinasi dengan Divisi Keamanan dan pengawasan Tambang Terkait Penertiban Tambang Ilegal; Perbaikan sistem pengamanan area Izin Usaha Pertambangan (IUP) dan penanganan illegal mining (peningkatan kapabilitas SDM, infrastruktur pengamanan, dan standar/mekanisme pengamanan/ pelaporan;<br>• Melakukan kerjasama Nota Kesepahaman Bersama (NKB) dengan Aparat Penegak Hukum (Polda, Bakamla, TNI, Lanal); Update/peningkatan MoU dengan TNI/ Polri<br>• Perbaikan tata kelola berbasis pencegahan tindak pidana korupsi (anti fraud); Penyelarasan kebijakan perusahaan dengan peraturan perundangan;<br>• Penambahan sarana dan prasarana pendukung pengawasan terhadap tambang ilegal berupa Command & Monitoring Centre (CMC) Berbasis Teknologi Informasi;<br>• Memperkuat sistem pengamanan wilayah konsesi perusahaan salah satu nya melalui program block system sektor khusus laut;<br>• Perusahaan bersama dengan tim Satgas penertiban untuk tata kelola pertimahan pemerintah pusat melaksanakan keamanan pertimahan<br>• Conducting dissemination and and education for religious leaders and community leaders; Implementing asset and mining patrol programs within production areas; Coordinating with the Security and Mining Supervision Division regarding enforcement actions against illegal mining activities; Improving Improvements to the security system for IUP areas and the handling of illegal mining (enhancement of human resource capabilities, security infrastructure, and security/reporting standard/mechanism;<br>• Establishing cooperation agreements with law enforcement agencies (Regional Police, Bakamla, TNI, Naval Base); Renewing and strengthening the MoU with TNI/Polri;<br>• Improving governance practices based on corruption prevention and anti-fraud principles; Aligning Company policies with prevailing laws and regulations;<br>• Enhancing monitoring infrastructure for illegal mining activities through the development of an IT-based Command and Monitoring Centre (CMC);<br>• Strengthening security systems within the Company's concession areas, including through the implementation of a block system for designated marine sectors;<br>• Collaborating with the Government's task force for tin industry governance enforcement to maintain security in tin mining operations. |

**Tabel Risiko Keberlanjutan termasuk Perubahan Iklim**
Table of Sustainability Risk including Climate Change

| **Risiko** Risk | **Deskripsi Risiko** Risk Description | **Potensi Dampak Finansial** Potential Financial Impact | **Dampak terhadap Prospek Bisnis** Impact on Business Prospects | **Rentang Waktu** Time Frame | **Pengelolaan Risiko** Risk Management |
|---|---|---|---|---|---|
| **LINGKUNGAN** ENVIRONMENT | | | | | |
| | ***Policy and Legal*** | | | | |
| | Penerapan Pajak Karbon<br>Implementation of Carbon Tax | Diterapkan pajak karbon terhadap karbon yang dihasilkan sehingga menurunkan pendapatan Perseroan<br>A carbon tax is imposed on carbon emissions, thereby reducing the Company's revenue | • Menambah beban biaya operasional<br>• Efisiensi energi, memperbaiki proses produksi, dan beralih ke energi terbarukan<br>• Increasing operational costs<br>• Energy efficiency, improving production processes, and transitioning to renewable energy | Jangka panjang<br>*Long-term* | Mengurangi emisi GRK agar tidak terkena pajak karbon<br>Reducing greenhouse gas (GHG) emissions to avoid carbon tax exposure |
| *Transition Risks* | Tuntutan hukum atas kerusakan lingkungan dan perubahan iklim dari kegiatan operasional perusahaan<br>Legal claims arising from environmental damage and climate change caused by the Company's operational activities | Peningkatan biaya operasional<br>Increase in operational costs | Ganti rugi/ denda, pemberitaan negatif di media massa, penetapan tersangka<br>Compensation/ fines, negative media coverage, designation as a suspect | Jangka pendek<br>*Short-term* | • Melakukan koordinasi dengan Divisi Legal untuk penguatan pendampingan hukum dan permintaan pendapat hukum<br>• Melakukan koordinasi Divisi Keamanan & Pengawasan Tambang dalam pelaporan dan penertiban penambangan ilegal di areal reklamasi<br>• Melakukan harmonisasi dengan pemilik lahan<br>• Melibatkan stakeholder terkait dalam pelaksanaan reklamasi<br>• Coordinating with the Legal Division to strengthen legal assistance and obtain legal opinions<br>• Coordinating with the Security & Mining Supervision Division in reporting and controlling illegal mining activities within reclamation areas<br>• Harmonizing arrangements with landowners<br>• Involving relevant stakeholders in the implementation of reclamation activities |

**Tabel Risiko Keberlanjutan termasuk Perubahan Iklim**
Table of Sustainability Risk including Climate Change

| **Risiko** Risk | **Deskripsi Risiko** Risk Description | **Potensi Dampak Finansial** Potential Financial Impact | **Dampak terhadap Prospek Bisnis** Impact on Business Prospects | **Rentang Waktu** Time Frame | **Pengelolaan Risiko** Risk Management |
|---|---|---|---|---|---|
| *Transition Risks* | Ketidakpatuhan terhadap regulasi/ peraturan terkait batas emisi & pengurangan karbon<br>Non-compliance with regulations/rules related to emission limits & carbon reduction | Peningkatan biaya operasional<br>Increase in operational costs | Pengenaan sanksi/ denda, stop operasional, pemberitaan negatif di media massa<br>Imposition of sanctions/ fines, suspension of operations, negative media coverage | Jangka panjang<br>*Long-term* | • Melakukan pemenuhan dan perbaikan dokumen terkait perijinan usaha sesuai dengan peraturan/perundangan yang berlaku<br>• Melakukan update peraturan perundang-undangan berdasarkan website Jaringan Dokumentasi dan Informasi Hukum instansi (regulator)<br>• Melakukan pemantauan pengelolaan terhadap Baku Mutu kualitas lingkungan<br>• Melakukan Koordinasi dengan unit/ divisi terkait pemantauan Rencana Pengelolaan Lingkungan Hidup - Rencana Pemantauan Lingkungan Hidup (RKL - RPL) dan Neraca Limbah B3<br>• Melakukan pemantauan udara emisi dan ambient<br>• Ensuring compliance with and improvement of documentation related to business licensing in accordance with applicable laws/regulations<br>• Updating regulatory information based on the Legal Documentation and Information Network website of relevant regulatory agencies<br>• Monitoring environmental quality management in accordance with established Environmental Quality Standards<br>• Coordinating with relevant units/ divisions to monitor the RKL–RPL and Hazardous Waste Balance Sheet<br>• Monitoring emission and ambient air quality |
| | Pelaksanaan inisiatif dekarbonisasi yang tidak terlaksana atau tidak sesuai dengan target dapat menyebabkan dampak negatif terhadap reputasi perusahaan, meningkatkan biaya operasional, serta menghambat pencapaian tujuan keberlanjutan<br>Failure to implement decarbonization initiatives or to achieve established targets may result in negative impacts on corporate reputation, increased operational costs, and hinder the achievement of sustainability objectives | Peningkatan biaya operasional Perseroan<br>Increase in the Company's operational costs | • Kegiatan operasi produksi perusahaan terganggu (stop operasi)<br>• Tidak bisa melakukan penjualan ekspor komoditas ingot logam timah<br>• The company's production operations have been disrupted (production halted)<br>• Unable to export tin ingots | Jangka panjang<br>*Long-term* | • Pengurusan penyelesaian perizinan: Persetujuan Kesesuaian Kegiatan Pemanfaatan Ruang Laut (PKKPRL), Persetujuan Penggunaan Kawasan Hutan (PPKH), adendum/revisi Analisis Mengenai Dampak Lingkungan (AMDAL)<br>• Berkoordinasi ke Stakeholder terkait, terhadap usulan dan kesiapan dalam mengahadapi Perubahan Regulasi<br>• Handling of permit approvals: PKKPRL, PPKH, EIA addenda/revisions<br>• Coordinating with relevant Stakeholders regarding proposals and preparedness in response to regulatory changes |

## Tabel Risiko Keberlanjutan termasuk Perubahan Iklim
Table of Sustainability Risk including Climate Change

| Risiko<br>Risk | Deskripsi Risiko<br>Risk Description | Potensi Dampak Finansial<br>Potential Financial Impact | Dampak terhadap Prospek Bisnis<br>Impact on Business Prospects | Rentang Waktu<br>Time Frame | Pengelolaan Risiko<br>Risk Management |
|---|---|---|---|---|---|
| | ***Reputation*** | | | | |
| *Transition Risks* | Tidak tercapainya realisasi reklamasi sesuai target (Realisasi luasan reklamasi tidak tercapai target sesuai dokumen rencana reklamasi)<br>Failure to achieve reclamation realization in accordance with targets (Reclamation area realization does not meet the targets set out in the reclamation plan document) | Peningkatan biaya operasional<br>Increase in operational costs | • Kewajiban secara regulasi tidak terpenuhi<br>• Pencairan jamrek tidak sesuai target (tertunda)<br>• Sanksi Pemerintah berupa penyetopan kegiatan penambangan<br>• Regulatory obligations have not been met<br>• The disbursement of mining royalties has not met the target (delayed)<br>• Government sanctions in the form of a suspension of mining operations | Jangka panjang<br>*Long-term* | • Melakukan koordinasi dengan Divisi Perencanaan Eksplorasi & Produksi dalam penentuan Blok Lokasi Rekomendasi Rencana Reklamasi<br>• Melakukan harmonisasi dengan pemilik lahan<br>• Melibatkan stakeholder terkait dalam pelaksanaan reklamasi<br>• Melaporkan dan melibatkan Divisi Keamanan & Pengawasan Tambang dalam penertiban penambangan ilegal di areal reklamasi<br>• Melakukan koordinasi terkait mekanisme pengadaan jasa reklamasi dengan Divisi Procurement<br>• Melakukan pembinaan dan pengawasan terhadap Mitra Usaha<br>• Pelaksanaan jadwal kegiatan dengan kondisi cuaca<br>• Coordinating with the Exploration Planning & Production Division in determining Recommended Location Blocks for the Reclamation Plan<br>• Harmonizing arrangements with landowners<br>• Involving relevant stakeholders in the implementation of reclamation activities<br>• Reporting and involving the Security & Mining Supervision Division in controlling illegal mining activities within reclamation areas<br>• Coordinating with the Procurement Division regarding mechanisms for procuring reclamation services<br>• Providing guidance and supervision to Business Partners<br>• Implementing activity schedules in consideration of weather conditions |
| | Terjadinya pencemaran lingkungan pada kegiatan operasional (Pemenuhan penaatan parameter baku mutu kualitas lingkungan belum tercapai)<br>Occurrence of environmental pollution during operational activities (Compliance with environmental quality standard parameters has not yet been achieved) | Peningkatan biaya operasional<br>Increase in operational costs | Pengenaan sanksi/ denda, stop operasional, pemberitaan negatif di media massa<br>Imposition of sanctions/ fines, suspension of operations, negative media coverage | Jangka panjang<br>*Long-term* | • Melakukan pemantauan pengelolaan terhadap Baku Mutu kualitas lingkungan<br>• Melakukan Koordinasi dengan unit/ divisi terkait pemantauan RKL - RPL dan Neraca Limbah B3<br>• Monitoring environmental management in accordance with Environmental Quality Standards<br>• Coordinating with relevant units/ divisions to monitor RKL–RPL and Hazardous Waste Balance Sheet |

**Tabel Risiko Keberlanjutan termasuk Perubahan Iklim**
Table of Sustainability Risk including Climate Change

| **Risiko** Risk | **Deskripsi Risiko** Risk Description | **Potensi Dampak Finansial** Potential Financial Impact | **Dampak terhadap Prospek Bisnis** Impact on Business Prospects | **Rentang Waktu** Time Frame | **Pengelolaan Risiko** Risk Management |
|---|---|---|---|---|---|
| *Transition Risks* | Pemberitaan negatif di media, baik cetak, elektronik, maupun digital, dapat berdampak negatif pada citra dan reputasi perusahaan, menurunkan tingkat kepercayaan publik, investor, dan mitra bisnis.<br>Negative media coverage—whether in print, broadcast, or digital media—can have a detrimental effect on a company's image and reputation, eroding the trust of the public, investors, and business partners. | Penurunan pendapatan Perseroan<br>Decline in the Company's revenue | • Pemberitaan negatif di media massa<br>• Menambah beban biaya operasional<br>• Menghambat pencapaian tujuan keberlanjutan<br>• Negative media coverage<br>• Increased operational costs<br>• Hindering the achievement of sustainability goals | Jangka panjang<br>*Long-term* | • Melakukan pemantauan udara emisi dan ambient<br>• Program Optimalisasi penggunaan energi Biodiesel & substitusi sumber energi rendah emisi<br>• Implementasi Biosolar B35/B40 pada peralatan operasional penambangan, peleburan dan sarana pendukung<br>• Conducting aerial monitoring of emissions and ambient air quality<br>• Optimizing the use of biodiesel energy and substituting low-emission energy sources<br>• Using Biosolar B35/B40 in mining, smelting, and supporting operational equipment |
| Tuntutan hukum oleh pihak ketiga<br>Lawsuits filed by third parties | Tuntutan/gugatan hukum oleh pihak ketiga melalui pengadilan kepada Perusahaan<br>Legal claims or lawsuits filed by third parties against the Company in court | Penurunan pendapatan Perseroan<br>Decline in the Company's revenue | • Turunnya produksi akibat Kapal Isap Produksi Berlindung<br>• Turunnya Produksi darat penyetopan tambang untuk menghindari longsor<br>• Penurunan pendapatan Perseroan<br>• Decline in production due to production suction vessels taking shelter<br>• Decline in onshore production due to mine shutdowns to prevent landslides<br>• Decline in the Company's revenue | Jangka panjang<br>*Long-term* | • Penguatan Pendampingan dalam proses Litigasi dan Non Litigasi; permintaan pendampingan dari Pengacara Perusahaan<br>• Memperkuat analisa situasi dan kondisi terkait dengan perkara Perdata;<br>• Berkoordinasi dengan Jaksa Pengacara Negara (JPN) Kejaksaan Negeri, Kejaksaan Tinggi dan Kejaksaan Agung dalam hal Pendampingan Hukum, Konsultasi Hukum, Permohonan *Legal Opinion*, Permohonan Nota Pendapat dan Bantuan Hukum.<br>• Strengthening legal support in litigation and non-litigation processes; requests for legal support from corporate counsel<br>• Strengthening analysis of the situation and conditions related to civil cases;<br>• Coordinating with the Public Prosecutor's Office at the District, Provincial, and Attorney General's levels regarding legal support, legal consultations, requests for legal opinions, requests for legal memoranda, and legal aid |

## Tabel Risiko Keberlanjutan termasuk Perubahan Iklim
Table of Sustainability Risk including Climate Change

| **Risiko** Risk | **Deskripsi Risiko** Risk Description | **Potensi Dampak Finansial** Potential Financial Impact | **Dampak terhadap Prospek Bisnis** Impact on Business Prospects | **Rentang Waktu** Time Frame | **Pengelolaan Risiko** Risk Management |
|---|---|---|---|---|---|
| ***Physical Risks*** | ***Acute*** | | | | |
| | Cuaca Ekstrim/Banjir<br>Extreme Weather/ Flooding | • Turunnya produksi akibat Kapal Isap Produksi Berlindung<br>• Turunnya Produksi darat penyetopan tambang untuk menghindari longsor<br>• Penurunan pendapatan Perseroan<br>• Decrease in production due to the Cutter Suction Dredger Taking Shelter<br>• Decrease in onshore production due to the temporary suspension of mining operations to prevent landslides<br>• Decline in the Company's revenue | • Menambah beban biaya operasional<br>• Mengurangi keberlabaan perusahaan<br>• Increases operating costs<br>• Reduces the company's profitability | Jangka panjang<br>*Long-term* | • Memetakan cadangan tambang laut untuk area yang tidak terdampak cuaca ekstrim<br>• Memaksimalkan produksi sebelum musim hujan<br>• Mapping marine mining reserves for areas not affected by extreme weather<br>• Maximizing production before the rainy season |
| *Physical Risks* | Penurunan nilai dari aset-aset yang menghasilkan karbon dengan adanya transisi ke energi ramah lingkungan<br>Decline in the value of carbon-intensive assets due to the transition to environmentally friendly energy | Peningkatan biaya operasional<br>Increase in operational costs | • Menambah beban biaya operasional<br>• Mengurangi keberlabaan perusahaan<br>• Increases operating costs<br>• Reduces the company's profitability | | • Program optimalisasi penggunaan energi Biodiesel & penggantian sumber energi rendah emisi<br>• Implementasi Biosolar B35/B40 pada peralatan operasional penambangan, peleburan dan sarana pendukung<br>• Optimizing the use of biodiesel energy and substituting low-emission energy sources<br>• Implementing Biosolar B35/B40 in operational mining, smelting, and supporting facilities |

**Tabel Risiko Keberlanjutan termasuk Perubahan Iklim**
Table of Sustainability Risk including Climate Change

| **Risiko** Risk | **Deskripsi Risiko** Risk Description | **Potensi Dampak Finansial** Potential Financial Impact | **Dampak terhadap Prospek Bisnis** Impact on Business Prospects | **Rentang Waktu** Time Frame | **Pengelolaan Risiko** Risk Management |
|---|---|---|---|---|---|
| **SOSIAL** SOCIAL | | | | | |
| Operasional Operational | Kejadian kecelakaan kerja yang dapat menyebabkan fatality, cidera, cacat dan hilangnya hari kerja sehingga berdampak pada produktivitas Workplace accidents that can result in fatalities, injuries, disabilities, and lost workdays, thereby impacting productivity | Peningkatan biaya operasional Increase in operational costs | • Fatality, Cidera, Cacat Kehilangan waktu jam kerja<br>• Sanksi Pemerintah berupa penyetopan kegiatan penambangan<br>• Pemberitaan negatif di media massa<br>• Fatalities, Injuries, Disabilities<br>• Lost work hours<br>• Government sanctions, such as the suspension of mining operations<br>• Negative media coverage | Jangka panjang Long-term | • Program peningkatan kapabilitas dan infrastruktur HSE/K3 (sertifikasi, penambahan/perbaikan safety equipments, etc); Pengembangan/ asesmen praktik K3 berbasis *Good Mining Practices*;<br>• Implementasi kepatuhan Sistem Manajemen Keselamatan Pertambangan (SMKP) dan Contract Safety Management System (CSMS); Penyusunan Identifikasi Bahaya dan Penilaian Risiko (IBPR); Investigasi atas kecelakaan kerja yang terjadi dan pelaksanaan hasil tindaklanjutnya;<br>• Inisiatif kegiatan pembinaan pengawasan terpadu dengan Inspektur Tambang.<br>• Enhancing HSE/OSH capabilities and infrastructure (certification, addition/ improvement of safety equipment, etc.); Developing and assessing GMP-based OSH practices;<br>• Implementing compliance with SMKP and Contract Safety Management System (CSMS); Preparing Hazard Identification and Risk Assessment (HIRA); Investigating workplace accidents and carrying out follow-up actions;<br>• Initiating integrated supervisory training activities with Mining Inspectors. |

Selain itu, upaya mitigasi terhadap risiko fisik terkait iklim, di antaranya:

1. Melakukan riset dan pengembangan teknologi yang ramah lingkungan yang sesuai kebutuhan operasional dalam upaya pengurangan karbon.
2. Melakukan pemantauan udara emisi dan ambient.
3. Program optimalisasi penggunaan energi biodiesel & penggantian sumber energi rendah emisi.
4. Pelaksanaan program *nature-based solution*, seperti konservasi keanekaragaman hayati (penanaman mangrove, restocking cumi-cumi/sotong dan kepiting bakau, transplantasi terumbu karang, *artificial reef/fish shelter*), penggunaan mesin yang ramah lingkungan, pembangunan Pembangkit Listrik Tenaga Surya (PLTS), reklamasi lahan bekas tambang, dan program-program lingkungan lainnya.

Di samping risiko yang dihadapi, Perseroan juga telah memanfaatkan peluang keberlanjutan sebagai berikut:

Furthermore, mitigation efforts for climate-related physical risks include the following:

1. Conducting research and development of environmentally friendly technologies aligned with operational needs to support carbon reduction efforts.
2. Monitoring air emissions and ambient air quality.
3. Implementing programs to optimize biodiesel usage and replace energy sources with lower-emission alternatives.
4. Implementing nature-based solution programs, such as biodiversity conservation (mangrove planting, squid/ cuttlefish and mangrove crab restocking, coral reef transplantation, artificial reefs/fish shelters), utilization of environmentally friendly machinery, solar power plant development, reclamation of ex-mining land, and other environmental initiatives.

In addition to the risks faced, the Company has also leveraged sustainability opportunities as follows:

## Tabel Peluang Keberlanjutan termasuk Perubahan Iklim
Table of Sustainability Opportunities Including Climate Change

| *Type* | **Peluang Keberlanjutan**<br>Sustainability Opportunities | **Potensi Dampak Finansial**<br>Potential Financial Impacts |
|---|---|---|
| **EKONOMI**<br>ECONOMIC | | |
| Produksi Bijih Nikel<br>Tin Ore Production Volume | Peningkatan produksi bijih nikel<br>Increase in tin ore production volume | Peningkatan pendapatan Perseroan<br>Increase in the Company's revenue |
| Pelibatan Pemasok Lokal<br>Engagement of Local Suppliers | Peningkatan pemasok lokal<br>Increased participation of local suppliers | Peningkatan pendapatan Perseroan<br>Increase in the Company's revenue |
| Pendanaan Usaha Kecil Menengah (PUMK)<br>Micro, Small and Medium Enterprise Financing Program (PUMK) | Peningkatan PUMK<br>Expansion of PUMK | Peningkatan pendapatan Perseroan<br>Increase in the Company's revenue |
| **LINGKUNGAN**<br>ENVIRONMENTAL | | |
| *Resource Efficiency* | Pengurangan konsumsi energi fosil melalui peningkatan efisiensi energi<br>Reduction in fossil fuel consumption through improved energy efficiency | Penurunan biaya operasional<br>Decrease in operational costs |
| | Penggunaan energi ramah lingkungan dalam kegiatan operasional perusahaan<br>Use of environmentally friendly energy in the Company's operational activities | Penurunan biaya operasional<br>Decrease in operational costs |
| | penggunaan kendaraan operasional BBM dengan mobil *Hybrid*<br>*Use of gasoline-powered operational vehicles and hybrid cars* | Penurunan biaya operasional<br>Decrease in operational costs |
| | Penggantian bertahap alat berat solar dengan alat berat listrik<br>Gradual replacement of diesel-powered heavy equipment with electric-powered heavy equipment | Penurunan biaya operasional<br>Decrease in operational costs |
| *Energy Source* | menggunakan solar panel untuk pengganti listrik di area reklamasi<br>Use of solar panels as a substitute for electricity in reclamation areas | Penurunan biaya operasional<br>Decrease in operational costs |
| | penggunaan biosolar B35/B40 untuk menggantikan solar<br>Use of Biosolar B35/B40 to replace conventional diesel fuel | Penurunan biaya operasional<br>Decrease in operational costs |
| *Product and Services* | Investasi pengembangan bisnis dengan penggunaan EBT<br>Investment in business development utilizing New and Renewable Energy (NRE) | Peningkatan pendapatan Perseroan<br>Increase in the Company's revenue |
| *Markets* | Akses ke pasar baru<br>Access to new markets | Peningkatan pendapatan Perseroan<br>Increase in the Company's revenue |
| *Resilience* | Pengurangan karbon untuk bisnis perusahaan yang berkelanjutan<br>Carbon reduction to support sustainable business operations | Penurunan biaya operasional<br>Increase in the Company's revenue |
| | Substitusi energi Fosil ke EBT<br>Substitution of fossil energy with NRE | Penurunan biaya operasional<br>Increase in the Company's revenue |

**Tabel Peluang Keberlanjutan termasuk Perubahan Iklim**
Table of Sustainability Opportunities Including Climate Change

| *Type* | **Peluang Keberlanjutan**<br>Sustainability Opportunities | **Potensi Dampak Finansial**<br>Potential Financial Impacts |
|---|---|---|
| **SOSIAL**<br>SOCIAL | | |
| Kegiatan Pelibatan dan Pengembangan Masyarakat<br>Community Engagement and Development Activities (CID) | Peningkatan Pelibatan dan Pengembangan Masyarakat<br>Community Engagement and Development (CID) | Peningkatan reputasi Perseroan yang berdampak pada peningkatan pendapatan Perseroan<br>The improvement in the Company's reputation has led to an increase in the Company's revenue |
| Indeks Keterikatan Karyawan<br>Employee Engagement Index | Potensi Peningkatan Indeks Keterikatan Karyawan<br>Potential for Improving the Employee Engagement Index | Peningkatan pendapatan Perseroan<br>Increase in the Company's revenue |

## STRATEGI RISIKO EKONOMI

Perseroan mengidentifikasi risiko ekonomi utama yang berkaitan dengan dampak ekonomi tidak langsung, khususnya yang berasal dari peningkatan aktivitas *illegal mining* di wilayah operasional. Aktivitas tersebut memiliki keterkaitan yang kompleks dengan struktur ekonomi lokal, di mana timah menjadi salah satu sumber utama penghidupan masyarakat. Secara langsung, aktivitas penambangan timah ilegal berkontribusi terhadap penciptaan pendapatan dan lapangan kerja bagi masyarakat, sehingga memengaruhi daya beli rumah tangga serta aktivitas ekonomi pendukung. Namun demikian, secara tidak langsung, aktivitas ini menimbulkan risiko ekonomi yang lebih luas, antara lain memperkuat ketergantungan struktural terhadap komoditas timah, mengurangi potensi penerimaan negara, serta menghambat pengembangan sektor ekonomi alternatif seperti pariwisata, perikanan, dan pertanian. Kondisi tersebut berpotensi mempersempit diversifikasi ekonomi daerah dan meningkatkan kerentanan ekonomi jangka panjang.

Sebagai bagian dari strategi pengelolaan risiko dan pengambilan keputusan, Perseroan melakukan berbagai langkah mitigasi untuk mengendalikan aktivitas penambangan ilegal dalam wilayah IUP, antara lain:

- Melakukan penjagaan & patroli rutin dalam wilayah IUP atau area penambangan
- Memberi himbauan dan edukasi kepada masyarakat terkait dengan larangan memasuki area penambangan termasuk kegiatan penambangan ilegal
- Pendekatan dengan masyarakat dalam program PPM/TJSL
- Melaksanakan operasi gabungan dengan Polri/TNI untuk melakukan penertiban dan penegakan hukum aktivitas *illegal mining*
- Optimasi perjanjian kerjasama dengan Aparat Penegak Hukum dengan untuk proses pembinaan dan penertiban aktivitas *illegal mining* di dalam IUP

## ECONOMIC RISK STRATEGY

The Company identifies key economic risks related to indirect economic impacts, particularly those arising from increased illegal mining activities in its operational areas. These activities are intricately linked to the local economic structure, where tin serves as a primary source of livelihood for the community. Directly, illegal tin mining contributes to income generation and job creation for the community, thereby influencing household purchasing power and supporting economic activities. However, indirectly, these activities pose broader economic risks, including reinforcing structural dependence on tin as a commodity, reducing potential government revenue, and hindering the development of alternative economic sectors such as tourism, fisheries, and agriculture. These conditions have the potential to limit regional economic diversification and increase long-term economic vulnerability.

As part of its risk management and decision-making strategy, the Company implements various mitigation measures to control illegal mining activities within the IUP area, including:

- Conducting routine security patrols within the IUP area or mining site
- Providing guidance and education to the community regarding the prohibition on entering mining areas, including illegal mining activities
- Engaging with the community through CSR/CSR programs
- Conducting joint operations with the National Police/ Indonesian Armed Forces to enforce regulations and enforce the law against illegal mining activities
- Optimizing cooperation agreements with law enforcement agencies to facilitate the guidance and regulation of illegal mining activities within the IUP

Dalam implementasinya, Perseroan menghadapi *trade-off* antara peningkatan biaya operasional dalam jangka pendek dengan manfaat keberlanjutan jangka panjang. Upaya penertiban aktivitas *illegal mining*, termasuk pengamanan wilayah, patroli rutin, serta kerja sama dengan aparat penegak hukum, memerlukan alokasi sumber daya dan biaya yang relatif besar pada tahap awal. Namun demikian, langkah ini dipandang sebagai investasi strategis yang memberikan manfaat jangka panjang, antara lain dalam menjaga keberlanjutan cadangan sumber daya, meningkatkan kepastian operasional, mengurangi potensi kerugian ekonomi, serta memperkuat reputasi dan kepercayaan pemangku kepentingan. Dengan demikian, Perseroan memandang bahwa pengeluaran tersebut sejalan dengan upaya menciptakan nilai jangka panjang yang berkelanjutan bagi perusahaan dan masyarakat.

## STRATEGI PERUBAHAN IKLIM

Untuk mencapai target-target penurunan emisi GRK hingga mampu mencapai karbon netral memerlukan waktu yang cukup panjang. Maka dari itu, selain melakukan tindakan mitigasi risiko terkait iklim, Perseroan juga mengoptimalkan peluang-peluang yang ada untuk mendukung aktivitas dekarbonisasi, di antaranya:

1. Pengurangan konsumsi energi fosil melalui peningkatan efisiensi energi.
2. Penggunaan energi ramah lingkungan dalam kegiatan operasional.
3. Pengurangan karbon untuk bisnis yang berkelanjutan.
4. Tersedianya aset-aset dengan berteknologi tinggi yang ramah lingkungan.
5. Investasi pengembangan bisnis dengan penggunaan Energi Baru Terbarukan (EBT).
6. Implementasi Solar Photovoltaic pada peleburan Mentok sebesar 3MWp.
7. Implementasi Biodiesel sampai dengan B100.
8. Substitusi energi Fosil ke EBT.
9. *Overhaul* dan modifikasi peralatan penambangan.
10. Konversi alat angkat angkut dari energi fosil ke energi listrik.

Selain itu Perseroan juga melaksanakan metode yang digunakan untuk memanfaatkan peluang yang muncul adalah dengan:

1. Penangkapan dan penyimpanan karbon
2. Penggantian bahan bakar
3. Penggunaan energi terbarukan dan dengan jejak karbon yang lebih rendah
4. Peningkatan efisiensi energi
5. Pengurangan penggunaan, pelepasan, dan emisi fugitif
6. Sertifikat energi terbarukan
7. penggunaan *carbon offset*

In its implementation, the Company faces a trade-off between increased short-term operating costs and long-term sustainability benefits. Efforts to crack down on illegal mining activities, including securing the area, conducting routine patrols, and collaborating with law enforcement agencies, require a relatively large allocation of resources and costs in the initial stages. However, these measures are viewed as strategic investments that provide long-term benefits, including maintaining the sustainability of resource reserves, enhancing operational certainty, reducing potential economic losses, and strengthening the Company's reputation and stakeholder trust. Consequently, the Company views these expenditures as aligned with efforts to create sustainable long-term value for both the Company and society.

## CLIMATE CHANGE STRATEGY

Achieving GHG emission reduction targets to reach carbon neutrality requires a considerable period of time. Therefore, in addition to undertaking climate-related risk mitigation measures, the Company also optimizes existing opportunities to support decarbonization activities, including:

1. Reducing fossil energy consumption through improved energy efficiency.
2. Utilizing environmentally friendly energy in operational activities.
3. Reducing carbon emissions to support sustainable business practices.
4. Ensuring the availability of high-technology, environmentally friendly assets.
5. Investing in business development by utilizing New and Renewable Energy (NRE).
6. Implementing Solar Photovoltaic at the Mentok smelter with a capacity of 3 MWp.
7. Implementing biodiesel usage up to B100.
8. Substituting fossil energy with NRE sources.
9. Conducting an overhaul and modification of mining equipment.
10. Converting lifting and hauling equipment from fossil-based energy to electric energy.

Besides, the Company applies the following methods to capitalize on emerging opportunities:

1. Carbon capture and storage
2. Fuel switching
3. Utilization of renewable and lower-carbon energy sources
4. Improvement of energy efficiency
5. Reduction of usage, release, and fugitive emissions
6. Renewable energy certificates
7. Use of carbon offsets

Metode yang digunakan untuk mengelola risiko atau kesempatan atas pengelolaan dekarbonisasi & perubahan iklim:
1. Reviu dokumen
2. Mempelajari historikal
3. Survei
4. Wawancara
5. Observasi Langsung
6. *Brainstorming*
7. *Bowtie Analysis*
8. *Root Cause analysis*
9. SWOT *Analysis*

Dampak atas pengelolaan dekarbonisasi & perubahan iklim:
1. Ketidakcapaian dan penurunan laba Perusahaan
2. Reputasi perusahaan menurun atas tuntutan hukum dari para pihak
3. Pemberitaan negatif
4. Rendahnya kepercayaan *stakeholder*
5. Pengenaan sanksi oleh Pemerintah/regulator dan/atau Pengadilan
6. Tingginya pembiayaan atas alih teknologi dengan penyediaan aset-aset teknologi rendah karbon yang ramah lingkungan
7. Peningkatan biaya operasional dalam pengelolaan dekarbonisasi di area produksi dalam rangka transisi energi ramah lingkungan
8. Adanya pengenaan biaya penyusutan atas aset-aset teknologi tinggi ramah lingkungan
9. Diperlukan dana yang besar dalam melakukan analisa gap dan riset inovasi pengembangan bisnis dalam rangka pengalihan ke energi terbarukan dan kemampuan adopsi teknologi.

Biaya dari langkah yang diambil untuk mengelola risiko atau kesempatan atas pengelolaan dekarbonisasi & perubahan iklim:
1. Pengkajian analisa gap & riset inovasi pengembangan bisnis dengan penggunaan EBT dengan biaya Opex, dan
2. Investasi penyediaan aset-aset teknologi rendah karbon dengan biaya Capex.

## STRATEGI RISIKO SOSIAL

Strategi Perseroan dalam menghadapi risiko sosial terkait dengan terjadinya kecelakaan tambang, Perseroan telah memiliki berbagai langkah antisipatif dan penanganan risiko K3. Perseroan menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3), Sistem Manajemen Keselamatan Pertambangan (SMKP), serta standar ISO 45001:2018 sebagai bagian dari komitmen dalam meningkatkan kinerja keselamatan dan kesehatan

Methods used to manage risks and opportunities related to decarbonization & climate change include:

1. Document review
2. Historical data analysis
3. Surveys
4. Interviews
5. Direct observation
6. Brainstorming
7. Bowtie Analysis
8. Root Cause Analysis
9. SWOT Analysis

Impacts arising from the management of decarbonization and climate change include:
1. Failure to achieve targets and a decline in the Company's profitability
2. Reputational damage due to legal claims from stakeholders
3. Negative media coverage
4. Reduced stakeholder confidence
5. Sanctions imposed by the Government/regulators and/or courts
6. High costs associated with technology transition through the provision of low-carbon, environmentally friendly technological assets
7. Increased operational costs in managing decarbonization within production areas as part of the transition to environmentally friendly energy
8. Depreciation expenses associated with high-technology environmentally friendly assets
9. Significant funding requirements for gap analysis and research into business innovation development to transition to renewable energy and adopt new technologies

Costs associated with measures taken to manage risks and opportunities related to decarbonization & climate change include:
1. Gap analysis & research on business development innovations involving the use of New and Renewable Energy (NRE) funded through Opex, and
2. Investments in the provision of low-carbon technological assets funded through Capex.

## SOCIAL RISK STRATEGY

The Company's strategy for addressing social risks related to mining accidents includes various preventive measures and OSH risk management protocols. The Company applies the Occupational Health and Safety Management System (SMK3), the Mining Safety Management System (SMKP), and ISO 45001:2018 standards as part of its commitment to improving occupational safety and health performance. The implementation and evaluation of these systems are

kerja. Implementasi dan evaluasi sistem tersebut mengacu pada Peraturan Pemerintah No. 50 Tahun 2012 serta Peraturan Menteri ESDM No. 26 Tahun 2018, dan didukung oleh pelaksanaan audit ISO 45001:2018 sesuai standar internasional. Penerapan sistem K3 ini mencakup seluruh area operasional Perseroan, termasuk karyawan, manajemen, kontraktor, hingga pihak eksternal yang berkunjung, dengan cakupan mencapai 100% pekerja. Untuk memastikan efektivitas penerapannya, Perseroan secara berkala melaksanakan audit internal dan eksternal terhadap kinerja sistem K3.

Perseroan memiliki standar dan prosedur Manajemen Tanggap Darurat yang mencakup upaya pencegahan, penanggulangan, serta penanganan pasca keadaan darurat. Untuk memastikan kesiapsiagaan, Tim Tanggap Darurat bersama pekerja terkait secara rutin melaksanakan simulasi tanggap darurat minimal dua kali dalam setahun. Dalam rangka mencegah insiden K3, Perseroan menerapkan beberapa prosedur operasional K3, di antaranya:

1. Prosedur observasi K3
2. Prosedur tata cara aman
3. Prosedur mitigasi risiko
4. Prosedur identifikasi bahaya dan pengendalian risiko
5. Prosedur izin kerja khusus
6. Prosedur analisa dan penyiapan data K3
7. Prosedur pengelolaan kesehatan kerja
8. Prosedur pengelolaan lingkungan kerja
9. Prosedur pelaporan dan investigasi kecelakaan

Selain itu, Perseroan juga menetapkan tingkatan keadaan darurat beserta kriteria, mekanisme penanganan, dan penanggung jawab dalam setiap kondisi darurat. Perseroan secara berkala melakukan evaluasi terhadap setiap kejadian kecelakaan kerja melalui proses investigasi yang dilaksanakan sesuai prosedur untuk mengidentifikasi akar penyebab insiden secara komprehensif. Hasil investigasi tersebut menghasilkan rekomendasi perbaikan yang ditindaklanjuti oleh pihak terkait guna mencegah terulangnya kejadian serupa, dengan pelaksanaan dan pemantauannya diawasi oleh manajemen puncak serta dilaporkan secara berkala dalam rapat Komite Keselamatan Pertambangan (KKP).

Dalam implementasinya, Perseroan juga mempertimbangkan berbagai *trade-off* antara aspek operasional dan keselamatan kerja. Upaya peningkatan standar keselamatan dapat memerlukan tambahan investasi, penyesuaian proses operasional, maupun waktu produksi. Namun demikian, Perseroan memprioritaskan perlindungan terhadap keselamatan pekerja, keberlanjutan operasional, serta kepatuhan terhadap peraturan sebagai bagian dari komitmen terhadap praktik pertambangan yang bertanggung jawab.

in accordance with Government Regulation No. 50 of 2012 and Minister of Energy and Mineral Resources Regulation No. 26 of 2018, and are supported by ISO 45001:2018 audits in accordance with international standards. The implementation of these OHS systems covers all of the Company's operational areas, including employees, management, contractors, and visiting external parties, with coverage reaching 100% of workers. To ensure its implementation effectiveness, the Company conducts periodic internal and external audits of OHS system performance.

The Company has established Emergency Response Management standards and procedures covering prevention, mitigation, and post-emergency handling efforts. In order to ensure preparedness, the Emergency Response Team, together with relevant personnel, conducts emergency response simulations at least twice a year. The Company implements several OHS operational procedures to prevent OHS incidents, including:

1. OHS observation procedures
2. Safe work procedures
3. Risk mitigation procedures
4. Hazard identification and risk control procedures
5. Special work permit procedures
6. OHS data analysis and preparation procedures
7. Occupational health management procedures
8. Work environment management procedures
9. Accident reporting and investigation procedures

In addition, the Company defines levels of emergency conditions, including criteria, response mechanisms, and responsible parties for each situation. The Company periodically evaluates every workplace accident through investigation processes conducted in accordance with established procedures to identify root causes comprehensively. The results of these investigations generate corrective action recommendations, which are followed up by the relevant parties to prevent recurrence. Implementation and monitoring are overseen by top management and reported at periodic meetings of the Mining Safety Committee (KKP).

In its implementation, the Company also considers trade-offs between operational aspects and workplace safety. Efforts to enhance safety standards may require additional investment, operational adjustments, and extended production timelines. Nevertheless, the Company prioritizes the protection of worker safety, operational continuity, and regulatory compliance as part of its commitment to responsible mining practices.

## *POLICY COMMITMENT* [GRI 2-23, GRI 2-24, ICMM 2.2, ICMM 1.3, ICMM 3.1, ICMM 3.4, ICMM 3.9]

PT TIMAH (Persero) Tbk berkomitmen untuk mematuhi berbagai ketentuan baik di tingkat nasional maupun internasional yang berkaitan dengan kegiatan usahanya. Dalam menjalankan aktivitas bisnis, Perseroan mengacu pada sejumlah standar dan pedoman internasional, antara lain United Nations Guiding Principles on Business and Human Rights, International Labour Organization Declaration on Fundamental Principles and Rights at Work, serta prinsip-prinsip pertambangan berkelanjutan yang diadopsi dari International Council on Mining and Metals (ICMM). Selain berpedoman pada standar internasional tersebut, Perseroan juga memastikan kepatuhan terhadap berbagai peraturan perundang-undangan dan ketentuan pemerintah yang berlaku serta relevan dengan kegiatan operasional dan bisnis Perseroan, di antaranya sebagai berikut:

1. Undang-Undang No. 8 Tahun 1995 tentang Pasar Modal sebagaimana telah diubah dengan Undang-Undang No. 4 Tahun 2023 tentang Pengembangan dan Penguatan Sektor Keuangan
2. Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas sebagaimana telah diubah dengan Undang-Undang Nomor 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang No. 2 Tahun 2022 tentang Cipta Kerja menjadi Undang-Undang
3. Undang-Undang No. 19 Tahun 2003 tentang Badan Usaha Milik Negara sebagaimana telah diubah dengan Undang-Undang No. 16 Tahun 2025 tentang Perubahan Keempat Badan Usaha Milik Negara
4. Undang-Undang No. 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang No. 2 Tahun 2022 tentang Cipta Kerja menjadi Undang-Undang
5. Undang-Undang No. 4 Tahun 2009 tentang Pertambangan Mineral dan Batubara sebagaimana telah diubah dengan UU No. 2 Tahun 2025 tentang Perubahan Keempat atas Undang-Undang Nomor 4 Tahun 2009 tentang Pertambangan Mineral dan Batubara
6. Peraturan Pemerintah No. 78 Tahun 2010 tentang Reklamasi dan Pascatambang
7. Peraturan Pemerintah No. 96 Tahun 2021 tentang Pelaksanaan Kegiatan Usaha Pertambangan Mineral dan Batubara sebagaimana telah diubah dengan Peraturan Pemerintah No. 39 Tahun 2025 tentang Perubahan Kedua atas Peraturan Pemerintah No. 96 Tahun 2021 tentang Pelaksanaan Kegiatan Usaha Pertambangan Mineral dan Batubara
8. Peraturan Pemerintah No. 33 Tahun 2023 tentang Konservasi Energi

## POLICY COMMITMENT [GRI 2-23, GRI 2-24, ICMM 2.2, ICMM 1.3, ICMM 3.1, ICMM 3.4, ICMM 3.9]

PT TIMAH (Persero) Tbk. is committed to complying with various requirements at both the national and international levels that are relevant to its business activities. In conducting its business operations, the Company refers to several international standards and guidelines, including the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization Declaration on Fundamental Principles and Rights at Work, and the sustainable mining principles adopted from the International Council on Mining and Metals (ICMM). In addition to adhering to these international standards, the Company also ensures compliance with applicable laws, regulations, and government provisions relevant to the Company's operational and business activities, including the following:

1. Law No. 8 of 1995 on Capital Markets, as amended by Law No. 4 of 2023 on the Development and Strengthening of the Financial Sector
2. Law No. 40 of 2007 on Limited Liability Companies, as amended by Law No. 6 of 2023 on the Stipulation of Government Regulation in Lieu of Law No. 2 of 2022 on Job Creation into Law
3. Law No. 19 of 2003 on State-Owned Enterprises, as amended by Law No. 16 of 2025 on the Fourth Amendment to the Law on State-Owned Enterprises
4. Law No. 6 of 2023 on the Stipulation of Government Regulation in Lieu of Law No. 2 of 2022 on Job Creation into Law
5. Law No. 4 of 2009 on Mineral and Coal Mining, as amended by Law No. 2 of 2025 on the Fourth Amendment to Law No. 4 of 2009 on Mineral and Coal Mining
6. Government Regulation No. 78 of 2010 on Reclamation and Post-Mining Activities
7. Government Regulation No. 96 of 2021 on the Implementation of Mineral and Coal Mining Business Activities, as amended by Government Regulation No. 39 of 2025 on the Second Amendment to Government Regulation No. 96 of 2021 on the Implementation of Mineral and Coal Mining Business Activities
8. Government Regulation No. 33 of 2023 on Energy Conservation

9. Peraturan Menteri Perdagangan Republik Indonesia Nomor 23 Tahun 2023 tentang Kebijakan dan Pengaturan Ekspor sebagaimana telah diubah dengan Peraturan Menteri Perdagangan Republik Indonesia Nomor 9 Tahun 2025 tentang Perubahan Ketiga atas Peraturan Menteri Perdagangan Nomor 23 Tahun 2023 tentang Kebijakan dan Pengaturan Ekspor
10. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-1/MBU/03/2023 Tahun 2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara
11. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-2/MBU/03/2023 Tahun 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara
12. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 Tahun 2023 tentang Peraturan Menteri Badan Usaha Milik Negara tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara

Di sisi lain, Perseroan juga telah memastikan bahwa aktivitas bisnisnya telah mengacu pada berbagai standar internasional meliputi:
1. ISO 14001:2015 tentang Sistem Manajemen Lingkungan (SML)
2. ISO 50001:2018 tentang Sistem Manajemen Energi
3. ISO 45001:2018 Sistem Manajemen Keselamatan dan Kesehatan Kerja
4. ISO 9001:2015 Sistem Manajemen Mutu
5. SNI ISO/ISEC 17025:2017 Persyaratan Umum untuk Kompetensi Laboratorium Pengujian dan Laboratorium Kalibrasi
6. ISO/IEC 27001:2013 Sistem Manajemen Keamanan Informasi
7. SNI ISO 37001:2016 Sistem Manajemen Anti Penyuapan
8. ISO 20000-1:2018 Sistem Manajemen Layanan IT
9. ISO 27001:2022 Sistem Manajemen Keamanan Informasi
10. IT Maturity Level COBIT 2019

Selanjutnya, Perseroan mengadopsi aturan tersebut untuk menjadi acuan dalam kebijakan internalnya. Perseroan juga telah melengkapi pelaksanaan uji tuntas pada setiap kebijakan yang dimilikinya. Hal ini dilakukan dengan tujuan untuk memastikan bahwa keputusan bisnis tidak berdampak negatif terhadap masyarakat dan lingkungan.

Adapun kebijakan internal dan uji tuntas yang dimiliki Perseroan, sebagai berikut:

9. Regulation of the Minister of Trade of the Republic of Indonesia No. 23 of 2023 on Export Policies and Arrangements, as amended by Regulation of the Minister of Trade of the Republic of Indonesia No. 9 of 2025 on the Third Amendment to Regulation of the Minister of Trade No. 23 of 2023 on Export Policies and Arrangements
10. Regulation of the Minister of State-Owned Enterprises No. PER-1/MBU/03/2023 of 2023 on Special Assignments and the Corporate Social and Environmental Responsibility Program of State-Owned Enterprises
11. Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 of 2023 on Governance Guidelines and Significant Corporate Activities of State-Owned Enterprises
12. Regulation of the Minister of State-Owned Enterprises No. PER-3/MBU/03/2023 of 2023 on the Organizational Structure and Human Resources of State-Owned Enterprises

On the other hand, the Company also ensures that its business activities are aligned with various international standards, including:
1. ISO 14001:2015 Environmental Management System (EMS)
2. ISO 50001:2018 Energy Management System
3. ISO 45001:2018 Occupational Health and Safety Management System
4. ISO 9001:2015 Quality Management System
5. SNI ISO/IEC 17025:2017 General Requirements for the Competence of Testing and Calibration Laboratories
6. ISO/IEC 27001:2013 Information Security Management System
7. SNI ISO 37001:2016 Anti-Bribery Management System
8. ISO 20000-1:2018 IT Service Management System
9. ISO 27001:2022 Information Security Management System
10. IT Maturity Level COBIT 2019

Furthermore, the Company adopts those regulations as references for its internal policies. The Company has also implemented due diligence processes for each of its policies. This measure is taken to ensure that business decisions do not negatively impact society and the environment.

The Company's internal policies and due diligence practices are as follows:

## Tabel Kebijakan Uji Tuntas dan Penanggung Jawab kebijakan di Perseroan
Table of Due Diligence Policies and Company Contacts

| Kebijakan<br>Policies | Uji Tuntas<br>Due Diligence | Penanggungjawab<br>Division in Charge |
|---|---|---|
| Kebijakan Mutu<br>Quality Policy | ISO 9001:2015 Sistem Manajemen Mutu<br>ISO 9001:2015 Quality Management System | Division Processing & Refinery<br>Processing & Refinery Division |
| Kebijakan Kesehatan dan Keselamatan Kerja dan Lingkungan (K3L)<br>Occupational Health, Safety, and Environment (HSE) Policy | • ISO 45001:2018 Sistem Manajemen Keselamatan dan Kesehatan Kerja<br>• ISO 50001:2018 tentang Sistem Manajemen Energi<br>• ISO 45001:2018 Occupational Health and Safety Management System<br>• ISO 50001:2018 Energy Management System | Division HSE & Sustainability<br>HSE & Sustainability Division |
| Kebijakan Pengelolaan Lingkungan dan Dekarbonisasi<br>Environmental Management and Decarbonization Policy | ISO 14001: 2015 tentang Sistem Manajemen Lingkungan (SML), ISO 50001:2018 tentang Sistem Manajemen Energi<br>ISO 14001:2015 Environmental Management System (EMS), and ISO 50001:2018 Energy Management System | Division HSE & Sustainability<br>HSE & Sustainability Division |
| Kebijakan Pengelolaan Risiko<br>Risk Management Policy | Penilaian Risk Maturity Index (RMI) mengacu pada Juknis SK-8/DKU.MBU/12/2023<br>Risk Maturity Index (RMI) Assessment in accordance with Technical Guidelines SK-8/DKU.MBU/12/2023 | • Division Risk Management & Compliance<br>• Penanggungjawab RMI yaitu Tim Leader Division Internal Audit<br>• Risk Management & Compliance Division<br>• The responsible party for the Risk Maturity Index (RMI) is the Team Leader of the Internal Audit Division |
| Kebijakan terkait pengelolaan ketenagakerjaan dan lainnya<br>Policies Related to Workforce Management and Other Employment Matters | ISO 45001:2018 Sistem Manajemen Keselamatan dan Kesehatan Kerja<br>ISO 45001:2018 Occupational Health and Safety Management System | Division Human Capital<br>Human Capital Division |
| Kebijakan Hak Asasi Manusia<br>Human Rights Policy | Aplikasi PRISMA Kementrian HAM<br>a. Menilai potensi risiko dan dampak hak asasi manusia dari operasinya dengan mengidentifikasi, merancang, melakukan pengendalian, pencegahan dan mitigasi secara berkala.<br>b. Mengintegrasikan hasil penilaian ke dalam standar operasional perusahaan, termasuk melakukan peninjauan/ perbaikan kebijakan, standar dan prosedur operasional.<br>c. Memantau efektivitas pelaksanaan kebijakan, standar dan prosedur operasional dalam operasi PT TIMAH (Persero) Tbk., rantai pasok, dan mitra.<br><br>PRISMA Application by the Ministry of Human Rights<br>a. Assessing potential human rights risks and impacts arising from operations by identifying, designing, implementing control measures, and conducting prevention and mitigation activities on a regular basis.<br>b. Integrating assessment results into the Company's operational standards, including reviewing and improving policies, standards, and operational procedures.<br>c. Monitoring the effectiveness of the implementation of policies, standards, and operational procedures across operations, supply chains, and business partners. | Division Risk Management & Compliance<br>Risk Management & Compliance Division |
| Kebijakan Anti Penyuapan<br>Anti-Bribery Policy | SNI – ISO 37001:2016 Sistem Manajemen Anti Penyuapan<br>SNI – ISO 37001:2016 Anti-Bribery Management System | • Penanggungjawab Kebijakan Division Risk Management & Compliance<br>• Penanggungjawab Sertifikasi ISO yaitu Division Internal Audit<br>• Division in Charge of the Policies, namely the Risk Management & Compliance Division<br>• Division in Charge of ISO Certification, namely Internal Audit Division |

Selanjutnya, Perseroan juga mengacu pada Kebijakan Keberlanjutan yang dimiliki oleh MIND ID yaitu Kebijakan Pelaksana tentang Pedoman Bisnis Berkelanjutan. Tujuan dari kebijakan tersebut adalah untuk memberikan panduan anggota MIND ID dalam melakukan analisis tingkat materialitas aspek ESG dengan pendekatan materialitas ganda yang mengintegrasikan penilaian risiko dan penilaian dampak penting, melakukan analisis tingkat materialitas untuk seluruh aspek ESG berdasarkan area ESG yang didefinisikan pilar *Sustainability Pathway* MIND ID pada setiap anggota MIND ID yang hasilnya dapat digunakan baik untuk pengambilan keputusan strategis terkait isu ESG, penentuan prioritas ESG, penyusunan program kerja, pemantauan dan evaluasi program kerja, serta *sustainability report* tahunan, menyelaraskan topik material aspek di seluruh grup MIND ID sehingga diperoleh data dan informasi yang dapat dikonsolidasi secara komprehensif untuk komunikasi ESG dengan stakeholder Grup MIND ID dalam rangka membangun reputasi ESG di Grup MIND ID.

Furthermore, the Company also refers to MIND ID's Sustainability Policy, specifically the Implementation Policy on Sustainable Business Guidelines. The purpose of this policy is to provide guidance to MIND ID members in conducting materiality analyses of ESG aspects using a dual materiality approach that integrates risk assessment and significant impact assessment, conducting materiality analysis for all ESG aspects based on the ESG areas defined by the MIND ID Sustainability Pathway pillars for each MIND ID member, the results of which can be used for strategic decision-making regarding ESG issues, setting ESG priorities, developing work programs, monitoring and evaluating work programs, and preparing annual sustainability reports, aligning material topics across the entire MIND ID Group to obtain data and information that can be comprehensively consolidated for ESG communication with MIND ID Group stakeholders in order to build the Group's ESG reputation.

Di samping itu, Perseroan juga senantiasa melaksanakan prinsip kehati-hatian yang digunakan untuk menangani dengan segera atas dampak negatif yang terjadi pada aspek lingkungan, sosial, dan tata kelola. Penerapan prinsip kehati-hatian tercermin dalam kebijakan K3LH. Dalam kebijakan tersebut, seluruh risiko kecelakaan kerja dan aspek lingkungan dari setiap tahapan pekerjaan diidentifikasi dan dikendalikan untuk mencegah sedini mungkin terjadinya kecelakaan kerja dan pencemaran lingkungan. Perseroan telah menetapkan prosedur operasional K3 yang bertujuan untuk mencegah adanya potensi dampak negatif, di antaranya prosedur observasi K3, prosedur tata cara aman, prosedur mitigasi risiko, prosedur identifikasi bahaya dan pengendalian risiko, prosedur izin kerja khusus, prosedur pelaporan dan investigasi kecelakaan, prosedur pengelolaan lingkungan kerja, prosedur pengelolaan kesehatan kerja, serta prosedur analisa dan penyiapan data K3.

In addition, the Company consistently applies the precautionary principle to promptly address potential negative impacts across environmental, social, and governance areas. The application of the precautionary principle is reflected in the Occupational Health, Safety, and Environment (OHSE) Policy. Under this policy, all occupational accident risks and environmental aspects at each stage of work are identified and controlled to prevent workplace accidents and environmental pollution at the earliest possible stage. The Company has established OHSE operational procedures aimed at preventing potential negative impacts, including safety observation procedures, safe work procedures, risk mitigation procedures, hazard identification and risk control procedures, special work permit procedures, accident reporting and investigation procedures, workplace environmental management procedures, occupational health management procedures, as well as OHSE data analysis and preparation procedures.

Dalam menegaskan komitmennya untuk menghormati hak asasi manusia, Perseroan telah memiliki Kebijakan Hak Asasi Manusia PT TIMAH (Persero) Tbk yang telah disahkan oleh Direktur Utama Perseroan pada 27 September 2022 dalam Peraturan Perusahaan Nomor 0010/Tbk/PER-0000/22-S10.2. Kebijakan HAM yang dimiliki mencakup komitmen Perseroan dalam menilai potensi risiko dan dampak hak asasi manusia dari operasinya dengan mengidentifikasi, merancang, melakukan pengendalian, pencegahan dan mitigasi secara berkala. Kebijakan HAM ini dirumuskan berdasarkan atas prinsip umum:

1. Bahwa perusahaan memiliki tanggung jawab untuk menghormati hak asasi manusia pada seluruh operasinya, operasi mitra, serta operasi rantai pasoknya.
2. Bahwa penghormatan perusahaan pada hak asasi manusia diwujudkan dengan adanya kebijakan hak asasi manusia, melakukan uji tuntas hak asasi manusia untuk mencegah dan memitigasi terjadinya dampak negatif dari operasinya, operasi rantai pasoknya, dan operasi mitra serta melakukan pemulihan dalam hal

In reaffirming its commitment to respecting human rights, the Company has established the Human Rights Policy of PT TIMAH (Persero) Tbk., which was approved by the President Director on September 27, 2022 in Company Regulation No. 0010/Tbk/PER-0000/22-S10.2. The Human Rights Policy includes the Company's commitment to assessing potential human rights risks and impacts arising from its operations by periodically identifying, designing, implementing controls, prevention, and mitigation measures. This Human Rights Policy is formulated based on the following general principles:

1. The Company has the responsibility to respect human rights across all of its operations, partner operations, and supply chain operations.
2. The Company's respect for human rights is demonstrated through the establishment of a human rights policy, the implementation of human rights due diligence to prevent and mitigate negative impacts arising from its operations, supply chain operations, and partner operations, as well as the provision of remediation in

terjadi dampak negatif terhadap hak asasi manusia. Perseroan melakukan langkah-langkah untuk memulihkan segala dampak negatif terhadap hak asasi manusia yang telah ditimbulkannya atau PT TIMAH (Persero) Tbk berkontribusi atas terjadinya dampak negatif tersebut. Perseroan melibatkan dan/atau bekerja sama dengan organisasi kemasyarakatan atau wakil terpercaya dari masyarakat serta pemangku kepentingan yang relevan dalam merancang serta melaksanakan pemulihan, untuk meningkatkan efektifitas pemulihan berdasarkan prinsip pencegahan dan tidak berulang.

Kebijakan HAM yang dimiliki mengacu pada peraturan, standar nasional dan internasional tentang hak asasi manusia. Lingkup hak asasi manusia dalam Kebijakan HAM ini sesuai dengan kegiatan usaha PT TIMAH (Persero) Tbk dalam semua lini penambangan timah yaitu sejak dimulainya proses eksplorasi, penambangan bijih timah sampai pada penutupan tambang. Lingkup hak asasi manusia mencakup hak sipil dan politik serta hak ekonomi, sosial dan budaya yang paling relevan dengan operasi PT TIMAH (Persero) Tbk, mitra, dan rantai pasoknya. Adapun hak yang diatur dalam kebijakan tersebut meliputi:

1. Penghormatan Pada Hak Atas Ketenagakerjaan
   a. Komitmen Pada Kesetaraan Tanpa Diskriminasi
   b. Komitmen Pada Kesetaraan Gender
   c. Komitmen Pada Pemberian Kesempatan Kerja bagi Kaum Disabilitas
   d. Komitmen Untuk Tidak Mempekerjakan Anak
   e. Komitmen Pada Hak Berserikat
   f. Komitmen Pada Pemenuhan Hak Dasar Ketenagakerjaan
   g. Komitmen Pada Peningkatan Keahlian Secara Setara
2. Penghormatan Atas Lingkungan Hidup dan Jaminan Keselamatan dan Kesehatan Kerja (K3LH)
   Perseroan berkomitmen untuk melakukan upaya-upaya pelestarian lingkungan dengan menerapkan praktik penambangan yang baik (*Good Mining Practice*) sesuai dengan peraturan perundangan yang berlaku
   a. Komitmen pada Penambangan yang Ramah Lingkungan
   b. Komitmen atas Keselamatan dan Kesehatan Kerja serta Lingkungan Hidup (K3LH)
   c. Komitmen pada Pengendalian Emisi Bahan Perusak Ozon (BPO)
   d. Komitmen pada Kelestarian Ekosistem dan Keanekaragaman Hayati
3. Penghormatan Hak Asasi Manusia Masyarakat Terdampak
   Perseroan berkomitmen untuk menghormati hak asasi manusia masyarakat terdampak sejak proses eksplorasi, proses penambangan sampai dengan penutupan tambang. komitmen perusahaan dilakukan dengan:
   a. Pelibatan Masyarakat/Kelompok Marginal
   b. Menghormati hak-hak Masyarakat Adat

the event that negative human rights impacts occur. The Company undertakes measures to remediate any negative human rights impacts that it has caused or to which PT TIMAH (Persero) Tbk. has contributed. The Company engages and/or collaborates with community organizations or trusted representatives of affected communities, as well as relevant stakeholders, to enhance the effectiveness of remediation based on the principles of prevention and non-recurrence.

The Company's Human Rights Policy refers to applicable national and international human rights laws and standards. The scope of human rights covered under this policy aligns with the business activities of PT TIMAH (Persero) Tbk across all stages of tin mining operations, from exploration and tin ore mining to mine closure. The scope of human rights includes civil and political rights as well as economic, social, and cultural rights that are most relevant to the Company's operations, partners, and supply chain. The rights regulated under this policy include:

1. Respect for Labor Rights
   a. Commitment to Equality Without Discrimination
   b. Commitment to Gender Equality
   c. Commitment to Providing Employment Opportunities for Persons with Disabilities
   d. Commitment to Prohibiting Child Labor
   e. Commitment to Freedom of Association
   f. Commitment to the Fulfillment of Fundamental Labor Rights
   g. Commitment to Equal Skills Development Opportunities
2. Respect for the Environment and Assurance of Occupational Health, Safety, and Environment (OHSE)
   The Company is committed to undertaking environmental preservation efforts by implementing Good Mining Practice in accordance with applicable laws and regulations.
   a. Commitment to Environmentally Responsible Mining
   b. Commitment to Occupational Health, Safety, and Environment (OHSE)
   c. Commitment to Controlling Emissions of Ozone-Depleting Substances (ODS)
   d. Commitment to Ecosystem and Biodiversity Conservation
3. Respect for the Human Rights of Affected Communities

   The Company is committed to respecting the human rights of affected communities from the exploration stage, through mining operations, to mine closure. This commitment is implemented through:

   a. Engagement with Communities/Marginalized Groups
   b. Respect for the Rights of Indigenous Peoples

c. Partisipasi Masyarakat dalam Pelaksanaan Program CSR dan PKBL
d. Komitmen pada Kebijakan Pengamanan Berbasis Hak Asasi Manusia
4. Penghormatan pada Privasi dan Perlindungan Data Pribadi.

Perseroan berkomitmen untuk membentuk mekanisme pengaduan yang dapat diakses, dan adil untuk menerima semua jenis keluhan dan pengaduan baik dari pihak internal maupun eksternal sebagai dasar untuk pencegahan serta pemulihan dampak negatif dan pelanggaran hak asasi manusia.

Atas komitmen Perseroan dalam menjunjung tinggi penegakkan hak asasi manusia, sepanjang tahun 2025, Perseroan tidak terlibat dengan insiden terkait HAM.

Seluruh kebijakan yang dimiliki, telah disahkan oleh Direktur Utama serta berlaku untuk seluruh pemangku kepentingan Perseroan. Kebijakan yang dimiliki telah disosialisasikan kepada seluruh pemangku kepentingan melalui website www.timah.com. Terkait dengan sosialisasi kebijakan kepada mitra bisnis, Perseroan melakukan sosialisasi melalui pertemuan dan dokumen kontrak kerja dengan mitra. Khusus untuk kebijakan yang bersifat internal, disosialisasikan kepada seluruh karyawan melalui Email, portal.pttimah.co.id dan pertemuan dengan karyawan secara langsung.

Selanjutnya, kebijakan internal Perseroan dijadikan landasan dalam Standar Prosedur Operasional (SOP) yang terintegrasi dengan strategi yang menjadi dasar bagi karyawan Perseroan dalam melakukan aktivitas operasional. Dalam mengoptimalkan penerapan kebijakan internal, Perseroan juga memberikan pelatihan kepada karyawannya, di antaranya:

c. Community Participation in the Implementation of CSR and PKBL
d. Commitment to a Human Rights–Based Security Policy
4. Respect for Privacy and Personal Data Protection

The Company is committed to establishing an accessible and fair grievance mechanism to receive all types of complaints and reports from both internal and external parties as a basis for preventing and remediating negative impacts and human rights violations.

As part of the Company's commitment to upholding human rights, throughout 2025, the Company was not involved in any Human Rights–related incidents.

All policies established by the Company have been approved by the President Director and apply to all stakeholders. These policies have been communicated to all stakeholders through timah.com. With regard to policy dissemination to business partners, the Company conducts outreach through meetings and contractual documentation with partners. Policies of an internal nature are communicated to all employees through email, the portal.pttimah.co.id platform, and direct meetings with employees.

Furthermore, the Company's internal policies serve as the foundation for Standard Operating Procedures (SOPs) integrated with the Company's strategy, which guide employees in carrying out operational activities. To optimize the implementation of internal policies, the Company also provides training to its employees, including:

**Tabel Pelatihan untuk Memperkuat Implementasi Kebijakan**
Table of Trainings to Strengthen Policy Implementation

| Nama Kegiatan<br>Event Name | Jumlah Peserta<br>Number of Participants |
|---|---|
| *Awareness* ISO 37001-2016 System Manajemen Anti Penyuapan (SMAP) *Batch* 1<br>ISO 37001:2016 Anti-Bribery Management System (ABMS) Awareness Training, Batch 1 | 57 |
| *Webinar Tins Series - Corporate Services* "Bayangan Gratifikasi: Terjebak Tanpa Disadari" | 2.549 |
| MIND ID GRC *Series* 13: *Operational Risk in Mining & Metals Industry - Our Roles as Safety Leader* | 13 |
| MIND ID GRC *Series* #14 : *"Investment Risk"* | 17 |

Informasi terkait pelatihan lainnya, telah disampaikan pada bagian Pengembangan Kompetensi Terkait Pembangunan Berkelanjutan, Anti Korupsi, serta Pelatihan dan pengembangan kompetensi dalam Laporan Keberlanjutan ini.

Information regarding training has been provided in the sections on Competency Development Related to Sustainable Development, Anti-Corruption, and Training and Competency Development in this Sustainability Report.

## PROSES UNTUK MEMULIHKAN DAMPAK NEGATIF [GRI 2-25, ICMM 4.4, ICMM 6.4]

Dalam melaksanakan kegiatan operasional penambangan timah, Perseroan menegaskan komitmennya untuk memberikan pengaruh yang positif terhadap lingkungan di sekitarnya, sebagaimana telah diatur dalam Kebijakan K3LH. Meskipun demikian, kegiatan operasional yang dilakukan oleh Perseroan tetap memiliki kemungkinan menimbulkan dampak negatif, salah satunya berupa risiko terjadinya tumpahan minyak di area perairan.

Dalam hal terjadi dampak negatif, Perseroan berkomitmen untuk melakukan upaya remediasi dengan cara mengisolasi area yang terdampak, melakukan penanganan melalui pengurangan dan pengemasan limbah yang terkontaminasi, serta memproses limbah tersebut dengan berkolaborasi melalui penyerahan limbah kepada pihak ketiga selaku pemangku kepentingan eksternal yang memiliki izin resmi. Penanganan dampak negatif ini dikelola oleh Division HSES & Sustainabillity (HSES) bekerja sama dengan pihak ketiga, yaitu PT Oil Spill Combate Team Indonesia, yang merupakan tenaga ahli yang kompeten dalam penanggulangan tumpahan minyak di perairan dan telah memiliki sertifikasi dari International Maritime Organization (IMO). Hal tersebut diatur berdasarkan Surat Kontrak Nomor 4000006461 atas nama PT Oil Spill Combate Team Indonesia, dengan jangka waktu kontrak selama 1 (satu) tahun.

Mekanisme pengaduan tumpahan minyak dilakukan berdasarkan lokasi kejadian. Apabila terjadi tumpahan minyak di laut, maka dilakukan koordinasi awal dengan Bagian Produksi, khususnya Pengawas Ponton Isap Produksi (PIP), serta Tim HSES. Selanjutnya, Tim HSES melakukan pengukuran untuk menentukan tingkat pencemaran dan menilai apakah tumpahan tersebut masih dalam ambang batas atau telah melebihi ketentuan. Apabila melebihi ambang batas, kegiatan operasional harus segera dihentikan, area distandarkan atau disterilkan, serta dilakukan pemasangan pipa apung atau karet apung *(oil boom)* untuk membatasi penyebaran minyak dan menyerap tumpahan. Pengaduan kemudian disampaikan kepada Satuan Pengamanan Division Mining & Asset Security yang selanjutnya meneruskan informasi kepada Pengawas PIP. Penanganan lebih lanjut dilakukan oleh Tim HSES atau Tim Khusus Pencemaran. Sementara itu, apabila tumpahan terjadi di darat, minyak umumnya akan langsung terserap oleh pasir atau media penyerap lainnya, kemudian kejadian tersebut dilaporkan kepada Kepala Bagian Pengamanan untuk selanjutnya ditindaklanjuti oleh Tim HSES dalam proses penanganan dan evaluasi dampak.

Di samping itu, Perseroan berkomitmen untuk mencegah dampak negatif yang terjadi sebagaimana tertuang dalam Kebijakan Kesehatan dan Keselamatan Kerja. Upaya Perseroan dalam mencegah terjadinya tumpahan minyak di perairan pelabuhan yaitu dengan senantiasa memberikan pelatihan sertifikasi IMO kepada personil penanggulangan pencemaran tumpahan minyak.

## PROCESS FOR REMEDIATING NEGATIVE IMPACTS [GRI 2-25, ICMM 4.4, ICMM 6.4]

In carrying out tin mining operational activities, the Company reaffirms its commitment to delivering a positive impact on the surrounding environment, as stipulated in the Occupational Health, Safety, and Environment (OHSE) Policy. Nevertheless, the Company's operational activities may still pose potential negative impacts, including the risk of oil spills in marine areas.

In the event of negative impacts, the Company is committed to undertaking remediation measures by isolating affected areas, handling the situation through the reduction and containment of contaminated waste, and processing such waste in collaboration with third parties by transferring it to licensed external stakeholders. The management of these negative impacts is overseen by the Division HSE & Sustainability in cooperation with a third party, namely the PT Oil Spill Combate Team Indonesia, a group of competent specialists in marine oil spill response who hold certification from the International Maritime Organization (IMO). This arrangement is governed under Contract Letter No. 4000006461 in the name of PT Oil Spill Combate Team Indonesia, with a contract term of one (1) year.

The reporting mechanism for oil spills is based on the location of the incident. In the event of an oil spill at sea, initial coordination takes place with the Production Department, specifically the Production Suction Ponton (PIP) Supervisor, as well as the HSES Team. Subsequently, the HSES Team conducts measurements to determine the extent of contamination and assess whether the spill remains within acceptable limits or has exceeded regulations. If it exceeds the threshold, operational activities must be immediately halted, the area must be cordoned off or decontaminated, and floating booms or rubber booms must be deployed to contain the spread of oil and absorb the spill. The report is then submitted to the Security Unit, which subsequently forwards the information to the PIP Supervisor. Further handling is carried out by the HSE Team or the Special Pollution Response Team. Meanwhile, if a spill occurs on land, the oil is generally absorbed immediately by sand or other absorbent materials, after which the incident is reported to the Head of Security for follow-up by the HSE Team in the process of handling and impact assessment.

In addition, the Company is committed to preventing negative impacts as outlined in the Occupational Health and Safety Policy. The Company's preventive efforts to avoid oil spills in port waters include consistently providing IMO certification training to personnel responsible for oil spill pollution response.

Dalam upaya mencegah serta menangani potensi dampak negatif, Perseroan telah menetapkan mekanisme khusus untuk penanganan pengaduan. Setiap pengaduan yang diterima akan dianalisis untuk mengidentifikasi penyebab terjadinya. Hasil kajian pengaduan yang masuk kepada Perseroan di evaluasi untuk menindaklanjuti sebab terjadinya, hasil koreksi ataupun penjelasan atas apa yang menjadi pengaduan dikomunikasikan kepada pihak-pihak terkait yang berhubungan dengan pengaduan untuk memastikan informasi yang disampaikan oleh pihak Perseroan dapat diterima dengan baik.

Mekanisme penanganan pengaduan senantiasa dievaluasi setiap tahunnya. Perseroan melibatkan Division HSE & Sustainability dalam merancang, meninjau, melaksanakan, dan meningkatkan kualitas mekanisme pengaduan. Setiap pengaduan dianalisis untuk mengidentifikasi penyebabnya, dan tindak lanjut berupa koreksi, klarifikasi, atau pemulihan dampak negatif dilaksanakan sesuai prosedur. Efektivitas mekanisme juga diukur melalui pencatatan jumlah pengaduan yang diterima, durasi penyelesaian, serta keberhasilan remediasi yang dilakukan. Efektivitas mekanisme diukur melalui indikator jumlah pengaduan yang diselesaikan, waktu penyelesaian, keberhasilan pencegahan dampak, serta pengolahan limbah sesuai prosedur. Hasil evaluasi pengaduan ini digunakan untuk menyempurnakan prosedur internal serta meningkatkan kesiapan personel, sehingga mekanisme pengaduan dan remediasi dapat terus ditingkatkan secara berkelanjutan.

Atas komitmen Perseroan dalam mencegah dampak negatif yang terjadi, sepanjang tahun 2025 tidak terdapat tumpahan minyak yang terjadi di seluruh wilayah penambangan di darat maupun di laut.

## MEKANISME KONSULTASI DAN PENYAMPAIAN MASUKAN [GRI 2-26]

Perseroan menyediakan mekanisme bagi individu untuk memberikan masukan terkait penerapan kebijakan dan praktik organisasi dalam menjalankan perilaku bisnis yang bertanggung jawab, serta untuk menyampaikan perhatian atau laporan atas potensi penyimpangan perilaku bisnis organisasi. Dalam proses perumusan dan pengembangan kebijakan, Perseroan secara aktif melibatkan berbagai pemangku kepentingan melalui forum diskusi dan konsultasi. Keterlibatan tersebut antara lain dilakukan melalui kegiatan *Focus Group Discussion* (FGD) dengan instansi terkait seperti Kejaksaan, Kepolisian, Otoritas Jasa Keuangan (OJK), serta Kementerian ESDM sesuai dengan kebutuhan pembahasan kebijakan. Selain itu, Perseroan juga melakukan konsultasi dan komunikasi dengan Kementerian Lingkungan Hidup melalui rapat koordinasi yang dilaksanakan di lingkungan kementerian sebagai bagian dari upaya memastikan kebijakan yang disusun selaras dengan ketentuan peraturan perundang-undangan dan praktik tata kelola yang baik.

In an effort to prevent and address potential negative impacts, the Company has established a specific mechanism for handling complaints. Each complaint received is analyzed to identify its root cause. The results of complaint assessments submitted to the Company are evaluated to determine follow-up actions addressing the underlying cause. Any corrective actions or explanations regarding the complaint are communicated to relevant parties to ensure that the information provided by the Company is properly understood and accepted.

The grievance handling mechanism is evaluated annually. The Company involves the Division HSE & Sustainability in designing, reviewing, implementing, and improving the quality of the grievance mechanism. Each complaint is analyzed to identify its cause, and follow-up actions in the form of corrective measures, clarification, or remediation of negative impacts are carried out in accordance with established procedures. The effectiveness of the mechanism is measured through records of the number of complaints received, resolution timeframes, and the success of remediation efforts. Effectiveness indicators include the number of complaints resolved, resolution time, success in preventing impacts, and waste management conducted in accordance with procedures. The results of grievance evaluations are used to refine internal procedures and enhance personnel readiness, ensuring that grievance and remediation mechanisms continue to improve continuously.

As part of the Company's commitment to preventing negative impacts, throughout 2025, no oil spill incidents occurred across all mining areas, both onshore and offshore.

## CONSULTATION AND FEEDBACK MECHANISMS [GRI 2-26]

The Company provides mechanisms for individuals to submit feedback regarding the implementation of organizational policies and practices in conducting responsible business activities, as well as to raise concerns or report potential misconduct related to the Company's business conduct. In the process of formulating and developing policies, the Company actively engages various stakeholders through discussion forums and consultation processes. Such engagement includes activities such as Focus Group Discussions (FGDs) with relevant institutions, including the Prosecutor's Office, the Police, the Financial Services Authority (OJK), and the Ministry of Energy and Mineral Resources (ESDM), depending on the policy issues under discussion. In addition, the Company conducts consultations and communications with the Ministry of Environment through coordination meetings held within the ministry as part of efforts to ensure that policies developed are aligned with applicable laws and regulations and sound governance practices.

Perseroan juga menyediakan berbagai saluran bagi individu yang dapat digunakan sebagai *engagement channel* untuk menyampaikan masukan mengenai penerapan kebijakan serta praktik perilaku bisnis yang bertanggung jawab, serta untuk meningkatkan perhatian terhadap isu perilaku bisnis organisasi. Salah satu saluran utama adalah Sistem Pelaporan Pelanggaran (*Whistleblowing System*/WBS) yang dapat digunakan oleh karyawan, mitra usaha, maupun pemangku kepentingan lainnya untuk melaporkan secara sukarela dugaan pelanggaran prinsip-prinsip *Good Corporate Governance* (GCG), kode etik, atau nilai-nilai etika Perseroan. Kategori pelanggaran yang dapat dilaporkan melalui WBS mencakup tindak pidana, kecurangan (*fraud*), korupsi, kolusi, nepotisme, pemerasan, pelecehan, pelanggaran kerahasiaan, serta tindakan diskriminatif.

The Company also provides various channels that individuals may use as engagement platforms to submit feedback regarding the implementation of policies and responsible business conduct practices, as well as to raise concerns related to organizational business conduct. One of the primary channels is the Whistleblowing System (WBS), which can be used by employees, business partners, and other stakeholders to voluntarily report suspected violations of Good Corporate Governance (GCG) principles, the Company's code of conduct, or ethical values. Categories of violations that may be reported through the WBS include criminal acts, fraud, corruption, collusion, nepotism, extortion, harassment, breaches of confidentiality, and discriminatory actions.

Selain WBS, masyarakat dan pemangku kepentingan juga dapat menyampaikan pengaduan atau perhatian melalui email layanan pengaduan, telepon hotline, dan saluran komunikasi resmi lainnya yang tersedia di situs web Perseroan. Laporan diterima oleh Department Corporate Communication pada Division Corporate Secretary dan akan diteruskan ke unit yang berwenang untuk ditelaah, ditindaklanjuti, dan dijadikan sebagai proses evaluasi praktik internal.

In addition to the WBS, the public and stakeholders may also submit complaints or concerns through the complaint service email, telephone hotlines, and other official communication channels available on the Company's website. Reports are received by Department Corporate Communication of Corporate Secretary Division and forwarded to the relevant authorized units for review, follow-up actions, and evaluation of internal practices.





Area Reklamasi Kebun Jagung PT TIMAH (Persero) Tbk, Belitung



# Ikhtisar Kinerja Keberlanjutan

## Sustainability Performance Highlights

# Ikhtisar Kinerja Keberlanjutan [OJK B]

## Sustainability Performance Highlights [OJK B]

## CAPAIAN

**BERLIAN PULAU KUNDUR**

Program PT TIMAH (Persero) Tbk Divisi Pengolahan dan Peleburan Kundur pada program BERLIAN Pulau Kundur bertujuan untuk membangun masyarakat Desa Sawang Laut yang tangguh dan sejahtera melalui pemberdayaan berbagi kelompok rentan dengan kegiatan mitigasi dan adaptasi perubahan iklim yang saling terintegrasi dengan penerima manfaat program sebesar 64,78% berasal dari kelompok rentan. Berikut merupakan ketercapaian sebagai berikut:

- Mendapatkan 1 kali penghargaan PROPER EMAS
- Pemenang inovasi terbaik II kategori Keselamatan Pertambangan Perusahaan Komoditas Mineral dari Kementerian Energi dan Sumber Daya Mineral
- Penghargaan Aditama aspek Pengolaan Teknik Pertambangan
- Penghargaan Utama aspek Pengolaan Keselamatan Pertambangan
- Penghargaan inovasi lingkungan dan inovasi sosial tingkat nasional dalam Environmental and Social Innovation Awards (ENSIA) 2022, 2023, 2024, dan 2025.

## ACHIEVEMENTS

**BERLIAN PULAU KUNDUR**

The program implemented by PT TIMAH (Persero) Tbk.'s Kundur Processing and Smelting Division under the BERLIAN Pulau Kundur initiative aims to build a resilient and prosperous community in Sawang Laut Village by empowering various vulnerable groups and supporting integrated climate change mitigation and adaptation initiatives. Beneficiaries from vulnerable groups accounted for 64.78% of total program recipients. The program achieved the following:

- Received 1 PROPER Gold Award
- Won the 2nd Place for Best Innovation in the Mining Safety Category for Mineral Commodity Companies from the Ministry of Energy and Mineral Resources
- Received the Aditama Award in the Mining Technical Management aspect
- Received the Utama Award in the Mining Safety Management aspect
- Received national-level environmental and social innovation awards at the Environmental and Social Innovation Awards (ENSIA) in 2022, 2023, 2024, and 2025.

## KINERJA ASPEK EKONOMI [OJK B.1, EM-MM-000.A, EM-MM-000.B]

## ECONOMIC PERFORMANCE [OJK B.1, EM-MM-000.A, EM-MM-000.B]

| Uraian<br>Description | Satuan<br>Unit | 2025 | 2024 | 2023 |
|---|---|---|---|---|
| Kuantitas Produksi Bijih Timah<br>Tin Ore Production Volume | Ton<br>Tons | 18.635 | 19.437 | 14.855 |
| Kuantitas Produksi Logam Timah<br>Refined Tin Production Volume | Ton<br>Tons | 17.815 | 18.915 | 15.340 |
| Pendapatan Usaha<br>Revenue | Dalam Miliar Rupiah<br>In Billions of Rupiah | 11.552,73 | 10.856,42* | 8.391,91 |
| Laba (Rugi) Bersih Tahun Berjalan<br>Net Profit (Loss) for the Year | Dalam Miliar Rupiah<br>In Billions of Rupiah | 1.313,64 | 1.249,40* | (449,67) |
| Kontribusi Pajak dan Royalti Negara<br>Government Tax and Royalty Contributions | Dalam Miliar Rupiah<br>In Billions of Rupiah | 1.848,13 | 1.140,00 | 1.051,67 |
| **Produk Ramah Lingkungan: Jasa Reklamasi dan Jasa Agrobisnis***<br>Environmentally Friendly Products: Reclamation Services and Agribusiness Services* | | | | |
| Reklamasi<br>Reclamation | Ha | 352 | 313 | 211 |
| Penjualan Sapi<br>Cattle Sales | Ekor<br>Cows | 160 | 199 | 142 |
| Pengelolaan Kompos<br>Compost Management | Ha | - | - | 80 |
| Produk Minyak Wangi<br>Fragrance Products | Liter<br>Liters | - | 24 | 218 |

| Uraian<br>Description | Satuan<br>Unit | 2025 | 2024 | 2023 |
|---|---|---|---|---|
| Pengelolaan Kampoeng Reklamasi Air Jangkang<br>Management of Kampoeng Reklamasi Air Jangkang | Orang<br>Persons | 1.518 | 1.247 | 5.893 |
| Pendapatan<br>Revenue | Dalam Miliar Rupiah<br>In Billions of Rupiah | 13,7 | 14,1 | 15,4 |
| Pelibatan Pemasok Lokal<br>Local Supplier Engagement | Dalam Pemasok<br>Suppliers | 65 | 42 | 77 |
| | Dalam Persentase<br>Percentage | 26% | 19,72 | 28,41 |
| Jumlah Investasi untuk Program Pelibatan dan Pengembangan Masyarakat<br>Total Investment in Community Engagement and Development Programs | Dalam Miliar Rupiah<br>In Billions of Rupiah | 35,74 | 36,53 | 31,79 |
| Investasi pada Lingkungan Hidup<br>Environmental Investment | Dalam Miliar Rupiah<br>In Billions of Rupiah | 21,68 | 23,46 | 52,28 |

Keterangan:
*) Produk ramah lingkungan merupakan produk yang dikembangkan melalui entitas anak PT Timah Agro Manunggal
Note:
*) Environmentally friendly products are products developed through subsidiaries PT Timah Agro Manunggal

## KINERJA ASPEK LINGKUNGAN HIDUP [OJK B.2]

## ENVIRONMENTAL PERFORMANCE [OJK B.2]

| Uraian<br>Description | Satuan<br>Unit | 2025 | 2024 | 2023 |
|---|---|---|---|---|
| Penggunaan BBM<br>Fuel Consumption | Gigajoule | 1.091.064 | 1.037.783 | 1.448.063 |
| Penggunaan Listrik<br>Electricity Usage | Gigajoule | 158.437 | 119.423 | 134.316 |
| Pemanfaatan Energi Terbarukan<br>Utilization of Renewable Energy | Gigajoule | 893,72 | 82,94 | 82,94 |
| Penghematan Konsumsi Energi<br>Energy Consumption Savings | Gigajoule | 68.763 | 62.553 | 40.307,50 |
| Intensitas Penggunaan Listrik<br>Electricity Usage Intensity | GJ/ton | 8,89 | 6,31 | 8,76 |
| Emisi GRK yang Dihasilkan (cakupan 1, 2 dan 3)<br>GHG Emissions Generated (Scopes 1, 2, and 3) | Ton CO2eq | 160.543,08 | 120.128,93** | 124.738,96** |
| Nilai Absolut Reduksi Emisi GRK<br>Absolute Value of GHG Emission Reductions | Ton CO2eq | 71.070 | 12.664 | 37.399 |
| Intensitas Emisi<br>Emission Intensity | Ton CO2eq/ton | 8,90 | 6,70 | 8,56 |
| Volume Pengambilan Air<br>Water Withdrawal Volume | Megaliter<br>Megaliters | 1.064,01 | 461,47 | 479 |
| Limbah B3<br>Hazardous Waste | Ton | 7,04 | 2,69 | 2,91 |
| Pengurangan Limbah B3<br>Reduction of Hazardous Waste | Ton | - | 0,22 | 12,4 |

| Uraian<br>Description | Satuan<br>Unit | 2025 | 2024 | 2023 |
|---|---|---|---|---|
| Limbah non B3<br>Non-Hazardous Waste | Ton | 31,69 | 31,11 | 23,98 |
| Efluen<br>Effluent | Ton | 166,77 | 200,43 | 241,43 |
| Pengurangan Efluen: Jumlah Air yang Didaur Ulang<br>Effluent Reduction: Volume of Water Recycled | Megaliter<br>Megaliters | 365,75 | 381,72 | 373 |
| **Pelestarian Keanekaragaman Hayati**<br>Biodiversity Conservation | | | | |
| Jumlah Pohon Ditanam<br>Number of Trees Planted | Pohon<br>Trees | 199.378 | 67.859* | 109.328 |
| Wilayah Bangka<br>Bangka Region | Jenis Mamalia<br>Mammal Species | 2 | 4 | 4 |
| | Jenis Pohon<br>Tree Species | 13 | 32 | 24 |
| | Jumlah Pohon<br>Total Tree | 43.780 | 38.004 | 54.244 |
| | Jenis Burung<br>Bird Species | 10 | 25 | 24 |
| | Jenis Ikan<br>Fish Species | 12 | 40 | 41 |
| Wilayah Kepulauan Riau & Riau<br>Riau Islands & Riau Region | Jenis Burung<br>Bird Species | 10 | 10 | 10 |
| | Jenis Pohon<br>Tree Species | 11 | 13 | 20 |
| | Jumlah Pohon<br>Total Tree | 27.200 | 20.000 | 20.897 |
| Wilayah Belitung<br>Belitung Region | Jenis Burung<br>Bird Species | 8 | 9 | 9 |
| | Jenis Pohon<br>Tree Species | 10 | 8 | 8 |
| | Jumlah Pohon<br>Total Tree | 21.798 | 7.184 | 9.362 |
| Akumulasi Pohon yang Telah Ditanam Tahun 2015-saat ini<br>Cumulative Number of Trees Planted from 2015 to Present | Pohon<br>Trees | 1.935.947 | 2.135.252 | 2.244.580 |
| PROPER Emas<br>Gold PROPER Rating | PROPER | 1 | 0 | 1 |
| PROPER Hijau<br>Green PROPER Rating | PROPER | 2 | 2 | 4 |
| PROPER Biru<br>Blue PROPER Rating | PROPER | 0 | 7 | 5 |

Keterangan:
*) Penurunan penanaman pohon dikarenakan penurunan jumlah area yang dilakukan reklamasi
**) Disajikan kembali
Note:
*) The decline in tree planting is in line with a decrease in the area undergoing reclamation
**) Restated

## KINERJA ASPEK SOSIAL [OJK B.3]

Perseroan memiliki komitmen untuk memberikan dampak positif bagi masyarakat dan lingkungan. Hal ini diwujudkan melalui pelaksanaan kegiatan Pelibatan dan Pengembangan Masyarakat (*Community Involvement and Development*/ CID) di sekitar wilayah operasional. Melalui sejumlah kegiatan CID yang dilaksanakan, Perseroan memberikan manfaat kepada masyarakat penerima manfaat, termasuk pelaku usaha dan mitra binaan. Kegiatan ini bertujuan untuk meningkatkan kapasitas, kemandirian, dan penguatan ekonomi lokal. Sebagian mitra binaan berhasil mengalami peningkatan kelas usaha (naik kelas).

## SOCIAL PERFORMANCE [OJK B.3]

The Company is committed to generating positive impacts for communities and the environment. This commitment is realized through the implementation of Community Involvement and Development (CID) activities in areas surrounding its operational sites. Through various CID initiatives, the Company provides benefits to beneficiaries, including business actors and fostered partners. These activities aim to enhance capacity, independence, and local economic resilience. Several fostered partners have successfully improved their business classification (business upgrading).

| Uraian<br>Description | Satuan<br>Unit | 2025 | 2024 | 2023 |
|---|---|---|---|---|
| Jumlah Kegiatan Pelibatan dan Pengembangan Masyarakat (CID)<br>Number of Community Involvement and Development (CID) Activities | Kegiatan<br>Activities | 1.045 | 997 | 903 |
| Penerima Manfaat dari Pelibatan dan Pengembangan Masyarakat<br>Beneficiaries of Community Involvement and Development Programs | Orang<br>Persons | 69.653 | 51.890 | 48.135 |
| Mitra Binaan Naik Kelas<br>Fostered Partners Advancing to a Higher Level | Orang<br>Persons | 16 | 20 | 20 |
| Persentase Jumlah Karyawan Perempuan Dibanding Jumlah Karyawan<br>Percentage of Female Employees Compared to Total Employees | Dalam Persen (%)<br>Percentage (%) | 6,3 | 6,3 | 6,4 |
| Jumlah Rata-rata Jam Pelatihan<br>Average Training Hours | Jam/Orang<br>Hours/Person | 38,5 | 52 | 46 |
| Indeks Keterikatan Karyawan<br>Employee Engagement Index | Skala 100<br>100-Point Scale | 87,00 | 87,00 | 90,00 |
| Indeks Kepuasan Pelanggan<br>Customer Satisfaction Index | Skala 5<br>5-Point Scale | 4,53 | 4,63 | 4,62 |

Namun demikian, aktivitas operasional Perseroan tidak dapat terlepas dari terjadinya dampak negatif terhadap karyawan berupa insiden terkait K3. Sepanjang tahun 2025, masih terdapat insiden kecelakaan kerja yang melibatkan karyawan Perseroan. Upaya Perseroan dalam mengatasi insiden kecelakaan tersebut yaitu dengan menerapkan Standar Tanggap Darurat serta prosedur Manajemen Keadaan Darurat, yang mencakup pencegahan, penanggulangan dan penanganan pasca keadaan darurat. Perseroan juga telah menetapkan prosedur pelaporan kejadian berbahaya dan kecelakaan serta pelaksanaan investigasi, yang mengatur tata cara pelaporan *accident* dan insiden, serta pelaksanaan investigasi untuk memastikan kecelakaan yang sama tidak terulang, dengan menentukan akar masalah dan pelaksanaan tindakan perbaikan.

However, the Company's operational activities cannot be separated from the occurrence of negative impacts on employees, particularly OHS incidents. Throughout 2025, occupational accident incidents involving Company employees were still recorded. The Company's efforts to address such incidents include the implementation of Emergency Response Standards and Emergency Management procedures, covering prevention, response, and post-emergency handling. The Company has also established procedures for reporting hazardous occurrences and accidents, as well as conducting investigations that regulate reporting mechanisms for accidents and incidents and ensure that similar incidents do not recur by identifying root causes and implementing corrective actions.

| Uraian<br>Description | Satuan<br>Unit | 2025 | 2024 | 2023 |
|---|---|---|---|---|
| *Total Recordable Injury* | Kejadian/Jam Kerja Kumulatif<br>Incidents/ Cumulative Working Hours | 0,145 | 0,12 | 0,12 |
| *Fatality* | Kejadian<br>Incidents | 2 | 2 | 2 |



Tambang Besar Primer Batu Besi PT TIMAH (Persero) Tbk, Belitung Timur



# Profil Perusahaan [OJK C]

## Company Profile [OJK C]

# Visi, Misi, dan Nilai Keberlanjutan [OJK C.1]

## Vision, Mission, and Values of Sustainability [OJK C.1]

PT TIMAH (Persero) Tbk telah menetapkan visi dan misinya yang selaras dengan prinsip keberlanjutan.

PT TIMAH (Persero) Tbk has established its vision and mission in alignment with sustainability principles.

### VISI
### VISION

**Menjadi perusahaan pertambangan terkemuka di dunia yang ramah lingkungan.**

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

### MISI
### MISSION

- Membangun sumber daya manusia yang tangguh, unggul, dan bermartabat.
- Melaksanakan tata kelola pertambangan yang baik dan benar.
- Mengoptimalkan nilai perusahaan dan kontribusi terhadap pemegang saham serta tanggung jawab sosial.

- Building a resilient, excellent, and respectable human resources team
- Practicing good and appropriate mining governance
- Optimizing the corporate value and contribution to shareholders while fulfilling social responsibility.

## NILAI KEBERLANJUTAN

Dalam rangka menjalankan peran Perseroan sebagai penggerak pertumbuhan ekonomi, pendorong kesejahteraan sosial, dan dukungan bagi peningkatan kinerja yang berkelanjutan, Perseroan sebagai bagian dari Badan Usaha Milik Negara (BUMN) telah mengimplementasikan Core Values: Amanah, Kompeten, Harmonis, Loyal, Adaptif, Kolaboratif (AKHLAK) sebagai fondasi dan penopang budaya kerja yang harus dijalankan dengan sepenuh hati dan konsisten oleh setiap individu di lingkungan Perseroan. Nilai-nilai AKHLAK telah selaras dengan nilai keberlanjutan. Dengan langkah ini, Perseroan berharap untuk membangun sumber daya manusia yang memiliki kesetiaan yang tinggi terhadap Perseroan serta menjunjung tinggi integritas sesuai dengan nilai-nilai kunci, yaitu AKHLAK.

## SUSTAINABILITY VALUES

In order to carry out the Company's role as a driver of economic growth, social welfare, and support for sustainable performance improvement, the Company as part of a State-Owned Enterprise (SOEs) has implemented Core Values: Amanah (Moral), Kompeten (Competency), Harmoni (Harmonious), Loyal, Adaptif (Adaptive), Kolaboratif (Collaborative) (AKHLAK) as the foundation and support of work culture that must be carried out wholeheartedly and consistently by every individual within the Company. The AKHLAK values are aligned with sustainability principles. Through this initiative, the Company aims to develop human capital that demonstrates strong loyalty to the Company while upholding high standards of integrity in accordance with the core values embodied in AKHLAK.

### A — **Amanah** | Trustworthy

**Memegang Teguh Kepercayaan yang Diberikan.**

Upholds the mandates

- **Memenuhi janji dan komitmen;**
- **Bertanggung jawab atas tugas, keputusan, dan tindakan yang dilakukan;**
- **Berpegang teguh kepada nilai moral dan etika.**
- Memenuhi janji dan komitmen;
- Bertanggung jawab atas tugas, keputusan, dan tindakan yang dilakukan;
- Berpegang teguh kepada nilai moral dan etika.

### K — **Kompeten** | Competent

**Terus Belajar dan Mengembangkan Kapabilitas.**

Long-learning and capability development

- **Meningkatkan kompetensi diri untuk menjawab tantangan yang selalu berubah;**
- **Membantu orang lain belajar;**
- **Menyelesaikan tugas dengan kualitas terbaik.**
- Improving self-competence to cope with challenges;
- Supporting others to learn;
- Completing the task at the highest quality.

### H — **Harmonis** | Harmonious

**Saling Peduli dan Menghargai Perbedaan.**

Care for One Another and Respect Diversities.

- **Menghargai setiap orang apapun latar belakangnya;**
- **Suka menolong orang lain;**
- **Membangun lingkungan kerja yang kondusif.**
- Appreciating everyone regardless of their background;
- Loving to help others;
- Building a conducive work environment.

### L — **Loyal** | Loyalty

**Berdedikasi dan Mengutamakan Kepentingan Bangsa dan Negara.**

Dedication and upholding the interests of the Nation as the top priorities

- **Menjaga nama baik sesama karyawan, pimpinan, BUMN, dan Negara;**
- **Rela berkorban untuk mencapai tujuan yang lebih besar;**
- **Patuh kepada pimpinan sepanjang tidak bertentangan dengan hukum dan etika.**
- Maintaining the reputation of fellow employees, leaders, SOEs, and the Country;
- Willingness to sacrifice to achieve greater goals;
- Obeying the leaders as long as it did not conflict with the law and ethics.

### A — **Adaptif** | Adaptive

**Terus Berinovasi dan Antusias dalam Menggerakkan ataupun Menghadapi Perubahan**

Continuous innovation and enthusiasm for adapting with changes

- **Cepat menyesuaikan diri untuk menjadi lebih baik.**
- **Terus menerus melakukan perbaikan mengikuti perkembangan teknologi.**
- **Bertindak proaktif.**
- Agility to improve;
- Keeping updated with technological developments;
- Proactive actions.

### K — **Kolaboratif** | Collaborative

**Membangun kerja sama yang sinergis.**

Collaboration to build a synergy

- **Memberi kesempatan kepada berbagai pihak untuk berkontribusi.**
- **Terbuka dalam bekerja sama untuk menghasilkan nilai tambah.**
- **Menggerakkan pemanfaatan berbagai sumber daya untuk tujuan bersama.**
- Providing shareholders with opportunities to contribute;
- Cooperation to create added value;
- Utilization of various resources for a common goal.

# Identitas Perusahaan [OJK C.2, GRI 2-1, GRI 2-6]

## Company Identity [OJK C.2, GRI 2-1, GRI 2-6]

| | |
|---|---|
| Nama Perusahaan [GRI 2-6, 207-4]<br>Company Name | **PT TIMAH (Persero) Tbk** |
| Nama Panggilan<br>Trade Name | **TIMAH** |
| Kode Saham<br>Stock Code | TINS |
| Bidang Usaha [GRI 2-6, 207-4]<br>Line of Business | Bidang usaha pertambangan, perindustrian, perdagangan, pengangkutan, dan jasa yang berkaitan dengan bidang usaha pertambangan serta optimalisasi pemanfaatan sumber daya yang dimiliki Perseroan.<br>Engaging in mining, industry, trade, transportation, and related services within the mining sector, while optimizing the utilization of the Company's resources. |
| Tanggal Pendirian<br>Date of Establishment | 2 Agustus 1976<br>August 2, 1976 |
| Dasar Hukum Pendirian<br>Legal Basis of Establishment | Akta Pendirian PT Tambang Timah (Persero) No. 1 tanggal 2 Agustus 1976 dibuat di hadapan Imas Fatimah, S.H., Notaris di Jakarta yang telah mendapat pengesahan dari Menteri Kehakiman Republik Indonesia berdasarkan Keputusan No. Y.A.5/65/17 tanggal 5 Februari 1977 yang telah beberapa kali diubah dan terakhir dengan Akta Pernyataan Keputusan Rapat PT TIMAH (Persero) Tbk. No. 6 tanggal 13 Juli 2023 yang dibuat oleh Rini Yulianti, S.H., Notaris di Jakarta Timur, yang telah diterima dan dicatat dalam Sistem Administrasi Badan Hukum Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia Direktorat Jenderal Administrasi Hukum Umum sesuai surat Penerimaan Pemberitahuan Perubahan Anggaran Dasar PT TIMAH (Persero) Tbk. No. AHU-AH.01.03-0091474 tanggal 13 Juli 2023 serta telah mendapat persetujuan dari Menteri Hukum dan Hak Asasi Manusia sesuai dengan surat Persetujuan Perubahan Anggaran Dasar PT TIMAH (Persero) Tbk. No. AHU-0132543.AH.01.11.TAHUN 2023 tanggal 13 Juli 2023.<br>The Deed of Establishment of PT Tambang Timah (Persero) No. 1 was dated August 2, 1976, and was executed before Imas Fatimah, S.H., a Notary in Jakarta. It was approved by the Minister of Justice of the Republic of Indonesia based on Decree No. Y.A.5/65/17 dated February 5, 1977. This deed has been amended multiple times, with the most recent amendment documented in the Deed of Statement of Meeting Resolution of PT TIMAH (Persero) Tbk. No. 6 dated July 13, 2023, prepared by Rini Yulianti, S.H., a Notary in East Jakarta. This latest amendment has been received and recorded in the Legal Entity Administration System of the Ministry of Law and Human Rights of the Republic of Indonesia, Directorate General of General Legal Administration, under the letter of Acceptance of Notification of Amendments to the Articles of Association of PT TIMAH (Persero) Tbk. No. AHUAH.01.03-0091474 dated July 13, 2023. Furthermore, it has been approved by the Minister of Law and Human Rights, as evidenced by the Approval of Amendments to the Articles of Association of PT TIMAH (Persero) Tbk., under the letter of Approval No. AHU-0132543.AH.01.11.TAHUN2023 dated July 13, 2023 |
| Kepemilikan [GRI 2-1]<br>Ownership | • Pemerintah Republik Indonesia berupa 1 lembar saham seri A Dwiwarna<br>• PT Mineral Industri Indonesia (Persero) 65% saham seri B<br>• Publik 35% saham seri B<br>• Government of the Republic of Indonesia – 1 Series A Dwiwarna share<br>• PT Mineral Industri Indonesia (Persero) – 65% Series B share<br>• Public – 35% Series B share |
| Modal Dasar<br>Authorized Capital | 10.000.000.000 saham dengan nilai nominal total Rp500.000.000.000 atau masing-masing bernilai Rp50.<br>10,000,000,000 shares with a total nominal value of Rp500,000,000,000, or Rp50 per share. |
| Modal Ditempatkan dan Disetor Penuh<br>Issued and Fully Paid Capital | 7.447.753.454 saham dengan nilai nominal total Rp372.388.000.000<br>7,447,753,454 shares with a total nominal value of Rp372,388,000,000 |
| Total Aset<br>Total Assets | Rp13.643,40 miliar per 31 Desember 2025<br>Rp13,643.40 billion as of December 31, 2025 |

| | |
|---|---|
| Nama Bursa<br>Stock Exchange | Bursa Efek Indonesia (BEI)<br>Indonesia Stock Exchange (IDX) |
| Tanggal Go Public<br>Date of Initial Public Offering | 19 Oktober 1995<br>October 19, 1995 |
| Jumlah Karyawan [OJK C.3, 207-4]<br>Number of Employees | 3.922 orang / employees |
| Entitas Anak<br>Subsidiaries | **Kepemilikan Langsung \| Direct Ownership**<br>• Indometal (London) Limited<br>• Timah International Investment Pte. Ltd (TINVES)<br>• PT Dok dan Perkapalan Air Kantung (DAK)<br>• PT Timah Industri (TI)<br>• PT Timah Agro Manunggal (TAM)<br>• PT Timah Investasi Mineral (TIM)<br>• PT Timah Karya Persada Properti (TKPP)<br>• PT Tanjung Alam Jaya (TAJ)<br><br>Kepemilikan Tidak Langsung \| Indirect Ownership<br>• Great Force Trading Limited (GFT)<br>• PT Tim Silika Nusantara (TSN)<br>• PT Timah Indotama Mineral<br>• PT Timah Nigeria Limited<br>• PT Sinergi Mitra Lestari Indonesia |
| Akses Informasi [GRI 2-1]<br>Access to Information | **Ruddy Nursalam**<br>Sekretaris Perusahaan \| Corporate Secretary<br><br>**Kantor Pusat \| Head Office**<br>Jl. Jenderal Sudirman No. 51 Pangkalpinang 33121, Bangka Provinsi Kepulauan Bangka Belitung, Indonesia<br>Tel Phone \| Phone : +62 717 425 8000<br>Situs Web \| Website : www.timah.com<br>*Email* : corsec@pttimah.co.id<br><br>**Kantor Perwakilan \| Representative Office**<br>Jl. Medan Merdeka Timur No. 15 Jakarta Pusat 10110<br>*Email* : corsec@pttimah.co.id<br><br>**Media Sosial \| Social Media**<br>LinkedIn : PT TIMAH Tbk<br>Tiktok : @officialtimah<br>Facebook : @Timahpeduli<br>Fanpage FB : PT TIMAH Tbk<br>Instagram : @officialtimah<br>Twitter/X : @official_Timah<br>Youtube : @officialtimah |

Informasi nomor telepon, alamat surat elektronik (e-mail), dan situs web Kantor Perwakilan telah disajikan pada Laporan Tahunan PT TIMAH (Persero) Tbk Tahun 2025 bagian Profil Perusahaan.

Information on the phone number, email address, and website of the Representative Office is presented in the 2025 Annual Report of PT TIMAH (Persero) Tbk under the Company Profile section.

# Skala Perusahaan [OJK C.3]

## Company Scale [OJK C.3]

Rincian terkait skala perusahaan disajikan pada tabel di bawah ini:

Details regarding the Company's scale are presented in the table below:

| Uraian<br>Description | Satuan<br>Unit | 2025 | 2024 | 2023 |
|---|---|---|---|---|
| Jumlah Aset<br>Total Assets | Dalam Miliar Rupiah<br>In Billion Rupiah | 13.643,40 | 12.780,26* | 12.831,36* |
| Jumlah Liabilitas<br>Total Liabilities | Dalam Miliar Rupiah<br>In Billion Rupiah | 5.234,66 | 5.193,32* | 6.511,39* |
| Jumlah Ekuitas<br>Total Equity | Dalam Miliar Rupiah<br>In Billion Rupiah | 8.408,74 | 7.586,94* | 6.319,97* |
| Pendapatan Usaha<br>Operating Revenues | Dalam Miliar Rupiah<br>In Billion Rupiah | 11.552,73 | 10.856,42 | 8.391,91 |
| Laba (Rugi) Bersih Tahun Berjalan<br>Net Profit (Loss) for the Year | Dalam Miliar Rupiah<br>In Billion Rupiah | 1.313,64 | 1.249,40* | (449,67) |
| Penjualan Logam Timah<br>Tin Metal Sales | Metrik Ton<br>Metrik Ton | 16.634 | 17.507 | 15.440 |
| Lokasi Operasi<br>Operational Areas | Lokasi<br>Location | 12 | 12 | 12 |
| Jumlah Karyawan<br>Number of Employees | Dalam Orang<br>In Person | 3.992 | 4.087 | 4.221 |
| Nama Pemegang Saham dan Persentase<br>Shareholder Name and Percentage | | Pemerintah Republik Indonesia merupakan pemegang saham utama Perseroan dengan kepemilikan 1 lembar saham seri A Dwiwarna. Sementara itu, PT Mineral Industri Indonesia (Persero) menjadi pemegang saham pengendali Perseroan dengan memiliki 65% saham seri B, sedangkan 35% saham seri B lainnya dimiliki oleh publik.<br>The Government of the Republic of Indonesia is the majority shareholder of the Company with 1 share of Series A Dwiwarna shares. Meanwhile, PT Mineral Industri Indonesia (Persero) is the controlling shareholder of the Company by owning 65% of series B shares, while the remaining 35% of series B shares are owned by the public. | Pemerintah Republik Indonesia merupakan pemegang saham utama Perseroan dengan kepemilikan 1 lembar saham seri A Dwiwarna. Sementara itu, PT Mineral Industri Indonesia (Persero) menjadi pemegang saham pengendali Perseroan dengan memiliki 65% saham seri B, sedangkan 35% saham seri B lainnya dimiliki oleh publik.<br>The Government of the Republic of Indonesia is the majority shareholder of the Company with 1 share of Series A Dwiwarna shares. Meanwhile, PT Mineral Industri Indonesia (Persero) is the controlling shareholder of the Company by owning 65% of series B shares, while the remaining 35% of series B shares are owned by the public. | Pemerintah Republik Indonesia merupakan pemegang saham utama Perseroan dengan kepemilikan 1 lembar saham seri A Dwiwarna. Sementara itu, PT Mineral Industri Indonesia (Persero) menjadi pemegang saham pengendali Perseroan dengan memiliki 65% saham seri B, sedangkan 35% saham seri B lainnya dimiliki oleh publik.<br>The Government of the Republic of Indonesia is the majority shareholder of the Company with 1 share of Series A Dwiwarna shares. Meanwhile, PT Mineral Industri Indonesia (Persero) is the controlling shareholder of the Company by owning 65% of series B shares, while the remaining 35% of series B shares are owned by the public. |

Keterangan:
*)Disajikan kembali
Notes:
*)Restated

## INFORMASI MENGENAI KARYAWAN [OJK C.3, GRI 2-7, GRI 2-8, GRI 207-4, EM-MM-000.B]

Hingga dengan 31 Desember 2025, jumlah karyawan Perseroan sebanyak 3.922 orang karyawan yang terdiri atas 3.874 orang karyawan tetap dan 48 orang karyawan tidak tetap. Karyawan tetap adalah pekerja perusahaan yang telah memenuhi syarat yang ditentukan, diangkat sebagai pekerja tetap dengan Surat Keputusan Direksi, menerima gaji dari imbalan lain menurut ketentuan berlaku di Perusahaan. Karyawan tidak tetap adalah tenaga kerja professional yang dibutuhkan oleh perusahaan yang direkrut berdasarkan perjanjian kerja dalam waktu tertentu atau untuk pekerja tertentu. Seluruh karyawan Perseroan merupakan karyawan penuh waktu. Perseroan tidak membagi karyawan berdasarkan waktu kerja yaitu penuh waktu dan paruh waktu serta tidak memiliki karyawan *non-guaranteed hours employees*.

Pada tahun 2025, Perseroan telah memberikan kesempatan kepada 417 orang siswa/mahasiswa untuk magang sebagai pemenuhan studi yang mayoritas di tempatkan pada bagian Operasional dan Penunjang. Selain itu, Perseroan juga mempekerjakan tenaga alih daya berjumlah 1.400 orang atau sebesar 26,55% dari total karyawan termasuk karyawan non pegawai. Karyawan non pegawai atau tenaga alih daya mayoritas di tempatkan pada pekerjaan Jasa Penunjang Operasional Perusahaan seperti *security*. Metodologi yang digunakan untuk menyusun data adalah dengan menggunakan *in-head count* pada akhir periode pelaporan. Jumlah karyawan yang dilaporkan adalah posisi per 31 Desember 2023, 2024, dan 2025 serta jumlah karyawan tersebut tidak mengalami fluktuasi yang signifikan, baik selama periode pelaporan maupun antara periode pelaporan. Demografi karyawan disajikan sebagai berikut.

## INFORMATION ON EMPLOYEES [OJK C.3, GRI 2-7, GRI 2-8, GRI 207-4, EM-MM-000.B]

As of December 31, 2025, the Company employed a total of 3,874 people, consisting of 3,874 permanent employees and 48 non-permanent employees. Permanent employees are company workers who have met the specified requirements, are appointed as permanent employees through a Board of Directors' Decision Letter, receive salaries and other compensation in accordance with the provisions applicable within the Company. Non-Permanent employees are professional workers required by the Company who are recruited based on fixed-term employment agreements or for specific work. All of the Company's employees are full-time employees. The Company does not categorize employees based on working hours, such as full-time and part-time employees, and does not employ non-guaranteed hours employees.

In 2025, the Company provided internship opportunities to 417 students as part of the fulfillment of their academic requirements, with the majority placed in Operational and Support functions. Furthermore, the Company also employed 1,400 outsourced personnel, representing 26.55% of the total workforce, including non-employee personnel. Non-employee personnel or outsourced workers are predominantly assigned to Operational Support Service roles within the Companies such as security firms. The methodology used to compile the data involves taking a headcount at the end of the reporting period. The number of employees reported reflects positions as of December 31, 2023, 2024, and 2025, and did not experience significant fluctuations during or between reporting periods. The employee demographics are presented as follows.

### KOMPOSISI KARYAWAN BERDASARKAN JENIS KELAMIN

### EMPLOYEE COMPOSITION BY GENDER

**Tabel Komposisi Karyawan Berdasarkan Jenis Kelamin**
Table of Employees Composition by Gender

(dalam satuan orang)
(in person))

| Jenis Kelamin<br>Gender | 2025 | 2024 | 2023 |
|---|---|---|---|
| Pria<br>Male | 3.668 | 3.822 | 3.946 |
| Wanita<br>Female | 254 | 265 | 275 |
| **Jumlah**<br>**Total** | **3.922** | **4.087** | **4.221** |

## KOMPOSISI KARYAWAN BERDASARKAN LEVEL JABATAN DAN JENIS KELAMIN

## EMPLOYEE COMPOSITION BY POSITION LEVEL AND GENDER

**Tabel Komposisi Karyawan Berdasarkan Level Jabatan dan Jenis Kelamin**
Table of Employees Composition by Position Level and Gender

(dalam satuan orang)
(in person))

| Level Jabatan<br>Position Level | 2025 | | | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total |
| Direktur Entitas Anak<br>Director of Subsidiary | 7 | 1 | 8 | 8 | 2 | 10 | 7 | 3 | 10 |
| President (SVP) | 6 | 0 | 6 | 8 | 1 | 9 | 5 | 0 | 5 |
| Vice President (VP) | 40 | 3 | 43 | 41 | 2 | 43 | 49 | 3 | 52 |
| Assistant Vice President | 153 | 17 | 170 | 156 | 15 | 171 | 158 | 15 | 173 |
| Manager | 470 | 75 | 545 | 486 | 75 | 561 | 493 | 75 | 568 |
| Assistant Manager | 648 | 96 | 744 | 688 | 99 | 787 | 735 | 103 | 838 |
| Assistant | 1.678 | 51 | 1.729 | 1.716 | 56 | 1.772 | 1760 | 61 | 1821 |
| Officer | 666 | 11 | 677 | 719 | 15 | 734 | 739 | 15 | 754 |
| **Jumlah<br>Total** | **3.668** | **254** | **3.922** | **3.822** | **265** | **4.087** | **3.946** | **275** | **4.221** |

## KOMPOSISI KARYAWAN BERDASARKAN USIA DAN JENIS KELAMIN

## EMPLOYEE COMPOSITION BY AGE AND GENDER

**Tabel Komposisi Karyawan Berdasarkan Usia dan Jenis Kelamin**
Table of Employees Composition by Age and Gender

(dalam satuan orang)
(in person))

| Level Jabatan<br>Age Range | 2025 | | | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total |
| <25 tahun / years old | 2 | 3 | 5 | 2 | 3 | 5 | 9 | 3 | 12 |
| 25-30 | 31 | 10 | 41 | 50 | 12 | 62 | 111 | 10 | 121 |
| 31-35 | 477 | 27 | 504 | 686 | 44 | 730 | 892 | 68 | 960 |
| 36-40 | 1.198 | 91 | 1.289 | 1.209 | 98 | 1.307 | 1.184 | 97 | 1.281 |
| 41-45 | 981 | 82 | 1.063 | 968 | 77 | 1.045 | 939 | 70 | 1.009 |
| 46-50 | 639 | 34 | 673 | 552 | 26 | 578 | 481 | 20 | 501 |
| 51-55 | 329 | 7 | 336 | 346 | 5 | 351 | 316 | 7 | 323 |
| ≥56 | 11 | - | 11 | 9 | | 9 | 14 | 0 | 14 |
| **Jumlah<br>Total** | **3.668** | **254** | **3.922** | **3.822** | **265** | **4.087** | **3.946** | **275** | **4.221** |

## KOMPOSISI KARYAWAN BERDASARKAN TINGKAT PENDIDIKAN DAN JENIS KELAMIN

## EMPLOYEE COMPOSITION BASED ON EDUCATIONAL LEVEL AND GENDER

**Tabel Komposisi Karyawan Berdasarkan Tingkat Pendidikan dan Jenis Kelamin**
Table of Employee Composition by Educational Level and Gender

(dalam satuan orang)
(in person))

| Tingkat Pendidikan<br>Educational Level | 2025 | | | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total |
| SD/SLTP<br>Elementary/<br>Junior High School | 10 | - | 10 | 13 | 0 | 13 | 14 | 0 | 14 |
| SLTA<br>Senior High School | 2.789 | 44 | 2.833 | 2.907 | 49 | 2.956 | 3.009 | 60 | 3.069 |
| Diploma (D1 - D3) | 394 | 65 | 459 | 409 | 71 | 480 | 422 | 76 | 498 |
| Sarjana (D4 - S1)<br>Bachelor's Degree (D4–S1) | 400 | 132 | 532 | 418 | 131 | 549 | 422 | 123 | 545 |
| Pascasarjana (S2 Magister)<br>Master's Degree (S2) | 71 | 13 | 84 | 72 | 14 | 86 | 77 | 16 | 93 |
| S3 Doctoral<br>Doctoral Degree (S3) | 4 | - | 4 | 3 | 0 | 3 | 2 | 0 | 2 |
| **Jumlah<br>Total** | **3.668** | **254** | **3.922** | **3.822** | **265** | **4.087** | **3.946** | **275** | **4.221** |

## KOMPOSISI KARYAWAN BERDASARKAN STATUS KEPEGAWAIAN DAN JENIS KELAMIN

## EMPLOYEE COMPOSITION BY EMPLOYMENT STATUS AND GENDER

**Tabel Komposisi Karyawan Berdasarkan Status Kepegawaian dan Jenis Kelamin**
Table of Employees Composition by Employment Status and Gender

(dalam satuan orang)
(in person))

| Status Kepegawaian<br>Employment Status | 2025 | | | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total |
| Karyawan Tetap<br>Permanent Employees | 3.629 | 245 | 3.874 | 3.781 | 255 | 4.036 | 3.893 | 268 | 4.161 |
| Karyawan Tidak Tetap<br>Non-Permanent Employees | 39 | 9 | 48 | 41 | 10 | 51 | 53 | 7 | 60 |
| **Total<br>Total** | **3.668** | **254** | **3.922** | **3.822** | **265** | **4.087** | **3.946** | **275** | **4.221** |

## KOMPOSISI KARYAWAN BERDASARKAN WILAYAH KERJA DAN STATUS KEPEGAWAIAN

## EMPLOYEE COMPOSITION BY WORK AREA AND EMPLOYMENT STATUS

**Tabel Komposisi Karyawan Berdasarkan Wilayah Kerja dan Status Kepegawaian**
Table of Employees Composition by Work Area and Employment Status

(dalam satuan orang)
(in person))

| Wilayah Kerja<br>Work Area | 2025 | | | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Karyawan Tetap<br>Permanent Employees | Karyawan Tidak Tetap<br>Non-Permanent Employees | Total | Karyawan Tetap<br>Permanent Employees | Karyawan Tidak Tetap<br>Non-Permanent Employees | Total | Karyawan Tetap<br>Permanent Employees | Karyawan Tidak Tetap<br>Non-Permanent Employees | Total |
| Bangka | 2.810 | 42 | 2.852 | 2.947 | 41 | 2.988 | 3.036 | 47 | 3.083 |
| Belitung | 177 | 1 | 178 | 187 | 1 | 188 | 194 | 1 | 195 |
| Kundur | 820 | 0 | 820 | 828 | 2 | 820 | 864 | 5 | 869 |
| Jakarta dan lainnya<br>Jakarta and others | 67 | 5 | 72 | 74 | 7 | 81 | 67 | 7 | 74 |
| **Jumlah Total** | **3.874** | **48** | **3.922** | **4.036** | **51** | **4.087** | **4.161** | **60** | **4.221** |

## KOMPOSISI KARYAWAN BERDASARKAN WILAYAH KERJA DAN JENIS KELAMIN

## EMPLOYEE COMPOSITION BY WORK AREA AND GENDER

**Tabel Komposisi Karyawan Berdasarkan Wilayah Kerja dan Jenis Kelamin**
Table of Employees Composition by Work Area and Gender

(dalam satuan orang)
(in person))

| Wilayah Kerja<br>Work Area | 2025 | | | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total |
| Bangka | 2.657 | 195 | 2.852 | 2.787 | 201 | 2.968 | 2.835 | 201 | 3.036 |
| Belitung | 171 | 7 | 178 | 180 | 8 | 188 | 187 | 7 | 194 |
| Kundur | 788 | 32 | 820 | 797 | 33 | 830 | 825 | 39 | 864 |
| Jakarta dan lainnya<br>Jakarta and others | 53 | 19 | 72 | 58 | 23 | 81 | 46 | 21 | 67 |
| **Jumlah Total** | **3.669** | **253** | **3.922** | **3.822** | **265** | **4.087** | **3.946** | **275** | **4.221** |

## KOMPOSISI KARYAWAN TETAP BERDASARKAN WILAYAH KERJA DAN JENIS KELAMIN

## COMPOSITION OF PERMANENT EMPLOYEES BY WORK AREA AND GENDER

**Tabel Komposisi Karyawan Tetap Berdasarkan Wilayah Kerja dan Jenis Kelamin**
Table of Composition of Permanent Employees by Work Area and Gender

(dalam satuan orang)
(in person))

| Wilayah Kerja<br>Work Area | 2025 | | | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total |
| Bangka | 2.622 | 188 | 2.810 | 2.754 | 193 | 2.947 | 2.835 | 201 | 3.036 |
| Belitung | 170 | 7 | 177 | 179 | 8 | 187 | 187 | 7 | 194 |
| Kundur | 788 | 32 | 820 | 795 | 33 | 828 | 825 | 39 | 864 |
| Jakarta dan lainnya<br>Jakarta and others | 49 | 18 | 67 | 53 | 21 | 74 | 46 | 21 | 67 |
| **Jumlah<br>Total** | **3.629** | **245** | **3.874** | **3.781** | **255** | **4.036** | **3.893** | **268** | **4.161** |

## KOMPOSISI KARYAWAN TIDAK TETAP BERDASARKAN WILAYAH KERJA DAN JENIS KELAMIN

## COMPOSITION OF NON-PERMANENT EMPLOYEES BY WORK AREA AND GENDER

**Tabel Komposisi Karyawan Tidak Tetap Berdasarkan Wilayah Kerja dan Jenis Kelamin**
Table of Composition of Non-Permanent Employees by Work Area and Gender

(dalam satuan orang)
(in person))

| Wilayah Kerja<br>Work Area | 2025 | | | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total |
| Bangka | 35 | 7 | 42 | 33 | 8 | 41 | 45 | 7 | 52 |
| Belitung | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| Kundur | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 |
| Jakarta dan lainnya<br>Jakarta and others | 4 | 1 | 5 | 5 | 2 | 7 | 7 | 0 | 7 |
| **Jumlah<br>Total** | **40** | **8** | **48** | **41** | **10** | **51** | **53** | **7** | **60** |

## KOMPOSISI KARYAWAN NON PEGAWAI (ALIH DAYA) BERDASARKAN JENIS KELAMIN DAN PENEMPATAN

## COMPOSITION OF OUTSOURCED EMPLOYEES BY GENDER AND PLACEMENT

**Tabel Komposisi Karyawan Non Pegawai (Alih Daya) Berdasarkan Wilayah Penempatan dan Jenis Kelamin**
Table of Composition of Outsourced Employees by Placement Area and Gender

(dalam satuan orang)
(in person))

| Wilayah Kerja<br>Work Area | 2025 | | | 2024 | | |
|---|---|---|---|---|---|---|
| | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total |
| Bangka | 1.011 | 50 | 1.061 | 844 | 54 | 898 |
| Belitung | 123 | 6 | 129 | 115 | 6 | 121 |
| Kundur | 158 | 7 | 165 | 142 | 5 | 147 |
| Jakarta dan lainnya<br>Jakarta and others | 39 | 6 | 45 | 68 | 4 | 72 |
| **Jumlah<br>Total** | **1.331** | **69** | **1.400** | **1.169** | **69** | **1.238** |

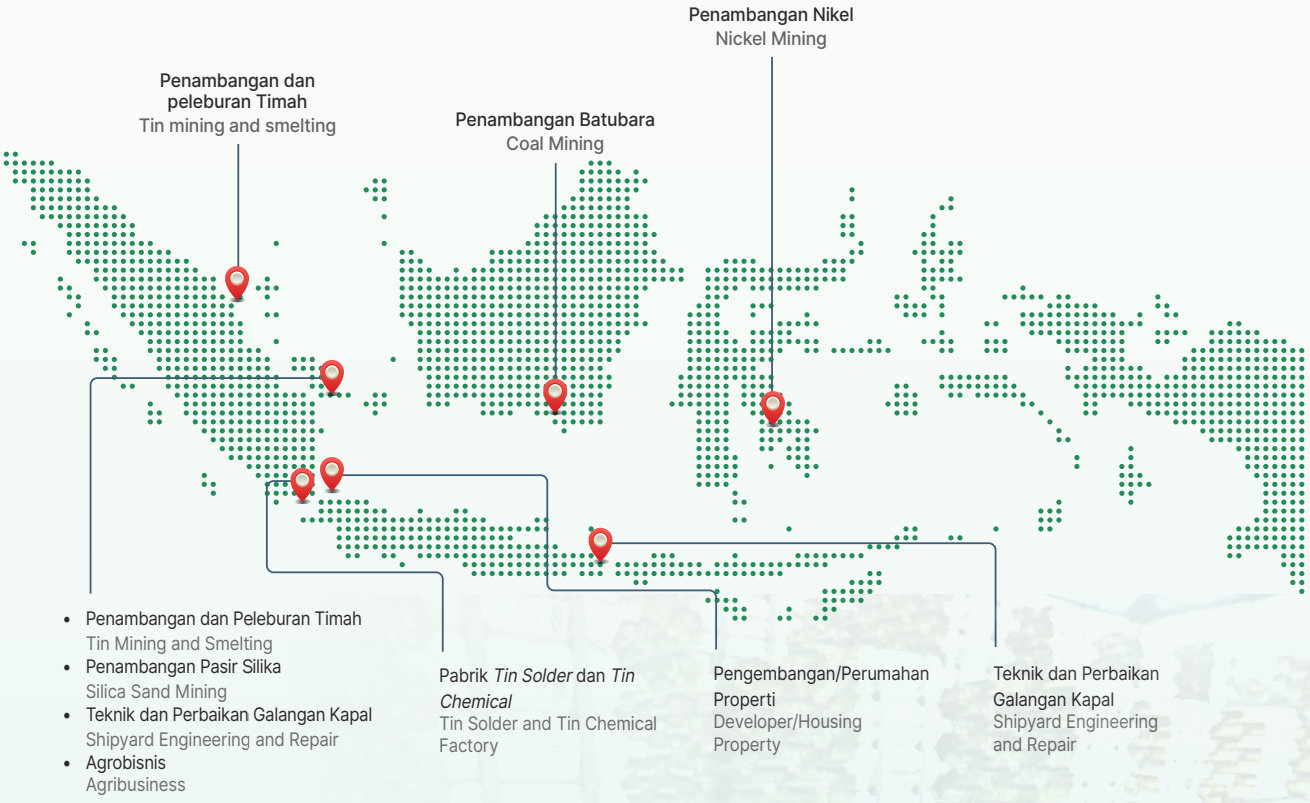


## WILAYAH OPERASIONAL [OJK C.3, GRI 2-1]

Perseroan telah beroperasi di 3 (tiga) negara yaitu Indonesia (10 lokasi), Singapura (1 lokasi) dan Inggris (1 lokasi). Wilayah operasional di Indonesia mencakup Provinsi Kepulauan Bangka Belitung, Provinsi Riau dan Provinsi Kepulauan Riau, Provinsi DKI Jakarta, Provinsi Banten, Provinsi Jawa Barat, Provinsi Kalimantan Selatan, Provinsi Sulawesi Tenggara, dan Provinsi Nusa Tenggara Barat.

## OPERATIONAL AREAS [OJK C.3, GRI 2-1]

The Company operates in 3 (three) countries, including Indonesia (10 locations), Singapore (1 location), and the United Kingdom (1 location). The operational areas in Indonesia include the Provinces of Bangka Belitung Islands, Riau, Riau Islands, DKI Jakarta, Banten, West Java, South Kalimantan, Southeast Sulawesi, and West Nusa Tenggara.




**Kepulauan Bangka Belitung**
Bangka Belitung Island

- Kantor Pusat PT TIMAH (Persero) Tbk
- PT Dok & Perkapalan Air Kantung
- PT Timah Agro Manunggal
- Division Processing & Refinery
- Area Belitung
  Belitung Area
- Area Bangka Selatan
  South Bangka Area
- Area Bangka Utara
  North Bangka Area

**Jakarta**

- Kantor Perwakilan Jakarta
- PT Timah Investasi Mineral
- PT Timah Karya Persada Properti
- PT Tim Silika Nusantara
- PT Tim Indotama Mineral

**Kepulauan Riau**
Riau Island
Area Kundur
Kundur Area

**Cilegon, Banten**
PT Timah Industri

**Kalimantan Selatan**
South Kalimantan
PT Tanjung Alam Jaya

**Sulawesi Tenggara**
Southeast Sulawesi
PT Timah Investasi Mineral

**Lombok Timur**
East Lombok
PT Dok & Perkapalan Air Kantung

# Kegiatan Usaha yang Dijalankan [OJK C.4, GRI 2-6]

## Business Activities Carried Out [OJK C.4, GRI 2-6]

Perseroan menjalankan kegiatan operasionalnya berdasarkan Pasal 3 Anggaran Dasar Perseroan sebagaimana dimuat dalam Akta Pernyataan Keputusan Rapat PT TIMAH Tbk No. 6 tanggal 13 Juli 2023 dibuat dihadapan RINI YULIANTI, S.H., Notaris di Jakarta, perubahan mana telah diberitahukan dan telah diterima serta telah dicatat dalam Sistem Administrasi Badan Hukum (SABH) Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia Direktorat Jenderal Administrasi Hukum Umum dengan surat keputusannya tertanggal 13 Juli 2023 Nomor: AHUAH. 01.03-0091474. Perseroan memiliki maksud dan tujuan untuk menjalankan bisnis di bidang pertambangan, perindustrian, perdagangan, pengangkutan, dan jasa yang berkaitan dengan bidang usaha pertambangan serta optimalisasi pemanfaatan sumber daya yang dimiliki Perseroan untuk menghasilkan barang dan/atau jasa yang bermutu tinggi dan berdaya saing kuat untuk mendapat/mengejar keuntungan guna meningkatkan nilai Perseroan sesuai prinsip-prinsip Perseroan Terbatas. Seluruh kegiatan usaha menurut Anggaran Dasar telah dijalankan oleh Perseroan.

Adapun informasi terkait Kegiatan Usaha telah disampaikan pada Laporan Tahunan PT TIMAH (Persero) Tbk tahun 2025 bagian Profil Perusahaan.

The The Company conducts its operational activities based on Article 3 of the Company's Articles of Association as stipulated in the Deed of Statement of Meeting Resolution of PT TIMAH Tbk No. 6 dated July 13, 2023, executed before RINI YULIANTI, S.H., Notary in Jakarta. The amendment has been notified, received, and recorded in the Legal Entity Administration System (SABH) of the Ministry of Law and Human Rights of the Republic of Indonesia, Directorate General of General Legal Administration, through Decree dated July 13, 2023, Number: AHU-AH.01.03-0091474. The Company's purpose and objectives are to conduct business in the fields of mining, industry, trade, transportation, and services related to the mining sector, as well as to optimize the utilization of the Company's resources in order to produce high-quality and highly competitive goods and/or services to obtain/generate profits and increase the Company's value in accordance with the principles of a limited liability company. All business activities as stipulated in the Articles of Association have been carried out by the Company.

Further information regarding the Company's Business Activities is presented in the 2025 Annual Report of PT TIMAH (Persero) Tbk, under the Company Profile section.



# Rantai Nilai dan Hubungan Bisnis Lainnya
Value Chain and Other Business Relationships

## RANTAI NILAI

### AKTIVITAS ORGANISASI, PRODUK, LAYANAN DAN PASAR YANG DILAYANI [C.4, GRI 2-6]

Perseroan memiliki 4 (empat) pilar bisnis yaitu:
1. Bisnis penambangan timah merupakan bisnis inti dijalankan langsung oleh Perseroan sebagai perusahaan induk;
2. Bisnis hilirisasi timah yang dijalankan oleh PT Timah Industri;
3. Bisnis penambangan non-timah yang dijalankan oleh PT Timah Investasi Mineral (penambangan nikel dan pasir kuarsa), dan PT Tanjung Alam Jaya (penambangan batu bara);
4. Bisnis berbasis kompetensi yang dijalankan oleh Indometal (London) Limited, Timah International Investment, PT Dok dan Perkapalan Air Kantung, PT Timah Karya Persada Properti, dan PT Timah Agro Manunggal.

Selama tahun 2025, Timah International Investment berstatus Liquidation, berdasarkan surat tanggal 23 Agustus 2024 dari In The General Division Of The High Court Of The Republic Of Singapore.

Perseroan menghasilkan produk timah maupun non-timah. Kegiatan produksi logam timah beserta produk turunannya, seperti solder timah dan bahan kimia berbasis timah, dilaksanakan dengan dukungan aktivitas usaha Entitas Anak. Seluruh produk yang dihasilkan memenuhi standar mutu yang tinggi serta telah memperoleh sertifikasi dari The London Metal Exchange (LME), Bursa Komoditi Derivatif Indonesia (BKDI), dan Jakarta Futures Exchange (JFX). Sertifikasi tersebut mengacu pada standar yang diakui secara internasional, sehingga produk Perseroan dapat diterima baik di pasar domestik maupun internasional.

Uraian lebih lanjut mengenai jenis produk dan jaringan distribusinya disajikan secara lengkap dalam Laporan Tahunan PT TIMAH (Persero) Tbk tahun 2025 pada bagian Profil Perusahaan.

## VALUE CHAIN

### ORGANIZATIONAL ACTIVITIES, PRODUCTS, SERVICES, AND MARKETS SERVED [C.4, GRI 2-6]

The Company has 4 (four) business pillars, namely:
1. Tin mining business, which is the core business directly conducted by the Company as the parent entity;
2. Tin downstream business, conducted by PT Timah Industri;
3. Non-tin mining business, conducted by PT Timah Investasi Mineral (nickel and quartz sand mining) and PT Tanjung Alam Jaya (coal mining);
4. Competency-based businesses, conducted by Indometal (London) Limited, Timah International Investment, PT Dok dan Perkapalan Air Kantung, PT Timah Karya Persada Properti, and PT Timah Agro Manunggal.

In 2025, Timah International Investment was under liquidation status, based on a letter dated August 23, 2024, issued by the General Division of the High Court of the Republic of Singapore.

The Company produces both tin and non-tin products. The production of tin metal and its derivative products, such as tin solder and tin-based chemicals, is carried out with the support of the Company's Subsidiaries. All products produced meet high-quality standards and have obtained certifications from The London Metal Exchange (LME), Indonesia Commodity Derivatives Exchange (BKDI), and Jakarta Futures Exchange (JFX). These certifications refer to internationally recognized standards, enabling the Company's products to be well accepted in both domestic and international markets.

Further details regarding product types and distribution networks are comprehensively presented in the 2025 Annual Report of PT TIMAH (Persero) Tbk under the Company Profile section.

## RANTAI PASOK [GRI 2-6]

Perseroan senantiasa menunjukkan komitmennya untuk terus meningkatkan kontribusi pemasok lokal dalam mendukung pelaksanaan kegiatan bisnis perusahaan. Dalam rangka menunjang berbagai aktivitas operasionalnya, Perseroan melibatkan beragam pemasok yang menyediakan barang maupun jasa, di antaranya pemasok yang bergerak di bidang Jasa Umum, Jasa Konstruksi, penyedia Barang Umum, Barang Listrik, Barang Mesin, Barang Alat Keruk, bahan bakar minyak (BBM), serta pemasok barang khusus yang dibutuhkan untuk operasional Ausmelt. Sepanjang tahun 2025, Perseroan telah menjalin kerja sama dengan total 253 pemasok yang terdiri atas 70 pemasok lokal, 181 pemasok nasional, serta 2 pemasok yang berasal dari luar negeri.

## ENTITAS HILIR [GRI 2-6]

Perseroan melaksanakan kegiatan usaha pertambangan secara terintegrasi dengan berpedoman pada prinsip praktik penambangan yang baik (*good mining practices*), yang mencakup seluruh tahapan kegiatan mulai dari eksplorasi, penambangan, pengolahan, peleburan, dan pemurnian, hingga pengembangan hilirisasi produk timah serta kegiatan pemasaran, sehingga seluruh proses operasional berjalan secara terpadu dan sesuai dengan standar yang berlaku di industri pertambangan. Selain itu, Perseroan memiliki komitmen yang kuat untuk memenuhi kewajiban pascatambang melalui pelaksanaan reklamasi di wilayah darat maupun laut sesuai dengan ketentuan peraturan perundang-undangan yang berlaku, sebagai bentuk tanggung jawab dalam menyelenggarakan kegiatan pertambangan yang bertanggung jawab serta berorientasi pada perlindungan dan kelestarian lingkungan.

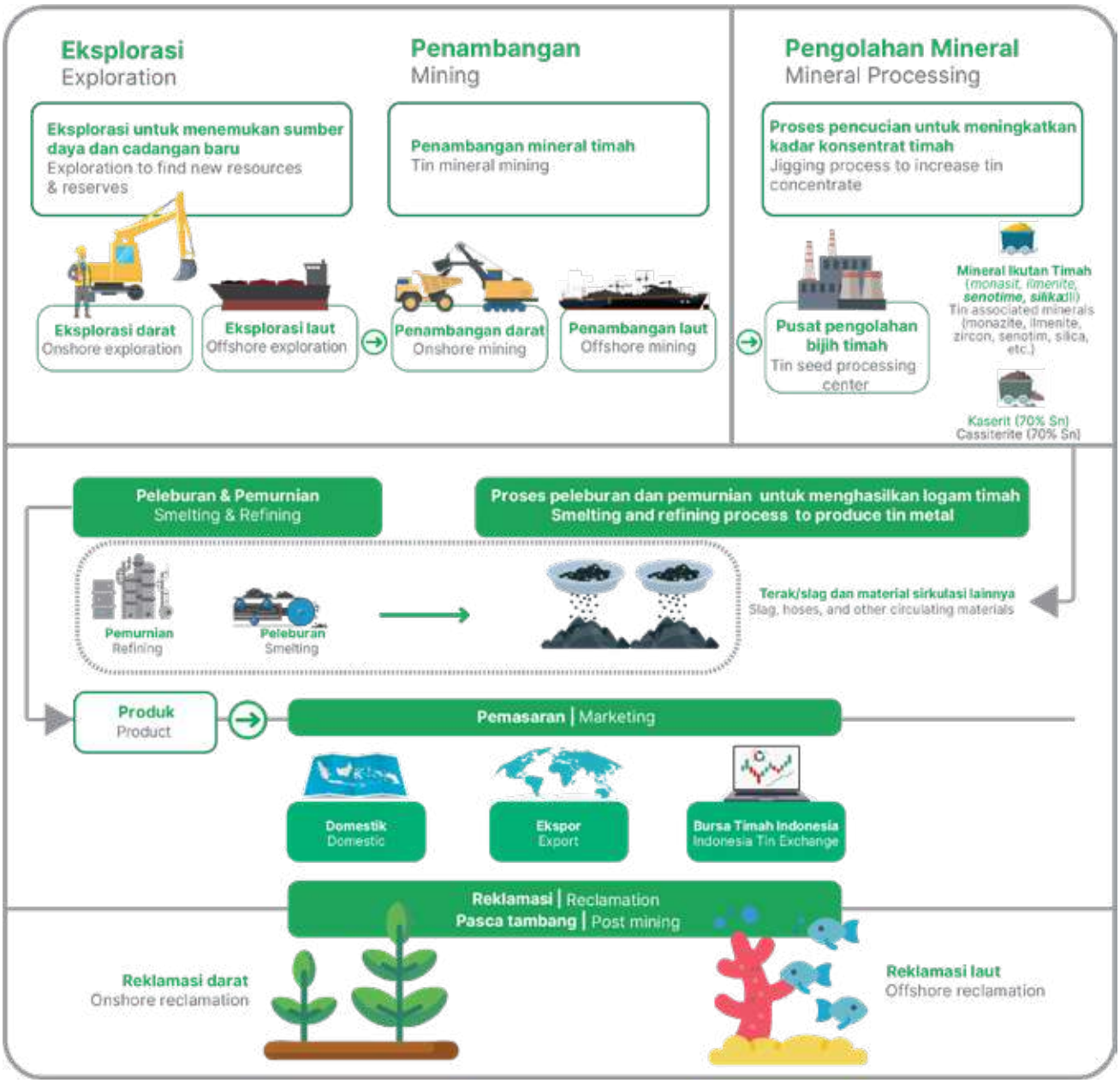
## SUPPLY CHAIN [GRI 2-6]

The Company continuously demonstrates its commitment to increasing the contribution of local suppliers in supporting the implementation of its business activities. To support various operational activities, the Company engages various suppliers that provide goods and services, including suppliers engaged in General Services, Construction Services, General Goods, Electrical Goods, Machinery Goods, Dredging Equipment, fuel (BBM), as well as specialized suppliers required for Ausmelt operations. Throughout 2025, the Company established partnerships with a total of 253 suppliers, consisting of 70 local suppliers, 181 national suppliers, and 2 international suppliers.

## DOWNSTREAM ENTITIES [GRI 2-6]

The Company conducts integrated mining operations based on the principles of good mining practices, covering all stages of activities from exploration, mining, processing, smelting, and refining, to the development of downstream tin products and marketing activities, ensuring that the entire operational process is carried out in an integrated manner and in accordance with standards applicable in the mining industry. In addition, the Company has a strong commitment to fulfilling its post-mining obligations through the implementation of land and marine reclamation, in accordance with applicable laws and regulations, as part of its commitment to conduct mining activities in a responsible manner and oriented toward environmental protection and sustainability.

## Bagan Proses Bisnis Pertambangan Timah yang Terintegrasi
Integrated Tin Mining Business Process Flow Chart



Dalam menjalankan kegiatan usahanya, Perseroan melakukan sinergi dengan Entitas Anak adalah sebagai berikut:

In conducting its business operations, the Company synergizes with its Subsidiaries as follows:

**Tabel Sinergi dengan Entitas Anak**
Table of Synergies with Subsidiaries

| Entitas Anak<br>Subsidiaries | Sinergi<br>Synergy |
|---|---|
| Indometal (London) Limited | Perusahaan yang menunjang strategi Perseroan agar dapat lebih mendekati pasar bursa Logam London Metal Exchange (LME) dan juga menjadi agen penjualan logam timah Perseroan di kawasan Eropa dan Amerika Serikat.<br>A company that supports the Company's strategy to gain closer access to the London Metal Exchange (LME) market and also serves as the Company's sales agent for tin metal in the European and United States markets. |
| Timah International Investment Ltd (TINVES) | Special Purpose Vehicle (SPV) untuk mendukung ekspansi bisnis ke luar negeri dengan status saat ini adalah dalam proses likuidasi.<br>A Special Purpose Vehicle (SPV) established to support overseas business expansion, which is currently in the process of liquidation. |
| PT Dok dan Perkapalan Air Kantung (DAK) | Perusahaan penyedia jasa reparasi dan pembuatan kapal baru serta berperan sebagai penyedia jasa docking, perawatan, dan perbaikan sarana pendukung kelautan bagi PT TIMAH (Persero) Tbk.<br>A company providing ship repair services and the construction of new vessels, as well as acting as a provider of docking, maintenance, and repair services for maritime supporting facilities of PT TIMAH (Persero) Tbk. |
| PT Timah Industri (TI) | Perusahaan yang bergerak di bidang industri hilirisasi logam timah dengan tujuan untuk meningkatkan nilai tambah Perseroan serta pengembangan produk sesuai kebutuhan pasar yang berlokasi di kawasan KIEC Cilegon, Banten.<br>A company engaged in the downstream tin metal industry, aiming to increase the Company's added value and develop products in accordance with market needs, located in the KIEC Industrial Area, Cilegon, Banten. |
| PT Timah Agro Manunggal (TAM) | Perusahaan yang bergerak di bidang usaha agrobisnis, seperti pertanian, peternakan maupun jasa reklamasi dan penataan lahan serta diharapkan dapat menjadi salah satu sumber pendapatan baru bagi Perseroan.<br>A company engaged in agribusiness activities, including agriculture, livestock farming, as well as land reclamation and land arrangement services, which is expected to become one of the Company's new sources of revenue. |
| PT Timah Investasi Mineral (TIM) | Pengembangan usaha pada sektor pertambangan non-timah yang bergerak dalam pengelolaan usaha penambangan Nikel di Provinsi Sulawesi Tenggara dan Pasir Kuarsa di Provinsi Bangka Belitung serta pertambangan Batu Bara di Provinsi Kalimantan Selatan melalui entitas anak usahanya yaitu PT Tanjung Alam Jaya (TAJ).<br>Business development in the non-tin mining sector, focusing on nickel mining operations in Southeast Sulawesi Province and quartz sand mining in Bangka Belitung Islands Province, as well as coal mining in South Kalimantan Province through its subsidiary PT Tanjung Alam Jaya (TAJ). |
| PT Timah Karya Persada Properti (TKPP) | PT Timah Karya Persada Properti berperan dalam pengembangan dan pengelolaan aset non-operasional berupa properti investasi yang diperoleh sebagai pelunasan wesel tagih kepada PT Bahana Pembinaan Usaha Indonesia, sebagai bagian dari upaya optimalisasi aset dan peningkatan nilai perusahaan PT TIMAH (Persero) Tbk.<br>PT Timah Karya Persada Properti plays a role in the development and management of non-operational assets in the form of investment properties obtained as settlement of promissory notes issued by PT Bahana Pembinaan Usaha Indonesia, as part of efforts to optimize assets and enhance the corporate value of PT TIMAH (Persero) Tbk. |

**Tabel Sinergi dengan Entitas Anak**
Table of Synergies with Subsidiaries

| Entitas Anak<br>Subsidiaries | Sinergi<br>Synergy |
|---|---|
| PT Tanjung Alam Jaya (TAJ) | Entitas usaha pertambangan non–timah yang mendukung diversifikasi portofolio bisnis PT TIMAH (Persero) Tbk dengan kegiatan pertambangan Batu Bara di daerah Binuang, Kabupaten Banjar Kalimantan Selatan berdasarkan Perjanjian Kerja Sama Penambangan Batubara (PKP2B) dengan luas wilayah kurang lebih 9.721 Ha dan memiliki rata-rata GAR 6.200 Kcal/Kg.<br>A non-tin mining business entity that supports the diversification of PT TIMAH (Persero) Tbk's business portfolio through coal mining activities in Binuang, Banjar Regency, South Kalimantan, based on the Coal Mining Cooperation Agreement (PKP2B) with a concession area of approximately 9,721 hectares and an average GAR of 6,200 Kcal/Kg. |
| Great Force Trading Limited (GFT) | GFT merupakan entitas langsung yang dimiliki oleh PT Timah Industri yang bergerak pada bidang industri kimia Tin Based Chemical dan didirikan sebagai bentuk hilirisasi produk logam timah dengan tujuan untuk meningkatkan nilai tambah perseroan dengan status saat ini adalah Dormant.<br>GFT is an entity directly owned by PT Timah Industri, operating in the Tin-Based Chemical industry, and was established as part of the Company's downstream development of tin metal products to increase its added value. It is currently in Dormant status. |
| PT Tim Silika Nusantara (TSN) | Merupakan Anak Perusahaan PT Timah Investasi Mineral yang berperan dalam pengembangan dan pengelolaan komoditas mineral non-timah, khususnya Pasir Silika dengan kegiatan usaha pada produksi dan penjualan pasir Silika.<br>A subsidiary of PT Timah Investasi Mineral that plays a role in the development and management of non-tin mineral commodities, particularly silica sand, with business activities in the production and sale of silica sand. |
| PT Timah Indotama Mineral | Merupakan Anak Perusahaan PT Timah Investasi Mineral yang bergerak dalam bidang penjualan pasir sebagai bagian dari pengembangan bisnis mineral non-timah PT TIMAH (Persero) Tbk, guna mendukung diversifikasi pendapatan dan perluasan pasar mineral industri.<br>A subsidiary of PT Timah Investasi Mineral engaged in the sand trading business as part of the development of PT TIMAH (Persero) Tbk's non-tin mineral business, aimed at supporting revenue diversification and expanding the industrial minerals market. |
| PT Timah Nigeria Limited (TNL) | Merupakan Anak Perusahaan PT Timah Investasi Mineral yang berperan sebagai entitas usaha yang menjalankan kegiatan penambangan, perdagangan dan pengembangan bisnis timah di Nigeria dengan status saat ini adalah Dormant.<br>A subsidiary of PT Timah Investasi Mineral that operates as a business entity conducting tin mining, trading, and business development activities in Nigeria, currently in Dormant status. |
| PT Sinergi Mitra Lestari Indonesia (SMLI) | Merupakan Anak Perusahaan PT Timah Investasi Mineral yang menjalankan inisiatif program Shared Service Center dalam pemusatan Manajemen Logistik, ICT & Digitalization, Limbah, dan Sumber Daya Manusia.<br>A subsidiary of PT Timah Investasi Mineral that implements a Shared Service Center initiative focusing on centralized management of Logistics, ICT & Digitalization, Waste Management, and Human Capital. |

## HUBUNGAN BISNIS LAIN YANG RELEVAN [GRI 2-6]

Selain memiliki anak perusahaan dan cucu perusahaan, PT TIMAH (Persero) Tbk juga memiliki hubungan bisnis dengan kepemilikan saham yang bersifat non-dominan pada beberapa entitas afiliasi yang bergerak di bidang pendukung, antara lain jasa asuransi dan layanan

## OTHER RELEVANT BUSINESS RELATIONSHIPS [GRI 2-6]

In addition to having subsidiaries and sub-subsidiaries, PT TIMAH (Persero) Tbk also maintains business relationships through non-controlling shareholdings in several affiliated entities operating in supporting sectors, including insurance and healthcare services. These shareholdings

kesehatan. Kepemilikan ini merupakan bagian dari strategi dalam memperluas pengembangan bisnis perusahaan tanpa melakukan pengendalian operasional secara langsung.

PT Perta Life Insurance (d/h PT Asuransi Jiwa Tugu Mandiri) merupakan entitas afiliasi yang bergerak di bidang jasa asuransi jiwa. Kepemilikan saham PT TIMAH (Persero) Tbk sebesar 27,83% pada perusahaan ini memberikan dukungan terhadap penyediaan perlindungan asuransi, khususnya untuk menunjang kesejahteraan dan perlindungan karyawan, serta pengelolaan risiko yang terkait dengan sumber daya manusia. Kepemilikan ini bersifat non-dominan dan tidak disertai dengan pengendalian operasional, namun menjadi bagian dari strategi perusahaan dalam mendukung keberlanjutan usaha dan perlindungan sosial.

Selain itu, PT TIMAH (Persero) Tbk juga memiliki kepemilikan saham pada entitas yang bergerak dibidang jasa layanan kesehatan dan pengelolaan Rumah Sakit, yaitu PT Bakti Timah Medika (d/h PT Rumah Sakit Bakti Timah) sebesar 32,99% dan PT Pertamina Bina Medika Indonesia Healthcare Corporation (PBM IHC) sebesar 1,78%. Melalui kepemilikan tersebut, PT TIMAH (Persero) Tbk memperoleh akses terhadap layanan kesehatan yang terintegrasi guna mendukung kesehatan dan keselamatan kerja (K3) serta peningkatan kualitas hidup karyawan dan masyarakat sekitar wilayah operasional perusahaan.

Kepemilikan saham pada entitas afiliasi tersebut tidak dimaksudkan untuk pengendalian manajerial, namun merupakan bentuk investasi strategis jangka panjang yang mendukung keberlanjutan usaha, penguatan aspek sosial dan tata kelola (ESG), serta penciptaan nilai tambah bagi pemangku kepentingan PT TIMAH (Persero) Tbk.

## PERUBAHAN PERUSAHAAN YANG BERSIFAT SIGNIFIKAN PADA ORGANISASI
[OJK C.6, GRI 2-6]

Sepanjang tahun 2025, terdapat perubahan perusahaan yang bersifat signifikan. Perseroan melakukan pembukaan lahan baru untuk kegiatan penambangan timah di tahun 2025 seluas 290,64 hektare. Pembukaan lahan baru ini harus berjalan dengan prinsip pertambangan yang baik *(Good Mining Practice)*. Pembukaan lahan ini akan mengubah topografi serta terbentuknya lubang bekas tambang (kolong). Perseroan juga melakukan penutupan beberapa lokasi tambang. Penutupan tambang yang dimaksud dalam hal ini yaitu rencana pascatambang yang merupakan kegiatan terencana, sistematis dan berlanjut yang dilakukan setelah sebagian atau seluruh aktivitas penambangan berakhir untuk memulihkan fungsi lingkungan alam, sosial dan ekonomi. Penutupan tambang bukan hanya berupa menghentikan operasi, namun juga memastikan lahan dapat kembali sesuai peruntukannya.

form part of the Company's strategy to expand business development without exercising direct operational control.

PT Perta Life Insurance (formerly PT Asuransi Jiwa Tugu Mandiri) is an affiliated entity operating in the life insurance sector. PT TIMAH (Persero) Tbk holds a 27.83% share ownership in this company, which supports the provision of insurance protection, particularly to enhance employee welfare and protection, as well as to manage risks related to human resources. This shareholding is non-controlling and does not involve operational management, however, it is a part of the Company's strategy to support business sustainability and social protection.

In addition, PT TIMAH (Persero) Tbk also holds shares in entities operating in the healthcare services and hospital management sectors, namely PT Bakti Timah Medika (formerly PT Rumah Sakit Bakti Timah) with a 32.99% ownership, and PT Pertamina Bina Medika Indonesia Healthcare Corporation (PBM IHC) with a 1.78% ownership. Through these shareholdings, PT TIMAH (Persero) Tbk gains access to integrated healthcare services to support occupational health and safety (OHS) as well as to improve the quality of life of employees and communities surrounding the Company's operational areas.

The shareholdings in these affiliated entities are not intended for managerial control but represent long-term strategic investments that support business sustainability, strengthen social and governance (ESG) aspects, and create added value for the stakeholders of PT TIMAH (Persero) Tbk.

## COMPANY CHANGES THAT SIGNIFICANTLY AFFECT ORGANIZATION
[OJK C.6, GRI 2-6]

Throughout 2025, the Company underwent significant changes. In 2025, the Company cleared 290.64 hectares of new land for tin mining operations. This land clearing must be conducted in accordance with Good Mining Practices. This land clearing will alter the topography and result in the formation of post-mining pits. The Company also closed several mining sites. Mine closure, in this context, refers to a post-mining plan—a planned, systematic, and ongoing process carried out after some or all mining activities have ceased to restore the natural, social, and economic functions of the environment. Mine closure involves not only halting operations but also ensuring the land is restored to its intended use.

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

## Membership of Association [OJK C.5, GRI 2-28]

Perseroan senantiasa berupaya untuk mengikuti perkembangan isu terkini dengan berpartisipasi dalam asosiasi baik internasional maupun nasional. Sampai dengan akhir tahun 2025, Perseroan aktif berpartisipasi dalam beberapa organisasi dan asosiasi, di antaranya sebagai berikut:

The Company continuously strives to stay up to date with the latest developments and emerging issues by actively participating in both international and national associations. As of the end of 2025, the Company actively participated in several organizations and associations, including but not limited to the following:

**Tabel Keanggotaan Asosiasi**
Table of Association Members

| **Asosiasi Industri**<br>Industrial Association | **Kegiatan**<br>Activities | **Peran dalam Asosiasi**<br>Role within the Association |
|---|---|---|
| **Internasional**<br>International | | |
| International Tin Association (ITA) | International Tin Association (ITA) merupakan otoritas global nirlaba yang merepresentasikan kepentingan produsen timah utama di dunia. Sebagai penghubung strategis antar pemangku kepentingan internasional, ITA berperan vital dalam menjamin keberlangsungan industri serta tata kelola komoditas timah yang berkelanjutan. Bagi Perusahaan, keanggotaan dalam ITA merupakan sebuah kemitraan strategis yang memberikan keunggulan kompetitif melalui penguasaan intelijen pasar, pemenuhan standar keberlanjutan global, serta penguatan posisi tawar dalam rantai pasok timah dunia.<br>The International Tin Association (ITA) is a global, non-profit organization representing the interests of the world's leading tin producers. As a strategic liaison among international stakeholders, the ITA plays a vital role in ensuring the industry's sustainability and the sustainable governance of the tin commodity. For companies, membership in the ITA is a strategic partnership that provides a competitive advantage through access to market intelligence, compliance with global sustainability standards, and the strengthening of bargaining power within the global tin supply chain. | Anggota Aktif<br>Active Member |
| Responsible Mineral Initiative (RMI) | Responsible Minerals Initiative (RMI) adalah organisasi global yang berfokus pada terciptanya rantai pasok mineral etis dan bebas konflik. Melalui program audit Responsible Minerals Assurance Process (RMAP), RMI menyediakan validasi independen guna memastikan proses pengadaan mineral memenuhi standar keberlanjutan internasional. Bagi Perusahaan, kemitraan ini merupakan instrumen strategis untuk mitigasi risiko ESG dan pemenuhan kepatuhan regulasi global, yang sekaligus memperkuat transparansi serta kepercayaan pemangku kepentingan dalam rantai pasok dunia.<br>The Responsible Minerals Initiative (RMI) is a global organization dedicated to creating ethical and conflict-free mineral supply chains. Through its Responsible Minerals Assurance Process (RMAP) audit program, RMI provides independent validation to ensure that mineral procurement processes meet international sustainability standards. For the Company, this partnership serves as a strategic tool for mitigating ESG risks and ensuring compliance with global regulations, while simultaneously strengthening transparency and stakeholder trust within the global supply chain. | Anggota Aktif<br>Active Member |

| **Nasional**<br>National | | |
|---|---|---|
| Indonesia Mining Association (IMA) | Memiliki kesempatan untuk berkontribusi dalam penyusunan kebijakan pemerintah terkait industri pertambangan. Selain itu, mendapatkan informasi terkini dan mendalam terkait dinamika industri, menemukan peluang bisnis baru, menjalin kemitraan, dan mengidentifikasi potensi investasi dalam sektor pertambangan.<br>Providing the opportunity to contribute to the formulation of government policies related to the mining industry. In addition, gaining the latest and in-depth information on industry dynamics, identifying new business opportunities, establishing partnerships, and exploring potential investments in the mining sector. | Anggota Aktif<br>Active Member |
| Asosiasi Eksportir Timah Indonesia (AETI) | Memiliki kesempatan untuk berkontribusi dalam pembentukan kebijakan terkait industri ekspor timah. Di samping itu, antar anggota dapat bekerja sama dalam menghadapi tantangan dan kesulitan yang mungkin muncul dalam perdagangan internasional.<br>Providing the opportunity to contribute to the formulation of policies related to the tin export industry. In addition, members may collaborate in addressing challenges and potential difficulties that may arise in international trade. | Anggota Aktif<br>Active Member |
| Asosiasi Emiten Indonesia (AEI) | Melakukan sosialisasi terkait peraturan pasar modal serta membantu menyampaikan aspirasi anggota ke Bursa Efek Indonesia (BEI) atau regulator terkait lainnya.<br>Conducting outreach related to capital market regulations and assisting in conveying members' aspirations to the Indonesia Stock Exchange (IDX) or other relevant regulators. | Anggota Aktif<br>Active Member |
| Indonesia Corporate Secretary Association (ICSA) | Mempromosikan tata kelola perusahaan yang baik di Indonesia melalui peran aktif sekretaris perusahaan di organisasi dan perusahaan.<br>Promoting good corporate governance in Indonesia through the active role of corporate secretaries within organizations and companies. | Anggota Aktif<br>Active Member |



Peleburan Bijih Timah, Division Processing and Refinery Site Mentok

# Penjelasan Direksi [OJK D.1, GRI 2-22]

## Message from The Board of Directors [OJK D.1, GRI 2-22]



**Restu Widiyantoro**

**Direktur Utama**
President Director

**Pemegang saham dan Pemangku Kepentingan yang kami hormati,**

Puji syukur senantiasa kami panjatkan atas kehadirat Tuhan Yang Maha Esa, karena atas karunia dan rahmatnya, sehingga Perseroan dapat meraih berbagai pencapaian keberlanjutan sepanjang tahun 2025 dengan baik. Keberhasilan tersebut merupakan hasil dari komitmen serta kerja sama yang kuat dari seluruh pihak yang terlibat, baik dari internal Perseroan maupun para pemangku kepentingan. Ke depan, kami tetap berkomitmen untuk menerapkan prinsip keberlanjutan serta *good mining practices* dalam setiap aktivitas operasional Perseroan guna mendukung tercapainya Tujuan Pembangunan Berkelanjutan (TPB) serta menciptakan nilai tambah dan dampak positif bagi seluruh pemangku kepentingan.

Pada kesempatan ini izinkan kami untuk menyampaikan kebijakan kami untuk merespon tantangan dalam pemenuhan strategi keberlanjutan, penerapan pembangunan berkelanjutan, dan strategi pencapaian target selama tahun 2025.

## KEBIJAKAN UNTUK MERESPON TANTANGAN DALAM PEMENUHAN STRATEGI KEBERLANJUTAN

Sebagai bagian dari Badan Usaha Milik Negara, Perseroan memiliki peran strategis sebagai penggerak pertumbuhan ekonomi, pendorong kesejahteraan sosial, serta sebagai pendukung bagi peningkatan kinerja yang berkelanjutan. Dalam menjalankan peran tersebut, Perseroan telah mengimplementasikan *Core Values* yang meliputi Amanah, Kompeten, Harmonis, Loyal, Adaptif, Kolaboratif (AKHLAK). Nilai-nilai ini bukan sekadar slogan, tetapi menjadi fondasi dan penopang utama budaya kerja yang harus dijalankan oleh seluruh individu di lingkungan Perseroan. Setiap karyawan diharapkan melaksanakan nilai-nilai ini dengan sepenuh hati dan konsisten, sehingga budaya kerja yang kita bangun mampu mendorong Perseroan mencapai visi, misi, dan target kinerja secara berkelanjutan.

Dengan langkah ini, Perseroan menargetkan pembangunan sumber daya manusia yang memiliki tingkat kesetiaan tinggi terhadap Perseroan serta selalu menjunjung integritas, sejalan dengan nilai-nilai inti AKHLAK. Penerapan nilai-nilai keberlanjutan dilakukan secara konsisten oleh Dewan Komisaris, Direksi, dan seluruh jajaran Perseroan. Hal ini merupakan wujud nyata komitmen Perseroan dalam mendukung dan mengimplementasikan prinsip-prinsip pembangunan berkelanjutan.

**Dear Honorable Shareholders and Stakeholders,**

We would like to extend our gratitude to Almighty God for His blessings and grace, which have enabled the Company to successfully achieve various sustainability milestones throughout 2025. These achievements are the result of strong commitment and collaboration among all parties involved, both within the Company and among our stakeholders. In the future, we remain committed to implementing sustainability principles and good mining practices in all operational activities to support the achievement of the Sustainable Development Goals (SDGs) while creating added value and positive impacts for all stakeholders.

On this occasion, we would like to present our policies in responding to challenges related to sustainability strategy implementation, sustainable development practices, and the achievement of performance targets throughout 2025.

## POLICIES TO RESPOND TO CHALLENGES IN ACHIEVING THE SUSTAINABILITY STRATEGY

As a State-Owned Enterprise, the Company plays a strategic role as a driver of economic growth, a promoter of social welfare, and a supporter of sustainable performance improvement. In fulfilling this role, the Company has implemented core values consisting of Trustworthy, Competent, Harmonious, Loyal, Adaptive, and Collaborative (AKHLAK). These values are not merely slogans but serve as the foundation and primary pillar of the Company's work culture, to be practiced by all individuals within the organization. Each employee is expected to consistently implement these values wholeheartedly, enabling the corporate culture to drive the achievement of the Company's vision, mission, and performance targets sustainably.

Through this approach, the Company aims to develop human resources who demonstrate a high level of loyalty to the Company and consistently uphold integrity, in line with the core values of AKHLAK. The implementation of sustainability values is consistently carried out by the Board of Commissioners, Board of Directors, and all employees. This reflects the Company's firm commitment to supporting and implementing sustainable development principles.

Dalam menerapkan nilai keberlanjutan, Perseroan masih menghadapi isu keberlanjutan yang menjadi perhatian Perseroan yaitu terkait dengan dampak dan risiko iklim situasi geopolitik yang mempengaruhi perekonomian dan permintaan terhadap barang tambang, sumber daya manusia (SDM), hingga penambangan ilegal dari masyarakat di sekitar wilayah operasi tambang yang perlu ditindaklanjuti. Namun demikian, Perseroan telah memiliki upaya mitigasi dalam menghadapi isu tersebut. Upaya mitigasi terkait dampak dan risiko iklim, Perseroan terus berupaya dalam penemuan sumber daya timah maupun peningkatan cadangan timah agar bisa berkelanjutan dengan memprioritaskan sumber daya baru melalui eksplorasi serta melalui inisiatif dekarbonisasi yang dilakukan. Upaya Perseroan dalam memitigasi isu terkait situasi geopolitik, seiring dengan meningkatnya volatilitas komoditas di pasar, Perseroan mengakomodir kondisi ketidakpastian makro ekonomi tersebut pada perencanaan produksi dan penjualan maupun jalur distribusi agar lebih agile dalam menghadapi perubahan. Sisi lain, Perseroan juga memanfaatkan momentum perubahan harga komoditas sebagai salah satu peluang untuk meningkatkan margin penjualan. Struktur biaya terpantau dalam kendali efektif dan efisien dengan memprioritaskan rantai pasok serta penggunaan anggaran yang tepat sasaran.

In implementing sustainability values, the Company continues to face several sustainability issues requiring attention, including climate-related impacts and risks, geopolitical conditions affecting economic performance and demand for mining products, human resource (HR) challenges, and illegal mining activities conducted by communities surrounding operational areas. Nevertheless, the Company has implemented mitigation measures to address these issues. In order to mitigate climate-related impacts and risks, the Company continues its efforts to identify tin resources and increase reserves to ensure long-term sustainability by prioritizing new resource exploration and implementing decarbonization initiatives. The Company's efforts to mitigate issues related to the geopolitical situation, amid rising commodity volatility in the market, involve incorporating these macroeconomic uncertainties into its production and sales planning as well as its distribution channels to ensure greater agility in adapting to changes On the other hand, the Company is also leveraging the momentum of commodity price fluctuations as an opportunity to improve sales margins. Cost structures are effectively and efficiently managed by prioritizing the supply chain and ensuring the targeted budget allocation.

Terkait dengan isu adanya penambangan ilegal dari masyarakat, Perseroan melakukan upaya mitigasi melalui kegiatan patroli dan penertiban yang dilakukan bersama dengan pihak Aparat Penegak Hukum (TNI/ Polri). Perseroan terus berupaya menjalin kemitraan dengan mitra usaha terdaftar serta melibatkan masyarakat sekitar area operasi tambang dalam program peningkatan pemulihan pengolahan bijih timah, sekaligus meningkatkan pengamanan terhadap objek vital, aset cadangan, dan sumber daya, serta mengoptimalkan potensi lokal dalam mendukung kegiatan penunjang.

In response to reports of illegal mining by local communities, the Company is implementing mitigation measures through patrols and enforcement operations conducted in collaboration with law enforcement agencies (TNI/Polri). The Company continues to strive to establish partnerships with registered business partners and to involve communities near the mining operation areas in programs to improve tin ore processing and recovery, while also enhancing security for critical infrastructure, reserve assets, and resources, and optimizing local potential to support related activities.

Sebagai tindak lanjut dari komitmen Perseroan terhadap keberlanjutan, Perseroan menegaskan bahwa penerapan keberlanjutan menjadi bagian penting dari seluruh aktivitas operasional Perseroan. Hal ini diwujudkan dengan upaya Perseroan dalam mendukung Tujuan Pembangunan Berkelanjutan (TPB). Perseroan senantiasa mendukung TPB 1 No Poverty dan TPB 8 Decent Work and Economic Growth melalui pelaksanaan berbagai kegiatan Tanggung Jawab Sosial dan Lingkungan (TJSL) serta Program Pengembangan dan Pemberdayaan Masyarakat (PPM) yang memberikan manfaat tidak langsung bagi masyarakat di sekitar wilayah operasional. Salah satu inisiatif yang telah dilakukan adalah perbaikan dermaga di Tanjung Ketapang, Kelurahan Ketapang, Kecamatan Toboali, Kabupaten Bangka Selatan. Langkah-langkah ini bertujuan untuk mendukung aktivitas masyarakat setempat sekaligus meningkatkan kualitas infrastruktur wilayah. Perseroan mendukung TPB 3 *Good, Health, and Well-Being* melalui pelaksanaan berbagai prosedur operasional terkait

As part of the Company's sustainability commitment, the Company emphasizes that sustainability implementation is an integral component of all operational activities. This commitment is reflected in the Company's efforts to support the Sustainable Development Goals (SDGs). The Company supports SDG 1 No Poverty and SDG 8 Decent Work and Economic Growth through Corporate Social Responsibility (CSR) programs and Community Development and Empowerment Programs (PPM) that provide indirect benefits to communities surrounding operational areas. One of the initiatives that has been carried out is the renovation of the pier in Tanjung Ketapang, Ketapang Village, Toboali Subdistrict, South Bangka Regency. These measures are intended to support local community activities while simultaneously improving regional infrastructure quality. The Company supports SDG 3 Good Health and Well-Being through the implementation of various occupational health and safety (OHS) procedures, which include OHS observation protocols,

Kesehatan dan Keselamatan Kerja (K3), yang mencakup prosedur observasi K3, tata cara kerja aman, mitigasi risiko, identifikasi bahaya dan pengendalian risiko, izin kerja khusus, pelaporan dan investigasi kecelakaan, pengelolaan lingkungan kerja, pengelolaan kesehatan kerja, serta analisis dan penyusunan data K3. Semua prosedur ini dijalankan sebagai bagian dari sistem pengelolaan keselamatan yang terintegrasi, komprehensif, dan berkelanjutan.

safe work practices, risk mitigation, hazard identification and risk control, special work permits, accident reporting and investigation, workplace management, occupational health management, as well as OHS data analysis and documentation. All of these procedures are carried out as part of an integrated, comprehensive, and sustainable safety management system.

Perseroan mendukung TPB 13 *Climate Action* dan TPB 15 *Life on Land* melalui implementasi langkah-langkah konkret dengan pendekatan yang terintegrasi, antara lain melalui pengendalian proses pembukaan lahan, optimalisasi kegiatan reklamasi serta revegetasi setelah tambang, peningkatan efisiensi penggunaan bahan bakar, dan penerapan elektrifikasi peralatan secara bertahap. Selain itu, Perseroan memperkuat sistem inventarisasi dan pelaporan emisi agar sesuai dengan standar internasional. Perseroan juga aktif mendorong penggunaan energi terbarukan dan pengembangan teknologi rendah karbon untuk menurunkan intensitas emisi, sebagai bagian dari *roadmap* dekarbonisasi yang telah disusun guna mencapai target *net zero emission* pada tahun 2060. Perseroan mendukung TPB 11 *Sustainable Cities and Communities* dan TPB 12 *Responsible Consumption and Production* melalui pengendalian limbah yang timbul dari aktivitas operasional Perseroan melalui sistem sirkulasi tertutup dalam pengelolaan air limbah pada kegiatan penambangan guna meminimalkan pelepasan limbah ke lingkungan. Perseroan mendukung TPB 16 *Peace Justice and Strong Institution* melalui aktivitas penilaian risiko K3, pencegahan dan mitigasi insiden K3, pelibatan karyawan dalam protokol K3, serta pelatihan K3 untuk karyawan. Perseroan juga senantiasa mendukung implementasi TPB lainnya yang sejalan dengan aktivitas bisnis Perseroan serta melalui berbagai tanggung jawab sosial dan lingkungan Perseroan.

The Company supports SDG 13 Climate Action and SDG 15 Life on Land through the implementation of concrete measures with an integrated approach, including controlling land clearing processes, optimizing reclamation and post-mining revegetation activities, improving fuel efficiency, and gradually electrifying equipment. Besides, the Company strengthens its emission inventory and reporting systems to align with international standards. The Company also actively promotes the use of renewable energy and the development of low-carbon technologies to reduce its emission intensity, as part of its decarbonization roadmap to achieve net zero emissions by 2060. The Company supports SDG 11 Sustainable Cities and Communities and SDG 12 Responsible Consumption and Production by controlling waste generated from its operational activities through a closed-loop wastewater management system in mining operations, thereby minimizing waste discharge into the environment. The Company supports SDG 16 Peace, Justice, and Strong Institutions through OSH risk assessments, the prevention and mitigation of OSH incidents, employee engagement in OSH protocols, and OSH training for employees. The Company also consistently supports the implementation of other SDGs that align with its business activities, as well as through the Company's various corporate social responsibility programs.

Perseroan senantiasa memastikan keberlanjutan aktivitas pertambangan timah dan operasional usaha dengan melaksanakan kegiatan eksplorasi baik di darat maupun di laut untuk menemukan sumber daya dan cadangan mineral timah. Pada tahun 2025, upaya Perseroan dalam mengimplementasikan praktik keberlanjutan secara konsisten pada seluruh aktivitas operasional telah menghasilkan sejumlah pencapaian yang signifikan terkait keberlanjutan. Pada aspek ekonomi, Perseroan telah meningkatkan jumlah pemasok lokal menjadi sebesar 70 pemasok, meningkat dibandingkan dengan tahun 2024 yang sebesar 42 pemasok. Di tahun 2025, Perseroan mencatat sumber daya timah sebesar 799.592 ton yang diikuti oleh peningkatan cadangan timah menjadi sebesar 313.000 ton di tahun 2025, dibandingkan tahun 2024 yang sebesar 312.694 ton.

The Company consistently ensures the continuity of its tin mining activities and business operations by conducting exploration activities both on land and at sea to identify tin mineral resources and reserves. In 2025, the Company's consistent efforts to implement sustainability practices across all operational activities resulted in significant achievements. In terms of economics, the Company increased the number of local suppliers to 70, an increase compared to 42 suppliers in 2024. In 2025, the Company recorded tin resources of 799,592 tons, followed by an increase in tin reserves to 313,000 tons in 2025, compared to 312,694 tons in 2024.

Pada aspek lingkungan, Perseroan telah berhasil meningkatkan pemanfaatan energi surya sampai dengan entitas anak menjadi sebesar 893,72 gigajoule dibandingkan

In terms of environmental performance, the Company has successfully increased the use of solar energy across its subsidiaries, reaching 893.72 gigajoules, a substantial

dengan tahun 2024 yang sebesar 82,94 gigajoule yang hanya digunakan pada wilayah operasional Perseroan. Perseroan juga berhasil menurunkan penggunaan energi per produksi menjadi sebesar 29,92 gigajoule/ton. Hasil perhitungan absolut dari reduksi emisi GRK di tahun 2025 adalah 71.070 ton CO2eq yang merupakan hasil perhitungan emisi aktual dikurangi dengan BAU.

Pada aspek sosial, Perseroan berhasil meningkatkan jumlah kegiatan pelibatan dan pengembangan masyarakat (CID) menjadi sebanyak 1.045 kegiatan, meningkat dibandingkan tahun 2024 yang sebesar 997 kegiatan. Perseroan berhasil meningkatkan penerima manfaat dari pelibatan dan pengembangan masyarakat menjadi sebesar 69.653 orang, meningkat dibandingkan tahun 2024 yang sebesar 51.890 orang.

Dalam menerapkan keberlanjutan, Perseroan masih menghadapi tantangan yang berpengaruh terhadap penerapan kinerja keberlanjutan. Tantangan tersebut yaitu peningkatan kapabilitas sumber daya manusia, dan transisi operasional menuju nol emisi karbon. Ekonomi rendah karbon merupakan tantangan yang perlu dihadapi setiap perusahaan di saat ini hingga masa depan. Untuk mengatasi hal tersebut, Perseroan melakukan analisis gap dan riset inovasi untuk mengurangi atau menekan emisi di setiap aspek operasional serta melakukan efisiensi energi dengan implementasi Biodiesel B40, penanaman pohon di lahan reklamasi dan juga menurunkan emisi gas rumah kaca (GRK) pada proses penambangan dan pengolahan mineral.

## PENERAPAN PEMBANGUNAN BERKELANJUTAN

Komitmen Perseroan dalam menerapkan prinsip keberlanjutan di seluruh kegiatan operasional tercermin melalui pencapaian target kinerja pada aspek ekonomi, lingkungan, sosial, dan tata kelola.

Pada aspek ekonomi, Perseroan berhasil mencapai target produksi bijih nikel sebesar 100%. Perseroan berhasil mencapai target Pendanaan Usaha Kecil Menengah (PUMK) sebesar 100%. Perseroan berhasil mencapai target pelibatan jumlah pemasok lokal sebesar 100,39%. Perseroan berhasil mencapai target laba bersih sebesar 119,24% dari target yang ditetapkan.

Pada aspek lingkungan, Perseroan berhasil mencapai target pemantauan kualitas air, kualitas udara, dan pemantauan pengelolaan limbah B3 terhadap seluruh titik penaatan sebesar 100%. Perseroan berhasil mencapai target kemajuan pelaksanaan reklamasi tahap perawatan tahun pertama sebesar 100%. Perseroan berhasil mencapai target kemajuan pelaksanaan perawatan rehabilitasi tahap P0 sebesar 100% untuk target *artificial reef*, mangrove,

increase from 82.94 gigajoules in 2024, which was used solely within the Company's operational areas. The Company also succeeded in reducing energy consumption per unit of production to 29.92 gigajoules per ton. The absolute calculation of GHG emissions reductions in 2025 is 71,070 tons of CO2eq, which is the result of subtracting the BAU scenario from actual emissions.

In the social aspect, the Company successfully increased the number of community involvement and development (CID) activities to 1,045, an increase compared to 997 activities in 2024. The Company also increased the number of beneficiaries of community involvement and development activities to 69,653 individuals, an increase compared to 2024, when the number amounted to 51,890 individuals.

In implementing sustainability, the Company continues to face challenges that affect the achievement of its sustainability performance. These challenges include enhancing human resource capabilities and transitioning operations toward net-zero carbon emissions. The low-carbon economy represents a challenge that companies must address both now and in the future. To address these challenges, the Company conducts gap analyses and innovation-driven research to reduce or minimize emissions across all operational aspects, as well as implements energy efficiency measures through the adoption of Biodiesel B40, tree planting on reclaimed land, and initiatives to reduce greenhouse gas (GHG) emissions in mining and mineral processing activities.

## IMPLEMENTATION OF SUSTAINABLE DEVELOPMENT

The Company's commitment to implementing sustainability principles across all operational activities is reflected in the achievement of performance targets across economic, environmental, social, and governance aspects.

In economic aspects, the Company successfully achieved 100% of its nickel ore production target. The Company also achieved 100% of its target for the Micro, Small, and Medium Enterprise (MSME) Financing Program. The Company successfully achieved its target of engaging local suppliers at a rate of 100.39%. The company successfully achieved 119.24% of its net profit target.

In terms of environmental performance, the Company achieved 100% compliance with monitoring targets for water quality, air quality, and hazardous waste management across all monitoring points. The Company achieved 100% progress toward the reclamation targets for the first year of maintenance. The Company successfully achieved 100% progress on the implementation of Phase P0 rehabilitation maintenance for the artificial reef,

dan *restocking* kepiting. Perseroan berhasil mencapai target 100% atas perolehan PROPER Hijau dan Emas. Perseroan berhasil mencapai target 100% atas tidak terjadinya kejadian debit air limbah dan emisi cerobong melebihi BML. Perseroan berhasil mencapai target 100% atas tidak adanya sanksi administratif/pidana lingkungan yang diperoleh.

Perseroan telah berhasil mencapai target pelaksanaan asesmen internal Sistem Manajemen Lingkungan dan Sistem Manajemen Energi sebesar 100%. Perseroan juga berhasil mencapai target 100% dalam menerapkan Sistem Manajemen Lingkungan dengan cakupan unit dan anak usaha meningkat dibanding tahun 2024. Perseroan berhasil mencapai target 100% atas peningkatan jumlah unit/anak usaha yang tersertifikasi dibanding tahun 2024.

Pada aspek sosial, Perseroan berhasil mencapai target keikutsertaan pegawai dalam training anti diskriminasi sebesar 157,25%. Perseroan berhasil mencapai target pelaksanaan *Assessment Human Rights* (PRISMA) atau *Human Right Due Diligence* (HRDD) sebesar 100%. Pada aspek tata kelola, Perseroan berhasil mencapai target 100% atas pelaksanaan asesmen materialitas ESG.

Komitmen Perseroan dalam mengintegrasikan prinsip keberlanjutan pada seluruh aktivitas bisnis telah memberikan dampak positif, yang tercermin dari berbagai penghargaan di bidang keberlanjutan yang berhasil diraih sepanjang tahun 2025. Penghargaan yang berhasil diperoleh Perseroan meliputi:

1. Penghargaan Digital Sustainability Awards 2025
2. Penghargaan PROPER EMAS dan PROPER HIJAU yang diberikan oleh Kementerian Lingkungan Hidup
3. Penghargaan Energy & Mining Forum (EMF) 2025 dari Kementerian ESDM yang diberikan oleh Kementerian Energi dan Sumber Daya Mineral (ESDM)
4. BAZNAS Award 2025 yang diberikan oleh BAZNAS RI
5. Penghargaan PRISMA 2025 yang diberikan oleh Kementerian Hukum dan Hak Asasi Manusia
6. Penghargaan ESG Leadership Awards 2025 Kategori Leadership AAA
7. Gold Rank dalam ajang Asia Sustainability Reporting Rating (ASRRAT) 2025 yang diberikan oleh National Center for Corporate Reporting (NCCR) dan Institute of Certified Sustainability Practitioners (ICSP).

## STRATEGI PENCAPAIAN TARGET

Dalam menjalankan operasional Perseroan, Direksi menyadari bahwa keberhasilan dan kesinambungan usaha tidak lepas dari pengelolaan risiko yang tepat, baik dari aspek ekonomi, lingkungan, maupun sosial. Pengelolaan

mangrove, and crab restocking targets. The Company successfully achieved a 100% target for obtaining Green and Gold PROPER ratings. The Company successfully achieved a 100% target for ensuring that no wastewater discharge or stack emissions exceeded the BML. The Company successfully achieved a 100% target for avoiding any environmental administrative or criminal sanctions.

The Company has successfully achieved its target of 100% completion of internal assessments for the Environmental Management System and Energy Management System. The Company has also successfully achieved its 100% target for implementing the Environmental Management System, with the scope of units and subsidiaries increasing compared to 2024. The Company has successfully achieved its 100% target for increasing the number of certified units and subsidiaries compared to 2024.

In the social aspect, the Company successfully achieved its target for employee participation in anti-discrimination training at 157.25%. The Company successfully achieved its target for the implementation of the Human Rights Assessment (PRISMA) or Human Rights Due Diligence (HRDD) at 100%. In the governance aspect, the Company successfully achieved its 100% target for the implementation of the ESG materiality assessment.

The Company's commitment to integrating sustainability principles across all business activities has generated positive impacts, as reflected in the various sustainability-related awards received throughout 2025. The awards obtained by the Company include:

1. Digital Sustainability Awards 2025
2. PROPER Gold and Green Award, presented by the Ministry of Environment
3. Energy & Mining Forum (EMF) Award 2025, presented by the Ministry of MEMR, provided by the Ministry of Energy and Mineral Resources (MEMR)
4. BAZNAS Award 2025, presented by the National Zakat Agency of the Republic of Indonesia
5. PRISMA Award 2025, presented by the Ministry of Law and Human Rights
6. The ESG Leadership Awards 2025 under the Leadership AAA Category
7. Gold Rank at the Asia Sustainability Reporting Rating (ASRRAT) 2025, presented by the National Center for Corporate Reporting (NCCR) and the Institute of Certified Sustainability Practitioners (ICSP).

## STRATEGY FOR ACHIEVING TARGETS

In conducting the Company's operations, the Board of Directors recognizes that business success and continuity are inseparable from effective risk management across economic, environmental, and social aspects. Risk

risiko menjadi salah satu pilar utama GCG di Perseroan. Direksi dan Dewan Komisaris senantiasa memastikan bahwa manajemen risiko dijalankan secara proaktif berdasarkan Permen BUMN No. PER-2/MBU/03/2023 dan standar ISO 31000:2018. Profil risiko dan rencana mitigasi menjadi acuan strategis dalam pengambilan keputusan. Oleh karena itu, Perseroan secara konsisten mengimplementasikan langkah-langkah mitigasi yang terstruktur dan berkelanjutan.

Dalam aspek ekonomi, Perseroan fokus pada pengelolaan risiko terkait keamanan aset dan kegiatan operasional tambang. Langkah-langkah yang Perseroan lakukan meliputi sosialisasi dan edukasi kepada tokoh masyarakat dan tokoh agama, patroli pengawasan area produksi, serta koordinasi dengan Divisi Keamanan untuk penertiban tambang ilegal. Perseroan juga memperkuat sistem pengamanan area IUP melalui peningkatan kapabilitas SDM, infrastruktur pengamanan, serta standar dan mekanisme pelaporan. Selain itu, Perseroan melakukan kerja sama dengan aparat penegak hukum (Polda, TNI, Bakamla, dan Lanal) serta memperbarui MoU dengan TNI/Polri. Tata kelola berbasis pencegahan tindak pidana korupsi (anti-fraud) dan penyesuaian kebijakan perusahaan dengan peraturan perundangan juga menjadi bagian dari mitigasi risiko ekonomi.

Dalam aspek lingkungan, Perseroan fokus pada pengendalian emisi dan pemulihan ekosistem pasca tambang. Perseroan senantiasa melakukan pemantauan berkala terhadap emisi gas rumah kaca dan emisi non-GHG, serta penerapan program optimalisasi penggunaan energi, termasuk penggunaan biodiesel dan implementasi Biosolar B35 pada peralatan operasional. Perseroan juga melakukan pemantauan kualitas udara, pemenuhan dokumen perizinan, harmonisasi dengan pemilik lahan, dan koordinasi dengan pemangku kepentingan terkait reklamasi serta penertiban penambangan ilegal. Semua langkah ini dijalankan untuk memastikan pemenuhan Baku Mutu lingkungan, menjaga keberlanjutan ekosistem, dan mengantisipasi risiko regulasi yang dapat mempengaruhi operasional Perseroan.

Dalam aspek sosial, Perseroan fokus pada keselamatan dan kesehatan kerja (K3) serta pemberdayaan SDM. Program-program yang dimiliki meliputi peningkatan kapabilitas dan infrastruktur K3, sertifikasi, penambahan dan perbaikan peralatan keselamatan, implementasi *Contract Safety Management System*, serta penyusunan Identifikasi Bahaya dan Penilaian Risiko (IBPR). Investigasi kecelakaan kerja dilakukan secara menyeluruh, dan tindak lanjutnya menjadi dasar perbaikan berkelanjutan. Perseroan juga melaksanakan pembinaan pengawasan terpadu bersama Inspektur Tambang untuk memastikan praktik operasional yang aman dan bertanggung jawab.

management constitutes one of the key pillars of GCG within the Company. The Board of Directors and Board of Commissioners consistently ensure that risk management is implemented proactively in accordance with the Minister of SOE Regulation No. PER-2/MBU/03/2023 and ISO 31000:2018 standard. Risk profiles and mitigation plans serve as strategic references in decision-making. Accordingly, the Company consistently implements structured and sustainable mitigation measures.

From an economic perspective, the Company focuses on managing risks related to asset security and mining operational activities. Measures undertaken include dissemination and education programs for community leaders and religious leaders, patrols to monitor production areas, and coordination with the Security Division to control illegal mining activities. The Company also strengthens the security system within its IUP areas through improvements in HR capabilities, security infrastructure, as well as reporting standards and mechanisms. In addition, the Company cooperates with law enforcement agencies (Regional Police, Bakamla, TNI, Naval Base) and renews the MoU with TNI/Polri. Prevention-based governance to counter corruption (anti-fraud) and aligning corporate policies with applicable laws and regulations are also part of economic risk mitigation.

In environmental aspects, the Company focuses on emission control and post-mining ecosystem restoration. The Company consistently conducts periodic monitoring of greenhouse gas and non-GHG emissions, and implements programs to optimize energy use, including the use of biodiesel and the deployment of Biosolar B35 in operational equipment. The Company also monitors air quality, ensures compliance with licensing documentation requirements, maintains alignment with landowners, and coordinates with relevant stakeholders regarding reclamation and the regulation of illegal mining activities. All of these measures are carried out to ensure compliance with environmental quality standards, maintain ecosystem sustainability, and anticipate regulatory risks that may affect the Company's operations.

In social aspects, the Company focuses on occupational health and safety (OHS) and human capital development. The Company's programs include enhancing OHS capabilities and infrastructure, certifications, adding and improving safety equipment, implementing a Contract Safety Management System, and preparing Hazard Identification and Risk Assessment (HIRA). Occupational accident investigations are conducted thoroughly, and the follow-up actions serve as the basis for continuous improvement. The Company also carries out integrated supervisory guidance in collaboration with Mine Inspectors to ensure safe and responsible operational practices.

Selain itu, Perseroan memiliki prosedur *Business Continuity Planning* (BCP) sebagai bagian dari *Business Continuity Management System* (BCMS), yang diterapkan di seluruh wilayah operasional utama, termasuk Pangkalpinang, Muntok, Belinyu, dan Kundur. *Critical Business Function* (CBF) ditetapkan pada unit operasional penting, seperti Eksplorasi, Penambangan Darat & Laut, Pengolahan dan Peleburan, Pemasaran, serta Teknologi Informasi, untuk memastikan kelangsungan proses bisnis dalam menghadapi bencana atau gangguan operasional. Dengan pendekatan ini, Direksi memastikan bahwa Perseroan tidak hanya mengantisipasi dan mengelola risiko secara efektif, tetapi juga menjaga keberlanjutan operasional dan kontribusi Perseroan terhadap masyarakat, lingkungan, dan pemangku kepentingan secara menyeluruh.

Furthermore, the Company has established Business Continuity Planning (BCP) procedures as part of its Business Continuity Management System (BCMS), which are implemented across all key operational areas, including Pangkalpinang, Muntok, Belinyu, and Kundur. Critical Business Functions (CBFs) are designated within key operational units, such as Exploration, Onshore and Offshore Mining, Processing and Smelting, Marketing, and Information Technology, to ensure business process continuity in the face of disasters or operational disruptions. Through this approach, the Board of Directors ensures that the Company not only anticipates and manages risks effectively, but also maintains operational sustainability and the Company's contributions to society, environment, and stakeholders in a comprehensive manner.

Selain mengelola berbagai risiko, Perseroan secara konsisten memanfaatkan setiap peluang dan prospek usaha yang ada. Direksi Perseroan meyakini bahwa dengan strategi yang tepat dan pelaksanaan yang konsisten, Perseroan mampu meraih seluruh peluang tersebut secara optimal. Adapun peluang yang dimiliki Perseroan di antaranya *demand* logam timah dunia diperkirakan tetap tinggi, *customer retention* yang tinggi, penggunaan baru logam timah untuk *lead-acid batteries* (kendaraan listrik – EV), memperoleh cadangan timah primer dan mineral ikutan timah untuk menjamin kelangsungan usaha masa depan, penggunaan teknik *platform* penambangan minyak lepas pantai untuk penambangan mineral timah *offshore*, aliansi strategis pengembangan produk hilir, sinergi dengan BUMN dan *stakeholder* lainnya, dan volume timah kadar rendah *non inventory* cukup besar.

In addition to managing various risks, the Company consistently leverages every available business opportunity and prospect. The Board of Directors believes that with the right strategy and consistent execution, the Company will be able to capture these opportunities optimally. The Company's opportunities include sustained strong global demand for tin, strong customer retention, new applications of tin in lead-acid batteries (electric vehicles—EVs), the acquisition of primary tin reserves and associated minerals to ensure future business continuity, the adoption of offshore oil platform techniques for offshore tin mining, strategic alliances for downstream product development, synergies with SOEs and other stakeholders, and a substantial volume of low-grade tin not held in inventory.

Perseroan meyakini bahwa Perseroan mampu memanfaatkan peluang yang ada dengan mengandalkan kekuatan internal yang dimiliki. Beberapa kekuatan internal utama yang menjadi modal Perseroan antara lain sebagai berikut:

1. Memiliki wilayah tambang yang luas mencakup area Bangka, Belitung dan Kepulauan Riau;
2. Memiliki produk hilir timah seperti tin chemical, tin solder dan *tin one pack*;
3. Memiliki teknologi peleburan bijih timah TSL-Ausmelt yang sudah beroperasi;
4. Kepercayaan konsumen yang tinggi atas produk berkualitas tinggi dan brand yang dikenal di Pasar;
5. Memiliki sumberdaya dan cadangan timah yang cukup besar di laut;
6. Memiliki sumberdaya timah primer yang cukup besar di darat;
7. Kompetensi yang memadai dalam hal kegiatan eksplorasi, eksploitasi, pengolahan, peleburan, pemurnian dan pemasaran;
8. Memiliki sistem *Quality Control* logam timah yang memadai;
9. Memiliki sistem IT yang terintegrasi di seluruh wilayah operasional;
10. Memiliki peralatan penambangan lepas pantai.

It is believed that the Company is able to take advantage of available opportunities by leveraging its internal strengths. Several key internal strengths that serve as the Company's core capabilities include the following:

1. Possession of extensive mining concessions covering the Bangka, Belitung, and Riau Islands regions;
2. Availability of downstream tin products such as tin chemicals, tin solder, and tin one-pack products;
3. Operation of TSL-Ausmelt tin ore smelting technology;
4. High customer trust in high-quality products and a well-recognized brand in the market.
5. Significant offshore tin resources and reserves;
6. Substantial onshore primary tin resources;
7. Adequate competencies in exploration, exploitation, processing, smelting, refining, and marketing activities;
8. An established tin metal Quality Control system;
9. An integrated IT system across all operational areas;
10. Availability of offshore mining equipment.

Dengan langkah-langkah tersebut, Perseroan tidak hanya mampu memanfaatkan peluang yang ada, tetapi juga secara proaktif menciptakan peluang usaha baru yang mendukung pertumbuhan dan keberlanjutan bisnis.

Namun demikian, Perseroan menyadari bahwa terdapat faktor eksternal yang berpotensi mempengaruhi keberlanjutan bisnis Perseroan. Kondisi eksternal perekonomian global dan nasional sepanjang tahun 2025 menunjukkan dinamika yang semakin kompleks, ditandai dengan meningkatnya ketidakpastian geopolitik, fragmentasi perdagangan internasional, serta perubahan arah kebijakan ekonomi di berbagai negara. Berdasarkan laporan World Economic Outlook (WEO) Oktober 2025 yang diterbitkan oleh International Monetary Fund (IMF), pertumbuhan ekonomi global diproyeksikan melambat dari 3,3% pada tahun 2024 menjadi sekitar 3,2% pada tahun 2025 dan 3,1% pada tahun 2026. Perlambatan ini dipengaruhi oleh meningkatnya kebijakan proteksionisme, penyesuaian tarif perdagangan, serta ketidakpastian kebijakan yang berdampak pada aktivitas investasi dan perdagangan global. Meskipun tekanan inflasi menunjukkan tren penurunan seiring dengan kebijakan moneter yang lebih ketat dan meredanya harga energi, volatilitas pasar keuangan, dinamika harga komoditas, serta ketegangan geopolitik masih menjadi faktor risiko utama yang dapat memengaruhi stabilitas ekonomi global, khususnya bagi negara berkembang.

Ketidakpastian global tersebut turut diperkuat oleh faktor struktural, seperti konflik geopolitik yang masih berlangsung, kebijakan tarif baru, serta meningkatnya fragmentasi ekonomi global. Kondisi ini berpotensi menimbulkan volatilitas pasar keuangan, gangguan rantai pasok global, serta perlambatan perdagangan internasional. Dalam konteks industri timah, situasi ini berdampak pada fluktuasi permintaan dan penawaran global. Sepanjang tahun 2025, kondisi supply-demand timah cenderung mengalami fluktuasi yang relatif stabil, dengan adanya peningkatan ekspor bijih timah dari Myanmar dan berlanjutnya aktivitas produksi dari negara produsen lain seperti Republik Demokratik Kongo. Selain itu, pemulihan aktivitas peleburan di beberapa fasilitas industri turut memengaruhi keseimbangan pasar. Berdasarkan data International Tin Association (ITA), konsumsi timah global pada tahun 2025 diperkirakan mengalami pemulihan sebesar 0,6% menjadi sekitar 380.160 metrik ton, dengan estimasi pasokan sebesar 374.910 metrik ton.

Di tingkat nasional, Indonesia tetap mempertahankan posisinya sebagai salah satu produsen dan eksportir utama timah dunia, dengan kontribusi sekitar 15% terhadap produksi global pada tahun 2025. Sebagian besar produksi timah nasional masih berorientasi ekspor, sehingga sangat dipengaruhi oleh dinamika pasar internasional. Produksi timah Indonesia tercatat meningkat menjadi 55.865 metrik ton pada tahun 2025, sementara kontribusi Perseroan

Through these measures, the Company is not only able to capitalize on existing opportunities but also proactively create new business opportunities that support business growth and sustainability.

Nevertheless, the Company recognizes that there are external factors that could potentially affect the sustainability of its business. External conditions in the global and national economies throughout 2025 are becoming increasingly complex, marked by rising geopolitical uncertainty, fragmentation in international trade, and shifts in economic policy across various countries. According to the October 2025 World Economic Outlook (WEO) report published by the International Monetary Fund (IMF), global economic growth is projected to slow from 3.3% in 2024 to approximately 3.2% in 2025 and 3.1% in 2026. This slowdown is driven by rising protectionist policies, trade tariff adjustments, and policy uncertainties that impact global investment and trade activities. Although inflationary pressures are showing a downward trend alongside tighter monetary policies and easing energy prices, financial market volatility, commodity price dynamics, and geopolitical tensions remain key risk factors that could affect global economic stability, particularly for developing countries.

This global uncertainty is further exacerbated by structural factors, such as ongoing geopolitical conflicts, new tariff policies, and increasing fragmentation of the global economy. These conditions have the potential to cause financial market volatility, disruptions in global supply chains, and a slowdown in international trade. In the context of the tin industry, this situation impacts fluctuations in global supply and demand. Throughout 2025, the tin supply-demand balance is expected to experience relatively stable fluctuations, driven by increased tin ore exports from Myanmar and continued production activities from other producing countries such as the Democratic Republic of the Congo. Additionally, the resumption of smelting operations at several industrial facilities is also influencing market equilibrium. Based on data from the International Tin Association (ITA), global tin consumption in 2025 is projected to recover by 0.6% to approximately 380,160 metric tons, with an estimated supply of 374,910 metric tons.

At the national level, Indonesia continues to maintain its position as one of the world's leading tin producers and exporters, contributing approximately 15% of global production in 2025. The majority of national tin production remains export-oriented, making it highly susceptible to international market dynamics. Indonesia's tin production is projected to rise to 55,865 metric tons by 2025, while the Company contribution reaches 17,815 metric tons—

mencapai 17.815 metrik ton atau sekitar 31,89% dari total produksi nasional, meskipun mengalami penurunan dibandingkan tahun sebelumnya. Kondisi ini mencerminkan bahwa industri timah nasional, termasuk Perusahaan, tetap menghadapi tantangan dari sisi fluktuasi harga, perubahan permintaan global, serta dinamika pasokan, yang secara keseluruhan menjadi faktor eksternal penting dalam memengaruhi keberlanjutan usaha di masa mendatang.

Dari sisi lingkungan hidup, industri pertambangan timah juga menghadapi perubahan regulasi lingkungan, kewajiban reklamasi dan rehabilitasi lahan, serta peningkatan standar pengelolaan dampak lingkungan. Hal ini dapat mempengaruhi struktur biaya dan operasional Perseroan, sekaligus menuntut peningkatan kepatuhan terhadap prinsip pertambangan berkelanjutan. Dari sisi sosial, kegiatan usaha pertambangan memiliki keterkaitan dengan tenaga kerja, masyarakat sekitar wilayah operasi, serta kebutuhan untuk menjaga *social license to operate*. Dinamika sosial seperti ekspektasi peningkatan kontribusi terhadap masyarakat, keselamatan dan kesehatan kerja, serta pengembangan ekonomi lokal menjadi faktor penting yang dapat memengaruhi keberlanjutan operasi Perseroan.

Perseroan memproyeksikan prospek usaha tahun 2026 dapat lebih baik dibandingkan tahun sebelumnya dengan mengandalkan sejumlah sektor pendorong. Hilirisasi produk timah menjadi salah satu prioritas utama, termasuk pengembangan produk bernilai tambah sebagai salah satu pilar penting ekonomi negara dalam hal melanjutkan hilirisasi sumber daya alam dan mineral dalam prioritas nasional Indonesia.

## APRESIASI

Atas nama jajaran manajemen Perseroan, kami menyampaikan apresiasi dan terima kasih yang sebesar-besarnya kepada seluruh pihak yang telah memberikan kontribusi dalam mendukung implementasi pembangunan berkelanjutan di Perseroan. Kami juga mengucapkan terima kasih atas kepercayaan dan dukungan yang terus diberikan oleh seluruh pemangku kepentingan kepada Perseroan. Ke depan, kami berharap seluruh pemangku kepentingan tetap memberikan dukungan serta kepercayaan, sehingga Perseroan dapat terus meningkatkan kinerja keberlanjutan dan mencapai hasil yang lebih baik di masa mendatang.

or approximately 31.89% of total national production—despite a decline compared to the previous year. This situation reflects that the national tin industry, including the Company, continues to face challenges related to price fluctuations, changes in global demand, and supply dynamics, which collectively serve as key external factors influencing the sustainability of operations in the future.

From an environmental perspective, the tin mining industry also faces changes in environmental regulations, obligations regarding land reclamation and rehabilitation, and stricter standards for managing environmental impacts. These factors may affect the Company's cost structure and operations, while also requiring greater compliance with the principles of sustainable mining. From a social perspective, mining operations are closely tied to the workforce, communities surrounding the operational areas, and the need to maintain a social license to operate. Social dynamics—such as expectations for increased contributions to the community, occupational safety and health, and local economic development—are key factors that can influence the sustainability of the Company's operations.

The Company projects that its business prospects for 2026 will improve over the previous year, driven by several key growth drivers. Downstream development of tin products remains one of the top priorities, including the development of value-added products as a key pillar of the national economy, in line with Indonesia's national strategic priorities to continue downstreaming natural resources and minerals.

## APPRECIATION

On behalf of the Company's management, we would like to extend our sincere appreciation and gratitude to all parties who have contributed to supporting the implementation of sustainable development within the Company. We also thank all stakeholders for their continued trust and support. In the future, we hope that all stakeholders will continue to provide support and confidence, enabling the Company to further enhance sustainability performance and achieve even better results in the future.

Jakarta, 30 April 2026
Jakarta, April 30, 2026

**Restu Widiyantoro**
**Direktur Utama**
President Director

# TANGGUNG JAWAB LAPORAN KEBERLANJUTAN [GRI 2-14]

## Responsibility for The Sustainability Report [GRI 2-14]

Kami yang bertanda tangan di bawah ini telah meninjau dan menyetujui informasi yang dilaporkan dalam Laporan Keberlanjutan PT TIMAH (Persero) Tbk Tahun Buku 2025, termasuk di dalamnya mencakup informasi topik material Perseroan. Kami bertanggungjawab penuh atas kebenaran isi laporan ini sesuai dengan POJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik, GRI Consolidated GRI Standards, serta *best practices* lainnya.

We, the undersigned, have reviewed and approved the information presented in PT TIMAH (Persero) Tbk's Sustainability Report 2025, including information on the Company's material topics. We accept full responsibility for the accuracy of the contents of this report in accordance with POJK No. 51/POJK.03/2017 on Sustainable Finance Implementation for Financial Institutions, Issuers, and Public Companies, Consolidated GRI Standards, and other applicable best practices.

Jakarta, 30 April 2026
Jakarta, April 30, 2026

**Dewan Komisaris**
Board of Commissioners



**Agus Rohman**
**Komisaris Utama/Independen**
President Commissioner/Independent



**Rizani Usman**
**Komisaris**
Commissioner



**Yuslih Ihza**
**Komisaris Independen**
Independent Commissioner



**M. Hita Tunggal**
**Komisaris Independen**
Independent Commissioner



**Eniya Listiani Dewi**
**Komisaris**
Commissioner

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Jakarta, 30 April 2026
Jakarta, April 30, 2026

**Direksi**
Board of Directors

**Restu Widiyantoro**
**Direktur Utama**
President Director

**Harry Budi Sidharta**
**Wakil Direktur Utama**
Deputy President Director

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

**Handy Geniardi**
**Direktur Operasi**
Director of Operations

**Suhendra Ratuprawiranegara**
**Direktur Pengembangan Usaha**
Director of Business Development

**Ratih Mayasari**
**Direktur Sumber Daya Manusia**
Director of Human Resources

**Ilhamsyah Mahendra**
**Direktur Produksi dan Komersial**
Director of Production & Commercial



Area Reklamasi Kebun Nanas PT TIMAH (Persero) Tbk, Belitung



# Kinerja Keberlanjutan

## Sustainability Performance

# Kegiatan Membangun Budaya Keberlanjutan [OJK F.1]

## Building A Sustainability Culture [OJK F.1]

Dalam membangun budaya keberlanjutan, Perseroan senantiasa memastikan bahwa seluruh aspek operasional telah memperhatikan dampak lingkungan, sosial, dan tata kelola yang baik (ESG – *Environmental, Social, and Governance*). Budaya keberlanjutan yang diimplementasikan di internal Perseroan dibangun melalui komitmen jangka panjang dari seluruh elemen perusahaan, mulai dari manajemen.

1. **Komitmen Manajemen**
   Integrasi nilai-nilai *Core Values* BUMN AKHLAK dan Peran aktif manajemen dalam mengedukasi dan menginspirasi karyawan terkait Kebijakan dan Strategi Keberlanjutan.

In fostering a sustainability culture, the Company consistently ensures that all operational aspects consider Environmental, Social, and Governance (ESG) impacts. The sustainability culture implemented within the Company is established through a long-term commitment from all elements of the organization, starting with management.

1. **Management Commitment**
   The integration of the SOE's Core Values AKHLAK and the active role of management in educating and inspiring employees regarding the Company's Sustainability Policies and Strategies.

AKHLAK

| | |
|---|---|
| **Amanah \| Trustworthy**<br>Memegang Teguh Kepercayaan yang Diberikan<br>Upholds the mandates | • Memenuhi janji dan komitmen;<br>• Bertanggung jawab atas tugas, keputusan, dan tindakan yang dilakukan;<br>• Berpegang teguh kepada nilai moral dan etika.<br>• Fulfilling promises and commitments;<br>• Being responsible for the tasks, decisions, and actions performed;<br>• Upholding moral and ethical values. |
| **Kompeten \| Competent**<br>Terus Belajar dan Mengembangkan Kapabilitas<br>Continuous learning and capability development | • Meningkatkan kompetensi diri untuk menjawab tantangan yang selalu berubah;<br>• Membantu orang lain belajar;<br>• Menyelesaikan tugas dengan kualitas terbaik.<br>• Improving self-competence to cope with constantly changing challenges;<br>• Supporting others to learn;<br>• Completing tasks with the highest quality. |
| **Harmonis \| Harmonious**<br>Saling Peduli dan Menghargai Perbedaan<br>Mutual care and respect for diversity | • Menghargai setiap orang apapun latar belakangnya;<br>• Suka menolong orang lain;<br>• Membangun lingkungan kerja yang kondusif.<br>• Appreciating everyone regardless of their background;<br>• Willing to help others;<br>• Building a conducive work environment. |
| **Loyal \| Loyal**<br>Berdedikasi dan Mengutamakan Kepentingan Bangsa dan Negara<br>Dedication and prioritizing the interests of the Nation and the State | • Menjaga nama baik sesama karyawan, pimpinan, BUMN, dan Negara;<br>• Rela berkorban untuk mencapai tujuan yang lebih besar;<br>• Patuh kepada pimpinan sepanjang tidak bertentangan dengan hukum dan etika.<br>• Maintaining the reputation of fellow employees, leaders, SOEs, and the Country;<br>• Willingness to make sacrifices to achieve greater goals;<br>• Complying with leadership directives as long as they do not conflict with the law and ethics. |

| | |
|---|---|
| **Adaptif** \| **Adaptive**<br>Terus Berinovasi dan Antusias dalam Menggerakkan ataupun Menghadapi Perubahan<br>Continuous innovation and enthusiasm in driving and responding to change | • Cepat menyesuaikan diri untuk menjadi lebih baik.<br>• Terus menerus melakukan perbaikan mengikuti perkembangan teknologi.<br>• Bertindak proaktif.<br>• Demonstrating agility to continuously improve.<br>• Continuously making improvements in line with technological developments.<br>• Taking proactive actions. |
| **Kolaboratif** \| **Collaborative**<br>Membangun kerja sama yang sinergis<br>Building synergistic cooperation | • Memberi kesempatan kepada berbagai pihak untuk berkontribusi.<br>• Terbuka dalam bekerja sama untuk menghasilkan nilai tambah.<br>• Menggerakkan pemanfaatan berbagai sumber daya untuk tujuan bersama.<br>• Providing opportunities for various stakeholders to contribute.<br>• Being open to collaboration to create added value.<br>• Mobilizing the utilization of various resources to achieve common goals. |

Perseroan, selaku anggota MIND ID senantiasa menjadikan *Noble Purpose* (Tujuan Mulia) dan *Key Behaviours* MIND ID sebagai landasan Perseroan dalam beroperasi. Adapun *Key Behaviours* MIND ID diuraikan sebagai berikut.

The Company, as a member of MIND ID, consistently adopts the Noble Purpose and Key Behaviours of MIND ID as the foundation for its operations. The Key Behaviours of MIND ID are described as follows:

**We Explore Natural Resources for Civilization, Prosperity, and a Brighter Future**




***Agile***
Tanggap terhadap tantangan baru, yaitu selalu terbuka, fleksibel, dan mampu beradaptasi dengan tantangan baru. Tantangan menjadi alat untuk berinovasi, berpikir kreatif, dan maju.

***Going Extra Miles***
Bekerja melampaui target, yaitu semangat untuk bekerja cerdas dan mengupayakan hasil kerja nyata sesuai target atau bahkan melebihi target demi kepentingan perusahaan;

***Accountable***
Bertindak dengan penuh tanggung jawab, memastikan setiap Tindakan yang diambil harus dapat dipertanggungjawabkan dan sesuai dengan peraturan perundang-undangan yang berlaku.

**Agile**
Responsive to new challenges, characterized by being open, flexible, and adaptable to change. Challenges are viewed as opportunities to innovate, think creatively, and move forward.

**Going the Extra Mile**
Working beyond targets, reflecting a strong commitment to working smart and delivering tangible results in line with, or exceeding, established targets for the benefit of the Company.

**Accountable**
Acting with full responsibility, ensuring that every action taken can be justified and is in compliance with applicable laws and regulations.

Dalam rangka memastikan efektivitas implementasi dan internalisasi Noble Purpose, Core Values BUMN (AKHLAK) dan Key Behaviours MIND ID, Perseroan telah menyusun rangkaian program Budaya Perusahaan yang memenuhi tiga aspek penting/kegiatan utama, yaitu:

a. Komitmen Pimpinan, dicerminkan melalui komitmen dan keterlibatan Direksi, Dewan Komisaris/Dewan Pengawas, dan pimpinan di berbagai tingkat manajemen, Duta Velocity, dan seluruh SDM BUMN dalam program aktivasi dan implementasi budaya perusahaan.
b. Sistem, dicerminkan dengan upaya Manajemen Perseroan dalam menyelaraskan Nilai-Nilai Utama SDM BUMN dengan sistem manajemen atau prosedur yang telah ada pada perusahaan, dalam hal namun tidak terbatas pada: sistem manajemen talenta, sistem penilaian kinerja dan penghargaan, program pembelajaran dan pengembangan.
c. Simbol, dicerminkan melalui terciptanya atribut dan lingkungan yang mendukung program aktivasi dan implementasi budaya perusahaan, yang dapat dilakukan dengan penyelarasan aturan atau kebiasaan yang berlaku di Perseroan, metode komunikasi dan pencitraan perusahaan, serta refleksi atas pandangan hidup.

**2. *Employee Experience***

Penyusunan program yang melibatkan karyawan langsung untuk pendekatan yang menempatkan karyawan sebagai pusat dari perjalanan membangun budaya perusahaan.

In order to ensure the effectiveness of the implementation and internalization of the Noble Purpose, SOE Core Values (AKHLAK) and MIND ID Key Behaviors, the Company has developed a series of Corporate Culture programs addressing three important aspects/main activities, as follows:

a. Leadership Commitment, exemplified by the dedication and engagement of the Board of Directors, Board of Commissioners/ Supervisory Board, leaders across management levels, Velocity Ambassadors, and all SOE HR personnel in driving the activation and implementation of the corporate culture program.
b. \System, demonstrated by the Company Management's efforts to align the SOEs Human Capital Core Values with existing management systems or procedures within the Company, including but not limited to talent management systems, performance appraisal and reward systems, and learning and development programs
c. Symbols, demonstrated by the establishment of attributes and environments that facilitate the activation and implementation of the corporate culture program. This can be achieved by aligning the Company's rules or customs, communication methods, corporate branding, as well as the view of life.

**2. Employee Experience**

Developing programs that directly involve employees to create an approach that places employees at the center of the journey to build a corporate culture.




*Kegiatan Berbagi Buku kepada adik-adik SMAN 1 Pemali*
*Book Donation Event for Students at SMAN 1 Pemali*




*Dukungan kepada karyawan yang mengikuti lomba baca puisi*
*Support for employees participating in the poetry reading contest*

3. **Pembentukan Tim Penggerak Budaya**
Karyawan/karyawati yang terpilih mewakili masing-masing Divisi/Area & memiliki peran sebagai akselerator transformasi bisnis dan budaya perusahaan.

3. **Formation of the Cultural Transformation Team**
Employees selected to represent each Division/Area who serve as catalysts for business and corporate culture transformation.



*Agent Of Change 2025 (25 Karyawan/ti perwakilan Division/Area)*
*Agent of Change 2025 (25 employees representing each division/area)*

4. **Pembentukan Pengajar Internal**
Upaya membangun kompetensi dan menyebarkan inspirasi dalam rangka mendukung kemandirian serta keberlanjutan perusahaan, yang diwujudkan melalui program TINS *Master* tahun 2025.

4. **Establishment of Internal Trainers**
Efforts to build competencies and foster inspiration in order to support the company's independence and sustainability, as embodied in the 2025 TINS Master program.



*Pelatihan Pengajar Internal – 2025 (Menjadi seorang MC, Pengajar Budaya 5R, Coaching, Mentoring)*
*Internal Trainer Training – 2025 (Becoming an MC, 5R Culture Trainer, Coaching, Mentoring)*

**5. *Coaching* dan *Mentoring***

Program Pembelajaran dan pengembangan individu untuk meningkatkan karakter karyawan.

- Jumlah karyawan yang melakukan request coaching selama tahun 2025 adalah sebanyak 28 Orang dengan rincian jumlah sesi sebanyak 47 sesi dan jumlah jam sebanyak 49,75 jam.
- Jumlah karyawan yang melakukan request mentoring selama tahun 2025 adalah sebanyak 30 Orang dengan rincian jumlah sesi sebanyak 45 sesi dan jumlah jam sebanyak 43 jam.
- Terintegrasi dengan digitalisasi dalam penerapan program yakni Aplikasi BINAR https://binar.pttimah.co.id/

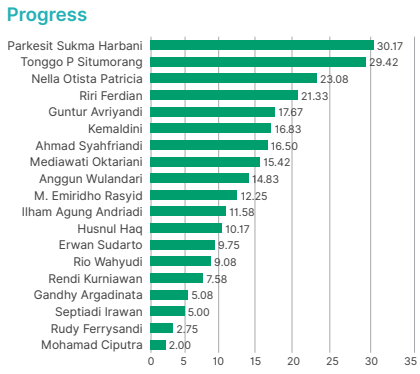
**5. Coaching and Mentoring**

An individual learning and development program to enhance employee character.

- The number of employees who requested coaching in 2025 was 28, with a total of 47 sessions and 49.75 hours.
- The number of employees who requested mentoring in 2025 was 30, with a total of 45 sessions and 43 hours.
- Integrated with digitalization in program implementation via the BINAR App https://binar.pttimah.co.id/



| Mentor | Mentee | Total Sesi |
|---|---|---|
| Idris | Afriana | 2 |
| Idris | Mardoni Kurniawan | 3 |
| Katrin Marpaung | Firyanti | 17 |
| Katrin Marpaung | Komarudin | 6 |
| Oktaviani | Olivia Casandra Siboro | 6 |
| Oktaviani | Supriati | 6 |
| Puti Azka Kusuma | Maya Trisnawati | 4 |
| Puti Azka Kusuma | Rielisa Fitria Wardani | 5 |
| R Bambang Susilo | Anderi | 6 |
| R Bambang Susilo | Zulfikar Rully Amarullah | 11 |
| Renny Hutagalung | Hardinata | 7 |
| Renny Hutagalung | Irma Triana | 9 |
| Ruddy Nursalam | Aditya Prasetyo | 1 |
| Ruddy Nursalam | Arif Dwipayana | 3 |
| Tantra Pratama | Hermaditaria | 4 |
| Tantra Pratama | Lerendra Prawira | 6 |
| Zulfikar | Febri Sumantri | 13 |
| Zulfikar | Mariani Bt. Sahrudin | 11 |




**No Coaching Log:**

Sigit
Ryan
Hilman
Uku
Ihsan

*Coaching dan Mentoring 2025*
*2025 Coaching and Mentoring*

**6. Budaya 5R**

Program memperkenalkan suatu metode yang terdiri dari 5 (lima) Elemen: Ringkas, Rapi, Resik, Rawat, dan Rajin (Pendisiplinan), untuk diterapkan sebagai budaya karyawan. metode pembelajaran ini diikuti oleh sebanyak 800 karyawan. Program ini bertujuan untuk:

- Memberi pemahaman tentang Budaya 5R bagi seluruh karyawan.
- Melakukan pelatihan/workshop lanjutan tahun 2024 tentang Budaya 5R.
- Implementasi pengajar tentang penerapan Budaya 5R internal untuk mengedukasi dan implementasi.
- Kondisi lingkungan kerja yang Produktif dan Membangun Budaya Kerja Disiplin sesuai dengan filosofi 5R.

Program ini terintegrasi dengan digitalisasi dalam penerapannya melalui Aplikasi BINAR: https://binar.pttimah.co.id/

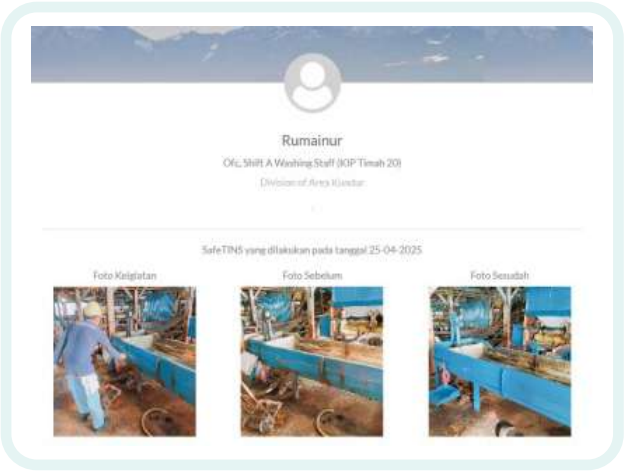
**6. 5R Culture**

A program introducing a method consisting of 5 (five) Elements: Sort, Set in Order, Shine, Standardize, and Sustain (Discipline) to be implemented as part of the employee work culture. This learning method has been attended by approximately 800 employees. The program aims to:

- Provide a comprehensive understanding of the 5R Culture to all employees.
- Conduct follow-up training/workshops in 2024 on the 5R Culture.
- Implement internal trainer-led education on the application of the 5R Culture.
- Foster a productive work environment and build a disciplined work culture in line with the 5R philosophy.

This program is integrated with digitalization through the BINAR app: https://binar.pttimah.co.id/

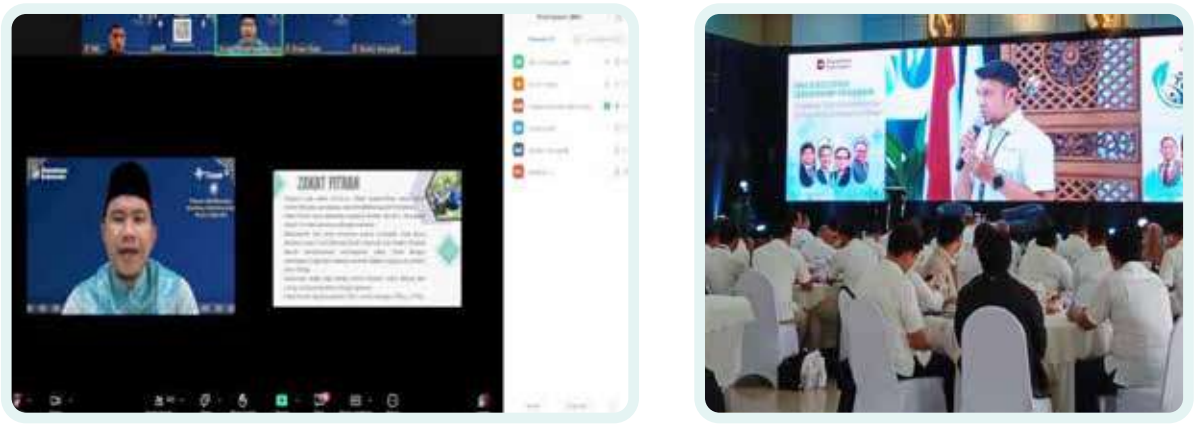



*Budaya 5R Tahun 2025*
*2025 5R Culture*

7. **Webinar & Workshop**
Kegiatan offline maupun online bertema AKHLAK untuk meningkatkan kompetensi karyawan, yang melibatkan narasumber eksternal dan internal yang memiliki keahlian khusus. Beberapa kegiatan yang dilakukan adalah seperti gambar terlampir.

7. **Webinars & Workshops**
Offline and online events centered on the AKHLAK framework to enhance employee competencies, featuring both external and internal speakers with specialized expertise. Some of the activities conducted are shown in the attached image.




*Webinar & Workshop 2025*

8. **Kampanye budaya**
Penyebarluasan pemahaman terkait budaya perusahaan kepada seluruh karyawan melalui media digital. Pada tahun 2025, kegiatan ini dikonsep dalam program TINS Inside yang memanfaatkan media komunikasi internal, yaitu *email* dan *WhatsApp Group* (WAG) kerja.

8. **Corporate Culture Campaign**
Promoting an understanding of corporate culture among all employees through digital media. In 2025, this initiative will be implemented as part of the TINS Inside program, which utilizes internal communication channels such as email and work-related WhatsApp Groups (WAGs).




*Kampanye budaya 2025*
*2025 Cultural Campaign*

**9. Kompetisi**
Kegiatan pencarian talenta/konten internal terbaik.

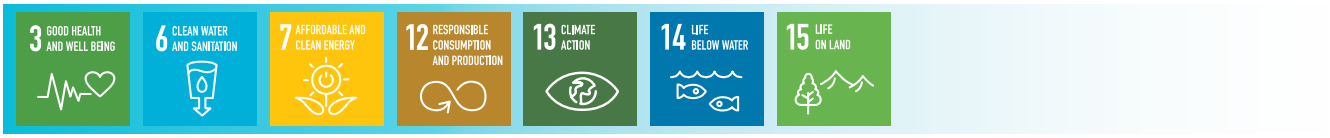
**9. Competition**
An event to find the best internal talent and content.






# PILAR 1: Lingkungan dan Perubahan Iklim

PILLAR 1: Environment and Climate Change




**Prinsip-prinsip ICMM:**
*Environmental Performance*
*Biodiversity Conservation*
*Responsible Production*

**ICMM Principles:**
Environmental Performance
Biodiversity Conservation
Responsible Production

## ASPEK KEANEKARAGAMAN HAYATI

### DAMPAK DARI WILAYAH OPERASIONAL YANG DEKAT ATAU BERADA DI DAERAH KONSERVASI ATAU MEMILIKI KEANEKARAGAMAN HAYATI DAN USAHA KONSERVASI KEANEKARAGAMAN HAYATI

[OJK F.9, F.10, EM-MM-160A.1 EM-MM-160A.2, EM-MM-160A.3, ICMM 7.1, ICMM 7.2]

Dalam menjalankan kegiatan bisnisnya, Perseroan berupaya untuk meminimalkan dampak negatif terhadap lingkungan dan keanekaragaman hayati. Hal ini dilakukan dengan mengintegrasikan inisiatif perlindungan lingkungan ke dalam aktivitas bisnis dan model bisnis Perseroan. Perseroan berupaya melestarikan keanekaragaman hayati baik flora maupun fauna di seluruh wilayah yang dikelola Perseroan, termasuk kawasan hutan produksi. Hal ini tertuang dalam Kebijakan Keselamatan Kesehatan Kerja dan Lingkungan Hidup yang menyatakan bahwa Perseroan harus senantiasa melakukan identifikasi aspek lingkungan hidup dengan upaya mengendalikan semua risiko dan dampak yang ditimbulkan, sehingga dapat mencegah sedini mungkin pencemaran lingkungan.

## BIODIVERSITY ASPECT

### IMPACTS OF OPERATIONAL AREAS LOCATED NEAR OR WITHIN CONSERVATION AREAS OR AREAS WITH BIODIVERSITY AND BIODIVERSITY CONSERVATION EFFORTS

[OJK F.9, F.10, EM-MM-160A.1 EM-MM-160A.2, EM-MM-160A.3, ICMM 7.1, ICMM 7.2]

In conducting its business activities, the Company strives to minimize negative impacts on the environment and biodiversity. This is achieved by integrating environmental protection initiatives into the Company's business activities and business model. The Company is committed to preserving biodiversity, including both flora and fauna, across all areas managed by the Company, including production forest areas. This commitment is reflected in the Occupational Health, Safety, and Environmental Policy states that the Company must continuously identify environmental aspects and take steps to control all associated risks and impacts, thereby preventing environmental pollution as early as possible.

Wilayah operasional Perseroan tersebar di berbagai daerah di Indonesia maupun di luar negeri. Di dalam negeri, Perseroan mencatat bahwa sebesar 0,46% dari total lokasi operasional yang berada dalam Kawasan Izin Usaha Pertambangan (IUP) terletak di kawasan lindung, yang mencakup hutan konservasi (HK) dan hutan lindung (HL). Namun demikian, Perseroan berkomitmen untuk meminimalkan potensi dampak negatif terhadap keanekaragaman hayati melalui pengelolaan air limbah yang dilakukan sebelum dialirkan ke lingkungan. Sebagian air limbah tersebut juga telah dimanfaatkan kembali sehingga tidak memberikan pengaruh terhadap *ground level meter*. Komitmen ini ditegaskan dalam Kebijakan Kesehatan dan Keselamatan Kerja dan Lingkungan yang telah disahkan pada tanggal 07 Juli 2025. Selain itu, Perseroan telah melaksanakan kajian terkait dampak yang ditimbulkan serta langkah-langkah mitigasi yang diterapkan terhadap keanekaragaman hayati. Dalam proses penentuan lokasi penambangan, Perseroan mempertimbangkan aspek dampak lingkungan secara menyeluruh. Proses tersebut dilaksanakan melalui Perencanaan dan Pengendalian Produksi Area, serta didukung oleh dokumen AMDAL, di mana kegiatan pemantauan dan pengelolaan lingkungan dicantumkan dalam dokumen AMDAL atau persetujuan lingkungan yang berlaku.

Lokasi operasional Perseroan yaitu di Bangka Belitung dan berdekatan dengan UN Global Geopark, namun lokasi operasional Perseroan berada di jenis area yang diizinkan untuk digunakan kategori pertambangan. Lokasi operasional Perseroan lainnya yang dimiliki, disewakan, dikelola Perseroan yang menghasilkan dampak terhadap keanekaragaman hayati yaitu sebagai berikut:

The Company's operational areas are spread across various regions in Indonesia as well as overseas. Domestically, the Company recorded that approximately 0.46% of its total operational locations within Mining Business License (IUP) areas are situated within protected zones, including conservation forests (HK) and protected forests (HL). Nevertheless, the Company remains committed to minimizing potential negative impacts on biodiversity through wastewater management conducted prior to discharge into the environment. A portion of this wastewater has also been reused, thereby preventing any adverse impact on ground-level conditions. This commitment is reinforced in the Occupational Health, Safety, and Environmental Policy ratified on July 7, 2025. In addition, the Company has conducted assessments regarding potential impacts and the mitigation measures implemented to protect biodiversity. In determining mining locations, the Company comprehensively considers environmental impact aspects. This process is carried out through Area Production Planning and Control, supported by AMDAL documentation, in which environmental monitoring and management activities are outlined in the applicable AMDAL or environmental approval documents.

The Company's operational locations in Bangka Belitung are situated near a UN Global Geopark; however, the Company's operations are located in designated areas permitted for mining activities. The Company's other operational sites, both owned, leased, or managed by the Company, that have impacts on biodiversity are as follows:

**Tabel Luas Izin Usaha Pertambangan (IUP) yang Berada di Kawasan Hutan Produksi (Ha)**
Table of Area of Mining Business Licenses (IUP) Located in Production Forest Areas (Ha)

| **Lokasi** Location | **IUP** | **Kawasan Hutan Konservasi (HK)** Conservation Forest (HK) Area | **Kawasan Hutan Lindung (HL)** Protected Forest (HL) Area | **Kawasan Hutan Produksi (HP)** Production Forest (HP) Area | **Kawasan Hutan Produksi Konversi (HPK)** Convertible Production Forest (HPK) Area | **Areal Penggunaan Lain (APL)** Other Land Use (APL) Area | **Dampak** Impact | **Mitigasi** Mitigation |
|---|---|---|---|---|---|---|---|---|
| Bangka | 62.068 | - | 437 | 18.405 | 3 | 43.223 | 1. Hilangnya vegetasi dan habitat satwa liar<br>2. Perubahan bentang alam serta tidak adanya penutupan lahan (vegetasi).<br>1. Loss of vegetation and wildlife habitat.<br>2. Changes in the landscape and lack of land cover (vegetation). | 1. **Revegetasi di Area Bekas Tambang**<br>Timah telah melaksanakan program revegetasi sebagai bagian dari kegiatan reklamasi di area bekas tambang. Upaya ini bertujuan untuk merestorasi dan merehabilitasi lingkungan sekitar tambang, dengan memanfaatkan vegetasi lokal yang memiliki kemampuan tumbuh cepat serta mampu mendukung pemulihan habitat satwa liar.<br>**Revegetation in Post-Mining Areas**<br>Timah has implemented revegetation programs as part of its reclamation activities in post-mining areas. These efforts aim to restore and rehabilitate the environment around mining sites by using local vegetation with rapid growth rates that can support the recovery of wildlife habitats. |
| Bangka Barat<br>West Bangka | 48.708 | - | 51 | 22.964 | - | 25.693 | | |
| Bangka Tengah<br>Central Bangka | 21.845 | 7 | - | 7.641 | - | 14.198 | | |
| Bangka Selatan<br>South Bangka | 23.907 | - | 1 | 5.877 | 3 | 18.026 | | |

**Tabel Luas Izin Usaha Pertambangan (IUP) yang Berada di Kawasan Hutan Produksi (Ha)**
Table of Area of Mining Business Licenses (IUP) Located in Production Forest Areas (Ha)

| **Lokasi** Location | **IUP** | **Kawasan Hutan Konservasi (HK)** Conservation Forest (HK) Area | **Kawasan Hutan Lindung (HL)** Protected Forest (HL) Area | **Kawasan Hutan Produksi (HP)** Production Forest (HP) Area | **Kawasan Hutan Produksi Konversi (HPK)** Convertible Production Forest (HPK) Area | **Areal Penggunaan Lain (APL)** Other Land Use (APL) Area | **Dampak** Impact | **Mitigasi** Mitigation |
|---|---|---|---|---|---|---|---|---|
| Belitung | 13.263 | - | 168 | 4.090 | 336 | 8.669 | | |
| Belitung Timur | 30.355 | - | 28 | 4.965 | - | 25.361 | | |
| Lintas Kabupaten | 88.492 | - | 640 | 33.587 | - | 54.265 | | |
| **Jumlah** | **288.638** | **7** | **1.325** | **97.529** | **342** | **189.435** | | |

2. **Total Mining dan Recovery Mining**
Dalam kegiatan total *mining* dan *recovery mining*, Timah menerapkan prinsip pembukaan lahan seminimal mungkin guna menjaga kelestarian lingkungan. Hal ini dilakukan dengan membatasi perubahan bentang alam, menekan penebangan vegetasi, serta meminimalkan gangguan terhadap habitat satwa liar. Selain itu, reklamasi dilakukan sesegera mungkin setelah kegiatan penambangan, termasuk pengamanan *overburden* untuk mencegah dampak lingkungan lebih lanjut.
**Total Mining and Recovery Mining**
In total mining and recovery mining activities, Timah applies the principle of minimizing land clearing to preserve environmental sustainability. This approach includes limiting landscape alteration, reducing vegetation clearing, and minimizing disturbances to wildlife habitats. In addition, reclamation is carried out as soon as possible after mining activities are completed, including the proper management of overburden to prevent further environmental impacts.

Perseroan memastikan bahwa seluruh dampak yang dihasilkan telah dikelola dengan baik. Dalam hal terjadi dampak negatif terhadap keanekaragaman hayati, Perseroan melakukan restorasi dan rehabilitasi. Adapun tindakan restorasi yang dilakukan melalui:

1. Penataan lahan (mengembalikan bentuk alam)
2. Penanaman vegetasi: menanam tanaman vegetasi yang sesuai dengan kondisi lingkungan setempat untuk mengembalikan ekosistem.
3. Pengelolaan air bekas tambang dengan sistem sirkulasi tertutup sehingga air yang digunakan untuk proses penambangan diolah dengan kolam pengendapan dan digunakan lagi untuk proses penambangan.

Sedangkan, upaya rehabilitasi yang dilakukan Perseroan untuk memberikan dampak positif bagi pemangku kepentingan, khususnya masyarakat antara lain:

1. Memanfaatkan potensi sumber daya alam yang ada di lokasi bekas penambangan yang sudah dikelola seperti penggunaan void untuk budidaya ikan air tawar.
2. Mengembangkan reklamasi menjadi reklamasi bentuk lain, seperti Kampoeng Reklamasi Air Jangkang di Kabupaten Bangka dan Kampong Reklamasi Selinsing di Kabupaten Belitung Timur.

Jumlah luas lokasi operasional wilayah Izin Usaha Pertambangan (WIUP) darat Perseroan yaitu 288.638 ha. Lokasi tambang yang Perseroan kelola mencakup lahan bawah permukaan. Di tahun 2025, terdapat bukaan lahan akibat proses penambangan seluas 290,67 ha yang menyebabkan *biodiversity lost* sebesar 290,67 ha. Perseroan mengadopsi prinsip ICMM 7, dengan memastikan tidak melakukan eksplorasi atau membuka tambang baru di lokasi yang terdapat warisan dunia dan telah menerapkan reklamasi pascatambang sebagai bentuk mengatasi risiko dan dampak kehilangan keanekaragaman hayati (*biodiversity lost*).

Sampai dengan akhir tahun 2025, Perseroan belum mengukur besaran persentase lokasi tambang yang mengalami drainase batuan asam. Namun demikian, Perseroan senantiasa melakukan uji pada batuan untuk melihat apakah ada potensi batuan potensi pembentuk asam ketika melakukan penambangan. Berdasarkan hasil uji, apabila ditemukan batuan potensi pembentuk asam, akan dilakukan pengelolaan secara 3 (tiga) tahap:

1. Pencegahan pembentukan air asam tambang dengan mempertimbangkan faktor litologi, patahan dan rekahan, hidrologi, dan hidrogeologi
2. Sistem perlindungan aktif dan pasif
3. Penanganan air asam tambang yang telah terbentuk

Ketika masih dalam bentuk batuan belum terkena air hujan dan air asam tambang menggunakan metode enkapsulasi yaitu menimbun dan menutup batuan sulfidis pada daerah yang kedap air dan ditimbun dengan laporan yang kedap

The Company ensures that all impacts generated from its operations are properly managed. In the event of negative impacts on biodiversity, the Company undertakes restoration and rehabilitation measures. Restoration actions carried out by the Company include:

1. Land recontouring, restoring the land to its natural form;
2. Vegetation planting: planting species suitable to local environmental conditions to restore ecosystems;
3. Management of post-mining water using a closed-loop circulation system, whereby water used in mining processes is treated through settling ponds and reused for subsequent mining operations.

Meanwhile, rehabilitation efforts undertaken by the Company to provide positive impacts for stakeholders, particularly local communities, include:

1. Utilizing the natural resource potential of managed post-mining sites, such as using mining voids for freshwater aquaculture.
2. Developing reclamation areas into alternative land uses, such as Kampoeng Reklamasi Air Jangkang in Bangka Regency and Kampong Reklamasi Selinsing in East Belitung Regency.

The total operational land area under the Company's onshore Mining Business License (WIUP) amounts to 288,638 hectares. The mining sites managed by the Company include subsurface land areas. In 2025, land clearing from mining activities covered 290.67 hectares, leading to a biodiversity loss of 290.67 hectares. The Company adheres to the ICMM 7 principles by ensuring that it does not conduct exploration or open new mining sites in locations designated as World Heritage areas, and by implementing post-mining reclamation to address risks and impacts associated with biodiversity loss.

As of the end of 2025, the Company has not yet determined the percentage of mining sites experiencing acid rock drainage. However, the Company consistently conducts rock testing to identify potential acid-generating rocks during mining operations. Based on the test results, if acid-generating potential rocks are identified, management will be carried out in 3 (three) stages:

1. Prevention of acid mine drainage formation by considering lithological factors, faults and fractures, hydrology, and hydrogeology
2. Active and passive protection systems
3. Management of acid mine drainage that has already formed

When the rock is still in its natural state and has not yet been exposed to rainwater or mine acid water, the encapsulation method is used, which involves burying and sealing the sulfide-bearing rock in a watertight area

air. Ketika batuannya sudah terkena air, sehingga terjadi air asam tambang, maka penanganannya dilakukan dengan melakukan sistem sirkulasi tertutup dan penambahan kapur untuk menaikkan pH agar pH tidak asam.

## KONSERVASI TERHADAP SPESIES DILINDUNGI DI LOKASI OPERASI [F.10, EM-MM-160A.2, EM-MM-160A.3]

Di sekitar wilayah operasional Perseroan telah teridentifikasi berbagai spesies flora dan fauna yang perlu dilestarikan. Sejumlah spesies tersebut tercantum dalam berbagai daftar perlindungan, antara lain Daftar Merah yang diterbitkan oleh International Union for Conservation of Nature (IUCN), daftar CITES, serta diatur dalam Peraturan Menteri Lingkungan Hidup dan Kehutanan No. P106 Tahun 2018 tentang Jenis Tumbuhan dan Satwa yang Dilindungi. Berdasarkan data yang telah dihimpun dan diidentifikasi tersebut, Perseroan melaksanakan upaya perlindungan sekaligus pelestarian spesies dengan mempertimbangkan lokasi operasional yang berada pada wilayah dengan tingkat keanekaragaman hayati terkait. Adapun jenis flora dan fauna yang menjadi fokus pelestarian oleh Perseroan adalah sebagai berikut:

and covering it with a watertight layer. Once the rock has been exposed to water, resulting in the formation of mine acid water, management is carried out by implementing a closed-loop circulation system and adding lime to raise the pH to prevent it from becoming acidic.

## CONSERVATION OF PROTECTED SPECIES AT OPERATIONAL SITES [F.10, EM-MM-160A.2, EM-MM-160A.3]

Various species of flora and fauna requiring conservation have been identified in areas surrounding the Company's operational sites. Several of these species are listed under multiple protection frameworks, including the Red List published by the International Union for Conservation of Nature (IUCN), the CITES List, and are regulated under the Regulation of the Minister of Environment and Forestry No. P106 of 2018 on Protected Plant and Animal Species. Based on the data collected and identified, the Company implements protection and conservation measures by considering operational locations in areas of significant biodiversity value. The flora and fauna species that constitute the focus of the Company's conservation efforts are as follows:

**Tabel Spesies IUCN Red List yang berada dekat Wilayah Operasi**
Table of IUCN Red List Species Located Near the Operational Areas

| Lokasi<br>Location | Nama Spesies<br>Species Name | Nama Ilmiah<br>Scientific Name | Status | | |
|---|---|---|---|---|---|
| | | | UU | IUCN | CITES |
| **Fauna** | | | | | |
| Bangka Selatan<br>South Bangka | Lutung<br>Silvered leaf monkey | *Trachypithecus cristatus* | D | V | APP II |
| | Anjing<br>Domestic dog | *Canis sp.* | TD | LC | NA |
| | Tupai<br>Squirrel | *Callosciurus notatus* | TD | LC | NA |
| | Wiwik kelabu<br>Plaintive cuckoo | *Cacomantis merulinus* | TD | LC | NA |
| | Cekakak Belukar<br>Collared kingfisher | *Halcyon smyrnensis* | TD | LC | NA |
| | Cucak Kutilang<br>Sooty-headed bulbul | *Pycnonotus aurigaster* | TD | LC | NA |
| | Merbah Belukar<br>Yellow-vented bulbul | *Pycnonotus plumosus* | TD | LC | NA |
| | Cinenen Kelabu<br>Ashy tailorbird | *Orthotomus ruficeps* | TD | LC | NA |
| | Burung Madu Sriganti<br>Olive-backed sunbird | *Cinnyris / Nectarinia jugularis* | TD | LC | NA |
| | Caladi Badok<br>Sunda pygmy woodpecker | *Meiglyptes tukki* | D | NT | NA |
| | Ular Gadung<br>Oriental whip snake | *Ahaetulla prasina* | TD | LC | NA |
| | Kadal Kebun<br>Changeable lizard | *Eutropis multifasciata* | TD | LC | NA |

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|---|---|---|---|---|---|
| | | | UU | IUCN | CITES |
| Bangka Selatan<br>South Bangka | Elang Tikus<br>black-winged kite | *Elanus caeruleus* | D | LC | NA |
| | Tekukur Biasa<br>Spotted dove | *Spilopelia chinensis* | TD | LC | NA |
| | Layang-layang Asia<br>Barn Swallow | *Hirundo rustica* | TD | LC | NA |
| | Layang-layang Rumah<br>Asian house martin | *Delichon dasypus* | TD | LC | NA |
| | Bondol Jawa<br>Javan munia | *Lonchura leucogastroides* | TD | LC | NA |
| | Burung Gereja<br>House Ssparrow | *Passer domesticus* | TD | LC | NA |
| Bangka | Tikus Pohon<br>Malayan Field Rat | *Rattus tiomanicus* | TD | LC | NA |
| | Kareo Padi<br>breasted Waterhen | *Amaurornis phoenicurus* | TD | LC | NA |
| | Tekukur Biasa<br>Spotted Dove | *Streptopelia chinensis* | TD | LC | NA |
| | Wiwik Kelabu<br>Plaintive Cuckoo | *Cacomantis merulinus* | TD | LC | NA |
| Bangka | Cekakak Belukar<br>Collared kingfisher | *Halcyon smyrnensis* | TD | LC | NA |
| | Layang-layang Asia<br>Barn Swallow | *Hirundo rustica* | TD | LC | NA |
| | Cucak Kutilang<br>Sooty-headed Bulbul | *Pycnonotus aurigaster* | TD | LC | NA |
| | Merbah Cerukcuk<br>Yellow-vented Bulbul | *Pycnonotus goiavier* | TD | LC | NA |
| | Merbah Belukar<br>Olive-winged Bulbul | *Pycnonotus plumosus* | TD | LC | NA |
| | Cinenen Kelabu<br>Ashy Tailorbird | *Orthotomus ruficeps* | TD | LC | NA |
| | Burung madu Sriganti<br>Olive-backed Sunbird | *Cinnyris / Nectarinia jugularis* | TD | LC | NA |
| | Ciung air Coreng<br>Pin-striped Tit-babbler | *Macronous gularis* | TD | LC | NA |
| | Bondol Peking<br>Scaly-breasted Munia | *Lonchura punctulata* | TD | LC | NA |
| | Pelatuk Kijang<br>Rufous Woodpecker | *Micropternus brachyurus* | D | LC | NA |
| | Rusa Sambar<br>Uniform Swiftlet | *Cercus Unicolor* | D | V | NA |
| Bangka Barat<br>West Bangka | Anjing<br>Domestic dog | *Canis sp* | TD | LC | NA |
| | Elang Tikus<br>Black-winged Kite | *Elanus caeruleus* | D | LC | APP II |
| | Tekukur Biasa<br>Spotted Dove | *Spilopelia chinensis* | TD | LC | NA |
| | Cekakak Belukar<br>White-throated Kingfisher | *Halcyon smyrnansis* | TD | LC | NA |

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| Lokasi<br>Location | Nama Spesies<br>Species Name | Nama Ilmiah<br>Scientific Name | Status | | |
|---|---|---|---|---|---|
| | | | UU | IUCN | CITES |
| Bangka Barat<br>West Bangka | Cekakak Sungai<br>Collared Kingfisher | *Todiramphus chloris* | TD | LC | NA |
| | Cucak Kutilang<br>Sooty-headed Bulbul | *Pycnonotus aurigaster* | TD | LC | NA |
| | Cinenen Kelabu<br>Ashy Tailorbird | *Orthotomus ruficeps* | TD | LC | NA |
| | Layang-Layang Asia<br>Barn Swallow | *Hirundo rustica* | TD | LC | NA |
| | Layang-Layang Rumah<br>Asian House Martin | *Delichon dasypus* | TD | LC | NA |
| | Jalak Kebo<br>Javan Myna | *Acridotheres javanicus* | TD | LC | NA |
| | Kokokan Laut<br>Striated Heron | *Butorides striata* | TD | LC | NA |
| | Bubut Alang-alang<br>Lesser Coucal | *Centropus bengalensis* | TD | LC | NA |
| | Burung Gereja<br>House Sparrow | *Passer domesticus* | TD | LC | NA |
| | Kipasan Belang<br>Pied Fantail | *Rhipidura javanica* | D | LC | NA |
| | Rusa Sambar<br>Uniform Swiftlet | *Cercus Unicolor* | D | V | NA |
| **Flora** | | | | | |
| Bangka Selatan<br>South Bangka | Pakis Pita<br>Cretan Brake Fern | *Pteris cretica* | - | - | NA |
| | Mempidang<br>Anisophyllea | *Anisophyllea disticha* | - | LC | NA |
| | Mensirak<br>Cymose Holly | *Ilex cymosa* | - | LC | NA |
| | Jelutung<br>Pulai | *Alstonia angustiloba* | - | LC | NA |
| | Kabung<br>Sugar Palm | *Arenga pinnata* | - | LC | NA |
| | Rotan Manau<br>Manau Rattan | *Calamus manan* | - | - | NA |
| | Mengkirai<br>Charcoal Tree | *Trema orientalis* | - | LC | NA |
| | Betur<br>Bintangor | *Calophyllum lanigerum* | - | - | NA |
| | Mentangor Keret<br>Bintangor | *Calophyllum pulcherrimum* | - | LC | NA |
| | Asam Kandis<br>False Mangosteen | *Garcinia xanthochymus* | - | LC | NA |
| | Rumput Teki<br>Nut Grass | *Cyperus rotundus* | - | LC | NA |
| | Simpur<br>Simpoh Air | *Dillenia suffruticosa* | - | - | NA |
| | Rempudong<br>Indian Olive | *Elaeocarpus floribundus* | - | LC | NA |
| | Karet<br>Rubber Tree | *Hevea brasiliensis* | - | LC | NA |

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|---|---|---|---|---|---|
| | | | UU | IUCN | CITES |
| Bangka Selatan<br>South Bangka | Mang<br>Mahang | *Macaranga bancana* | - | LC | - |
| | Mempari<br>Giant Mahang | *Macaranga gigantea* | - | LC | NA |
| | Jengkol<br>Dogfruit | *Archidendron pauciflorum* | - | VU | NA |
| | Petai<br>Stink Bean | *Parkia speciosa* | - | - | NA |
| | Sagak Kelaki<br>Sasswood | *Erythrophleum suaveolens* | - | LC | NA |
| | Kabel putih<br>Stone Oak | *Lithocarpus ewyckii* | - | LC | NA |
| | *Rukam* | *Flacourtia rukam* | - | LC | NA |
| | Resam<br>False Staghorn Fern | *Dicranopteris linearis* | - | LC | NA |
| | Idat<br>Geronggang | *Cratoxylum arborescens* | - | LC | NA |
| | Mempat<br>Pink Mempat | *Cratoxylum formosum* | - | LC | NA |
| | Medang Payung<br>Pink Mempat | *Litsea firma* | - | LC | NA |
| | Mensenong<br>Bandicoot Berry | *Leea indica* | - | LC | NA |
| | Lombe<br>Palm Grass | *Curculigo latifolia* | - | - | NA |
| | *Cempedak* | *Artocarpus integer* | - | LC | NA |
| | Jambu Utan<br>Rose Apple | *Syzygium jambos* | - | LC | NA |
| | Sapet<br>Wild Water Apple | *Syzygium acuminatissimum* | - | LC | NA |
| | Leben<br>Alaban tree | *Vitex pinnata* | - | LC | NA |
| | Keraduduk<br>Rose Myrtle | *Rhodomyrtus tomentosa* | - | LC | NA |
| | Nasi-nasi<br>Wild Water Apple | *Syzygium bankense* | - | - | NA |
| | Uber<br>Palembang Water Apple | *Syzygium palembanicum* | - | - | NA |
| | Isot - Isot<br>Striped Water Apple | *Syzygium lineatum* | - | LC | NA |
| | *Pelawan* | *Tristaniopsis merguensis* | - | LC | NA |
| | Merapin<br>Malayan Rhodamnia | *Rhodamnia cinerea* | - | LC | NA |
| | Pandan Duri<br>Screw Pine | *Pandanus tectorius* | - | LC | NA |
| | Pelangas<br>Aporosa | *Aporosa frutescens* | - | LC | NA |
| | Rumput Gajah<br>Elephant Grass | *Pennisetum purpureum* | - | LC | NA |
| | Rumput Mlela<br>Para Grass | *Brachiaria muticaa* | - | - | NA |

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| Lokasi<br>Location | Nama Spesies<br>Species Name | Nama Ilmiah<br>Scientific Name | Status | | |
|---|---|---|---|---|---|
| | | | UU | IUCN | CITES |
| Bangka Selatan<br>South Bangka | Ilalang<br>Cogon Grass | *Imperata cylindrica* | - | LC | NA |
| | Paku Pedang<br>Giant Sword Fern | *Nephrolepis biserrata* | - | - | NA |
| | Paku Ringin<br>Ribbon Fern | *Taenitis blechnoides* | - | - | NA |
| | Pakcong<br>Asian Wild Coffee | *Psycotria asiatica* | - | - | NA |
| | Telajau<br>Porterandia | *Porterandia anisophylla* | - | LC | NA |
| | Rambutan | *Nephelium lappaceum* | - | LC | NA |
| | Pasak Bumi<br>Longjack | *Euycoma longifolia* | - | - | NA |
| | Seruk<br>Needlewood Tree | *Schima wallichii* | - | LC | NA |
| | Pelempang Putih<br>Gordonia | *Gordonia multinervis* | - | LC | NA |
| | Pelempang Hitam<br>Adinandra | *Adinandra dumosa* | - | LC | NA |
| Bangka | Kweni<br>Fragrant Mango | *Mangifera odorata* | - | DD | NA |
| | Kabung<br>Sugar Palm | *Arenga pinnata* | - | LC | NA |
| | Reriang<br>Cicada Tree | *Ploiarium alternifolium* | - | LC | -NA |
| | Betur<br>Bintangor | *Calophyllum lanigerum* | - | - | NA |
| | Seding<br>Fringe Nut Sedge | *Scleria ciliaris* | - | LC | NA |
| | Simpur<br>Simpoh Air | *Dillenia suffruticosa* | - | - | NA |
| | Leteng<br>Master's Elaeocarpus | *Elaeocarpus mastersii* | - | LC | NA |
| | Mang<br>Mahang | *Macaranga bancana* | - | LC | NA |
| | Balik Angin<br>Hairy Mahang | *Macaranga trichocarpa* | - | LC | NA |
| | Karet<br>Rubber Tree | *Hevea brasiliensis* | - | LC | NA |
| | Lemudet<br>Chinese Tallow Tree | *Triadica cochinchinensis* | - | LC | NA |
| | Jengkol<br>Dogfruit | *Archidendron pauciflorum* | - | VU | NA |
| | Akasia Daun Besar<br>Mangium | *Acacia mangium* | - | LC | NA |
| | Sagak Kelaki<br>Sasswood | *Erythrophleum suaveolens* | - | LC | NA |
| | Akasia Daun Kecil<br>Earleaf Acacia | *Acacia auriculiformes* | - | - | NA |
| | Resam<br>False Staghorn Fern | *Dicranopteris linearis* | - | LC | NA |

## Tabel Spesies IUCN Red List yang berada dekat Wilayah Operasi
Table of IUCN Red List Species Located Near the Operational Areas

| Lokasi<br>Location | Nama Spesies<br>Species Name | Nama Ilmiah<br>Scientific Name | Status | | |
|---|---|---|---|---|---|
| | | | UU | IUCN | CITES |
| Bangka | Idat<br>Geronggang | *Cratoxylum arborescens* | - | LC | NA |
| | Bunga Pagoda<br>Glorybower | *Clerodendrum* | - | LC | NA |
| | Mensenong<br>Bandicoot Berry | *Leea indica* | - | LC | NA |
| | Paku Kawat<br>Clubmoss | *Lycopodiella cernua* | - | LC | NA |
| | Durian Tupai<br>Brown Kurrajong | *Commersonia bartamia* | - | - | NA |
| | *Bayur* | *Pterospermum diversifolium* | - | LC | NA |
| | *Durian* | *Durio zibethinus* | - | DD | NA |
| | Haredong<br>Koster's Curse | *Clidemia hirta* | - | - | NA |
| | Kedebik<br>Singapore Rhododendron | *Melastoma malabathricum* | - | - | NA |
| | Memetang<br>Blue Pternandra | *Pternandra caerulescens* | - | LC | -NA |
| | Gegedengan<br>Hairy Fig | *Ficus hirta* | - | LC | NA |
| | Gondang<br>Variegated Fig | *Ficus variegata* | - | LC | NA |
| | Benying<br>Hollow-stemmed Fig | *Ficus fistulosa* | - | LC | NA |
| | *Cempedak* | *Artocarpus intiger* | - | - | NA |
| | Jambu Utan<br>Rose Apple | *Syzygium jambos* | - | LC | NA |
| | Sapet<br>Wild Water Apple | *Syzygium acuminatissium* | - | - | NA |
| | Leben<br>Alaban tree | *Vitex pniata* | - | - | NA |
| | Keraduduk<br>Rose Myrtle | *Rhodomyrtus tomentosa* | - | LC | NA |
| | Buah Nasi<br>Wild Water Apple | *Syzygium bankense* | - | - | NA |
| | NAGelam<br>Cajuput Tree | *Melaleuca cajaputi* | - | - | NA |
| | Isot - Isot<br>Striped Water Apple<br>Slender | *Syzygium lineatum* | - | LC | NA |
| | Ketakung<br>Pitcher Plant | *Nepenthes gracilis* | - | LC | APP II |
| | Pandan Duri<br>Screw Pine | *Pandanus tectorius* | - | LC | NA |
| | Pelangas<br>Aporosa | *Aporosa frutescens* | - | LC | NA |
| | Knidae<br>Bridelia | *Bridelia tomentosa* | - | LC | NA |
| | Paku Pedang<br>Giant Sword Fern | *Nephrolepis biserrata* | - | - | NA |
| | Pakcong<br>Asian Wild Coffee | *Psycotria asiatica* | - | - | NA |

## Tabel Spesies IUCN Red List yang berada dekat Wilayah Operasi
Table of IUCN Red List Species Located Near the Operational Areas

| Lokasi<br>Location | Nama Spesies<br>Species Name | Nama Ilmiah<br>Scientific Name | Status | | |
|---|---|---|---|---|---|
| | | | UU | IUCN | CITES |
| Bangka | Kayu Batu<br>Homalium | *Homalium bhame* | - | - | NA |
| | Paku Cakar Ayam<br>Resurrection Plant | *Selaginella doederleinii* | - | - | NA |
| | Kendong<br>Sapphire Berry | *Symplocos cochinchinensis* | - | LC | NA |
| | Seruk<br>Needlewood Tree | *Schima wallichii* | - | LC | NA |
| Bangka Barat<br>West Bangka | Juluk Antu<br>Shield Aralia | *Polyscias biformis* | - | EN | NA |
| | Salak<br>Snake Fruit | *Salacca Zalacca* | - | - | NA |
| | Kembang Merak<br>Surinam Clibadium | *Clibadium surinamense* | - | LC | NA |
| | Reriang<br>Cicada Tree | *Ploiarium alternifolium* | - | LC | NA |
| | Mengkirai<br>Charcoal Tree | *Trema orientalis* | - | LC | NA |
| | Seding<br>Fringe Nut Sedge | *Scleria ciliaris* | - | LC | NA |
| | Simpur<br>Simpoh Air | *Dillenia suffroticosa* | - | - | NA |
| | Leteng<br>Master's Elaeocarpus | *Elaeocarpus mastersii* | - | LC | NA |
| | Mang<br>Mahang | *Macaranga bancana* | - | LC | NA |
| | Balik Angin<br>Hairy Mahang | *Macaranga trichocarpa* | - | LC | NA |
| | Karet<br>Rubber Tree | *Hevea brasiliensis* | - | LC | NA |
| | Lemudet<br>Chinese Tallow Tree | *Triadica cochinchinensis* | - | LC | NA |
| | Akasia Daun Besar<br>Mangium | *Acacia mangium* | - | LC | NA |
| | Petai<br>Stink Bean | *Parkia speciosa* | - | LC | NA |
| | Akasia Daun Kecil<br>Earleaf Acacia | *Acacia auriculiformes* | - | - | NA |
| | Bunga Pagoda<br>Glorybower | *Clerodendrum* | - | LC | NA |
| | Mensenong<br>Bandicoot Berry | *Leea indica* | - | LC | NA |
| | Durian Tupai<br>Brown Kurrajong | *Commersonia bartamia* | - | - | NA |
| | Haredong<br>Koster's Curse | *Clidemia hirta* | - | - | NA |
| | Kedebik<br>Singapore Rhododendron | *Melastoma malabathricum* | - | - | NA |
| | Ketapik<br>Santol | *Sandoricum koetjape* | - | V | NA |
| | Gegedengan<br>Hairy Fig | *Ficus hirta* | - | LC | NA |

**Tabel Spesies IUCN Red List yang berada dekat Wilayah Operasi**
Table of IUCN Red List Species Located Near the Operational Areas

| Lokasi<br>Location | Nama Spesies<br>Species Name | Nama Ilmiah<br>Scientific Name | Status | | |
|---|---|---|---|---|---|
| | | | UU | IUCN | CITES |
| Bangka Barat<br>West Bangka | Benying<br>Hollow-stemmed Fig | *Ficus fistulosa* | - | LC | NA |
| | *Cempedak* | *Artocarpus intiger* | - | - | NA |
| | Tampang<br>Monkey Jack | *Artocarpus dadah* | - | - | NA |
| | Jambu Utan<br>Rose Apple | *Syzygium jambos* | - | LC | NA |
| | Sapet<br>Wild Water Apple | *Syzygium acuminatissimum* | - | LC | NA |
| | Leben<br>Alaban tree | *Vitex pinnata* | - | LC | NA |
| | Keraduduk<br>Rose Myrtle | *Rhodomyrtus tomentosa* | - | LC | NA |
| | Isot - Isot<br>Striped Water Apple | *Syzygium lineatum* | - | LC | NA |

Keterangan: LC = *Least Concern*; NE = *Not Evaluated*; V = *Vurnerable*; TD = Tidak Dilindungi; PP = Perlindungan Penuh; EN = *Endangered*; NT = *Near Threatened*; DD = *Data Deficient*
Note: LC = Least Concern; NE = Not Evaluated; V = Vulnerable; TD = Not Protected; PP = Fully Protected; EN = Endangered; NT = Near Threatened; DD = Data Deficient

Perseroan melakukan pemantauan keanekaragaman hayati di wilayah operasi. Hasil dari pemantauan keanekaragaman hayati di perairan Pulau Bangka menunjukkan rata-rata indeks keanekaragaman plankton berada pada nilai 0,874 - 2,102 (H'>1). Sedangkan indeks keanekareagaman *makrozoobentos* berada pada nilai 0,509 - 2,425 (H'>1). Hasil pemantauan mangrove, hampir di semua lokasi titik pemantauan ditemukan 7 spesies yaitu: *Rhizophora apiculata, Rhizophora mucronata, Ceriops tagal, Avicennia alba, Sonneratia alba, Bruguiera gymnorrhiza dan Xylocarpus granatum*. Sampai saat ini wilayah operasional Perseroan tidak ada potensi Acid Rock Drainage (ARD), sehingga Perseroan belum melakukan simulasi komputer terkait ARD.

The Company conducts biodiversity monitoring within its operational areas. Monitoring results in the waters surrounding Bangka Island indicate that the average plankton diversity index ranges from 0.874 - 2.102 (H'> 1). Meanwhile, the macrozoobenthos diversity index ranges from 0.509 - 2.425 (H'> 1). Mangrove monitoring results show that nearly all monitoring points identified seven species, namely: Rhizophora apiculata, Rhizophora mucronata, Ceriops tagal, Avicennia alba, Sonneratia alba, Bruguiera gymnorrhiza, and Xylocarpus granatum. To date, there is no potential for Acid Rock Drainage (ARD) within the Company's operational areas; therefore, the Company has not conducted computer simulations related to ARD.

Dari hasil pemantauan di perairan sekitar tambang, terdapat dampak reversibilitas dan ireversibilitas terhadap spesies yang terpengaruh dari dampak positif yaitu 30 spesies antara lain:

Based on monitoring results in waters surrounding mining areas, there are both reversible and irreversible impacts on affected species, with 30 species identified as experiencing positive impacts, including the following:

**Tabel Reversibilitas dan Ireversibilitas terhadap Spesies yang Terpengaruh dari Dampak Positif**
Table Of Reversible And Irreversible Impacts On Affected Species Experiencing Positive Impacts

| No | Nama Ilmiah<br>Scientific Name | Status | | |
|---|---|---|---|---|
| | | Kepmen.KP No. 1 Tahun 2021<br>Ministry of Marine Affairs and Fisheries Regulation No. 1 of 2021 | IUCN | CITES |
| 1 | *Betta edithae* | TD | LC | NE |
| 2 | *T. pauciperforatum* | TD | LC | NE |
| 3 | *Trigionopoma gracile* | TD | LC | NE |
| 4 | *Brevibora dorsiocellata* | TD | EN | NE |
| 5 | *Puntius lineatus* | TD | LC | NE |

## Tabel Reversibilitas dan Ireversibilitas terhadap Spesies yang Terpengaruh dari Dampak Positif
Table Of Reversible And Irreversible Impacts On Affected Species Experiencing Positive Impacts

| No | Nama Ilmiah<br>Scientific Name | Status | | |
|---|---|---|---|---|
| | | Kepmen.KP No. 1 Tahun 2021<br>Ministry of Marine Affairs and Fisheries Regulation No. 1 of 2021 | IUCN | CITES |
| 6 | *Barboides binotatus* | TD | LC | NE |
| 7 | *Aplocheilus panchax* | TD | LC | NE |
| 8 | *Trichogaster trichopterus* | TD | LC | NE |
| 9 | *Belontia hasselti* | TD | LC | NE |
| 10 | *Puntius tetrazona* | TD | LC | NE |
| 11 | *Channa striata* | TD | LC | NE |
| 12 | *Osphronemus goramy* | TD | LC | NE |
| 13 | *Notopterus notopterus* | PP | LC | NE |
| 14 | *Channa lucius* | TD | LC | NE |
| 15 | *Pristolepis grootei* | TD | LC | NE |
| 16 | *Channa micropeltes* | TD | LC | NE |
| 17 | *Anabas testudineus* | TD | LC | NE |
| 18 | *Tetraodon sp* | TD | LC | NE |
| 19 | *Macrobrachium rosenbergii* | TD | LC | NE |
| 20 | *Scylla serrata* | TD | LC | NE |
| 21 | *Moolgarda seheli* | TD | LC | NE |
| 22 | *Periophthalmidae sp* | TD | LC | NE |
| 23 | *Scatopodus argus* | TD | LC | NE |
| 24 | *Trichopodus pectoralis* | TD | LC | NE |
| 25 | *Puntius binotatus* | TD | LC | NE |
| 26 | *Dermogenys sumatrana* | TD | LC | NE |
| 27 | *Hexanematichthys sp* | TD | LC | NE |
| 28 | *Mystus sp* | TD | LC | NE |
| 29 | *Lates calcarifer* | TD | LC | NE |
| 30 | *Mystacoleucus padangensis* | TD | LC | NE |
| 31 | *Plotosus canius* | TD | LC | NE |
| 32 | *Trigonopoma pauciperforatum* | TD | LC | NE |
| 33 | *Rasbora einthovenii* | TD | LC | NE |
| 34 | *Barbodes lateristriga* | TD | LC | NE |
| 35 | *Clarias gariepinus* | TD | LC | NE |
| 36 | *Oreochromis niloticus* | TD | LC | NE |
| 37 | *Pangasianodon hypophthalmus* | TD | LC | NE |

Keterangan: LC = Least Concern; NE = Not Evaluated; TD = Tidak Dilindungi; PP = Perlindungan Penuh.
Notes: LC = Least Concern; NE = Not Evaluated; TD = Not Protected; PP = Fully Protected

Perseroan juga telah melakukan pemantauan biota laut yang tercantum dalam RKL-RPL terkait pemantauan biota laut di Pulau Bangka PT TIMAH (Persero) Tbk. Adapun biota laut yang dilakukan pemantauan di antaranya:

The Company has also conducted monitoring of marine life as outlined in the RKL-RPL regarding marine life monitoring on Bangka Island by PT TIMAH (Persero) Tbk. The marine life monitored includes, among others:

**Tabel Pemantauan Biota Laut**
Table of Marine Life Monitoring

| **Jenis Ikan**<br>Fish Type | **Famili**<br>Family | **Nama Lokal**<br>Local Name | **Lokasi**<br>Locations |
|---|---|---|---|
| *Neoglyphidodon bonang* | *Pomacentridae* | Betok Laut<br>Damselfish | Karang Kering Bedukang, Karang Pulau Simbang, Pulau Putri, Pantai Romodong, Pulau Panjang, Tanjung Berikat, Pulau Pemain, Karang Tanjung Ular<br>Bedukang Dry Coral, Simbang Island Coral, Putri Island, Romodong Beach, Panjang Island, Tanjung Berikat, Pemain Island, Tanjung Ular Coral |
| *Neoglyphidodon melas* | | | Karang Kering Bedukang, Karang Pulau Simbang, Pulau Putri<br>Bedukang Dry Coral, Simbang Island Coral, Putri Island |
| *Amblyglyphidodon curacao* | | | Karang Kering Bedukang, Karang Pulau Simbang, Karang Melantut, Pulau Panjang<br>Bedukang Dry Coral, Simbang Island Coral, Melantut Coral, Panjang Island |
| *Amblyglyphidodon indicus* | | | Pulau Panjang<br>Panjang Island |
| *Neopomacentrus cyanomos* | | | Karang Kering Bedukang, Karang Melantut<br>Bedukang Dry Coral, Melantut Coral |
| *Abudefduf bengalensis* | *Pomacentridae* | Betok Laut<br>Damselfish | Kering Bedukang, Pantai Romodong, Pulau Panjang, Pantai Tanjung Gunung Namak, Karang Malang Duyung, Pulau Pemuja, Karang Malang Lebar<br>Bedukang Dry Coral, Romodong Beach, Panjang Island, Tanjung Gunung Namak Beach, Malang Duyung Coral, Pemuja Island, Malang Lebar Coral |
| *Abudefduf sexfasciatus* | | | Pulau Lampu, Pulau Pemain<br>Lampu Island, Pemain Island |
| *Abudefduf bengalensis* | | | Pulau Lampu, Karang Malang Duyung<br>Lampu Island, Malang Duyung Coral |
| *Abudefduf lorenzi* | | | Pantai Romodong<br>Romodong Beach |
| *Pomacentrus simsiang* | | | Pulau Putri, Pulau Lampu, Karang Melantut, Pantai Tanjung Gunung Namak, Pulau Pemain, Pulau Pemuja, Karang Tanjung Ular<br>Putri Island, Lampu Island, Melantut Coral, Tanjung Gunung Namak Beach, Pemain Island, Pemuja Island, Tanjung Ular Coral |
| *Pomacentrus bankanensis* | | | Tanjung Berikat<br>Tanjung Berikat |
| *Neoglyphidodon nigroris* | | | Pulau Lampu, Karang Melantut, Pulau Panjang, Pulau Pemain, Karang Malang Duyung, Karang Malang Lebar<br>Lampu Island, Melantut Coral, Panjang Island, Pemain Island, Malang Duyung Coral, Malang Lebar Coral |
| *Neopomacentrus filamentosus* | | | Pulau Lampu, Karang Malang Duyung, Karang Malang Lebar<br>Lampu Island, Malang Duyung Coral, Malang Lebar Coral |
| *Neopomacentrus azysron* | | | Pulau Lampum Karang Melantut, Pulau Pemain, Karang Malang Duyung<br>Lampu Island, Melantut Coral, Pemain Island, Malang Duyung Coral |

## Tabel Pemantauan Biota Laut
Table of Marine Life Monitoring

| Jenis Ikan<br>Fish Type | Famili<br>Family | Nama Lokal<br>Local Name | Lokasi<br>Locations |
|---|---|---|---|
| *Plectroglyphidodon lacrymatus* | *Pomacentridae* | Betok Laut<br>Damselfish | Pulau Panjang<br>Panjang Island |
| *Abudefduf vaigiensis* | | | Karang Malang Duyung, Karang Malang Lebar<br>Malang Duyung Coral, Malang Lebar Coral |
| *Pomacentrus littoralis* | | | Pulau Pemuja<br>Pemuja Island |
| *Amphirion frenatus* | | Ikan Badut<br>Clownfish | Karang Kering Bedukang, Karang Pulau Simbang, Pulau Putri, Pulau Lampu, Karang Melantut<br>Bedukang Dry Coral, Simbang Island Coral, Putri Island, Lampu Island, Melantut Coral |
| *Amphirion ocellaris* | | | Karang Kering Bedukang, Karang Pulau Simbang, Karang Melantut, Pulau Panjang, Karang Malang Lebar<br>Bedukang Dry Coral, Simbang Island Coral, Melantut Coral, Panjang Island, Malang Lebar Coral |
| *Chromis xanthura (juv)* | | | Pulau Panjang<br>Panjang Island |
| *Amphiprion melanopus* | | | Karang Pulau Simbang, Pulau Panjang, Karang Malang Lebar<br>Simbang Island Coral, Panjang Island, Malang Lebar Coral |
| *Lutjanus carpontatus* | *Lutjanidae* | Ginggang Karang<br>Reef Mullet | Karang Kering Bedukang, Karang Pulau Simbang, Pulau Lampu, Karang Melantut, Pulau Panjang, Karang Malang Lebar, Karang Tanjung Ular<br>Bedukang Dry Coral, Simbang Island Coral, Lampu Island, Melantut Coral, Panjang Island, Malang Lebar Coral, Tanjung Ular Coral |
| *Lutjanus madras* | | Seruit<br>Snapper Fish | Karang Melantut<br>Melantut Coral |
| *Lutjanus vitta* | | | Pantai Tanjung Gunung Namak, Pulau Pemuja<br>Tanjung Gunung Namak Beach, Pemuja Island |
| *Apogon angustatus* | *Apogonidae* | Seriding Laut<br>Glassy Perchlet | Karang Kering Bedukang,<br>Bedukang Dry Coral, |
| *Apogon fleurieu* | | | Karang Kering Bedukang,<br>Bedukang Dry Coral, |
| *Apogon cavitensis* | | | Karang Pulau Simbang<br>Simbang Island Coral |
| *Apogon endekatenia* | | | Pulau Putri, Pulau Pemain, Karang Tanjung Ular<br>Putri Island, Pemain Island, Tanjung Ular Coral |
| *Apogon compressus* | | | Pulau Panjang<br>Panjang Island |
| *Apogon quinquelineatus* | | | Panjang Island |
| *Apogon sp.* | | | Karang Pulau Simbang, Pulau Lampu, Pantai Romodong, Karang Melantut, Tanjung Berikat, Pulau Pemain<br>Simbang Island Coral, Lampu Island, Romodong Beach, Melantut Coral, Tanjung Berikat, Pemain Island |
| *Cheilodipterus artus* | | - | Karang Melantut<br>Melantut Coral |
| *Siganus guttatus* | *Siganidae* | Libem<br>Threadfin Bream | Karang Melantut<br>Melantut Coral |
| *Siganus virgatus* | | - | Karang Pulau Simbang<br>Simbang Island Coral |

## Tabel Pemantauan Biota Laut
Table of Marine Life Monitoring

| **Jenis Ikan**<br>Fish Type | **Famili**<br>Family | **Nama Lokal**<br>Local Name | **Lokasi**<br>Locations |
|---|---|---|---|
| *Choerodon anchorago* | *Labridae* | Jejeli<br>Fish Rabbitfish | Karang Kering Bedukang, Pantai Romodong,<br>Bedukang Dry Coral, Romodong Beach, |
| *Halichoeres leucurus* | | | Karang Kering Bedukang, Karang Pulau Simbang<br>Bedukang Dry Coral, Simbang Island Coral |
| *Cheilinus fasciatus* | | | Karang Melantut<br>Melantut Coral |
| *Halichoeres dussumieri* | | | Pulau Putri, Pulau Lampu, Pantai Romodong, Karang Melantut, Tanjung Berikat, Pantai Tanjung Gunung Namak, Karang Malang Duyung, Pulau Pemuja, Karang Malang Lebar, Karang Tanjung Ular<br>Putri Island, Lampu Island, Romodong Beach, Melantut Coral, Tanjung Berikat, Tanjung Gunung Namak Beach, Malang Duyung Coral, Pemuja Island, Malang Lebar Coral, Tanjung Ular Coral |
| *Hemigymnus melapterus* | | | Karang Malang Duyung<br>Malang Duyung Coral |
| *Halichoeres bicolor* | | Ketarap<br>Spangled Emperor | Pulau Putri, Pulau Lampu, Pulau Panjang, Karang Malang Lebar<br>Putri Island, Lampu Island, Panjang Island, Malang Lebar Coral |
| *Choerodon schoenleinii* | | | Karang Melantut<br>Melantut Coral |
| *Halichoeres leucurus* | | | Pulau Putri, Karang Melantut<br>Putri Island, Melantut Coral |
| *Caesio cuning* | *Casionidae* | Ikan Dela<br>Yellowstripe Scad | Karang Kering Bedukang, Karang Pulau Simbang, Pulau Putri, Pulau Lampu, Karang Melantut, Pulau Panjang, Karang Malang Lebar, Karang Tanjung Ular<br>Bedukang Dry Coral, Simbang Island Coral, Putri Island, Lampu Island, Melantut Coral, Panjang Island, Malang Lebar Coral, Tanjung Ular Coral |
| *Chaetodon octofasciatus* | *Chaetodontidae* | Kepe-kepe<br>Butterflyfish | Karang Kering Bedukang, Karang Pulau Simbang, Pulau Putri, Pulau Lampu, Karang Melantut, Pulau Panjang, Tanjung Berikat, Pantai Tanjung Gunung Namak, Pulau Pemain, Karang Malang Duyung, Pulau Pemuja, Karang Malang Lebar, Karang Tanjung Ular<br>Bedukang Dry Coral, Simbang Island Coral, Putri Island, Lampu Island, Melantut Coral, Panjang Island, Tanjung Berikat, Tanjung Gunung Namak Beach, Pemain Island, Malang Duyung Coral, Pemuja Island, Malang Lebar Coral, Tanjung Ular Coral |
| *Chelmon rostratus* | | | Karang Kering Bedukang, Karang Pulau Simbang, Karang Melantut, Pulau Panjang, Karang Malang Duyung<br>Bedukang Dry Coral, Simbang Island Coral, Melantut Coral, Panjang Island, Malang Duyung Coral |
| *Chaetodon decussatus* | | | Karang Melantut<br>Melantut Coral |
| *Plectorhinchus chaetodonoides* | *Haemullidae* | Seminyak Banten<br>Harlequin Sweetlips | Pulau Putri<br>Putri Island |
| *Cephalopholis boenak* | *Serranidae* | Kerapu<br>Grouper | Karang Melantut, Tanjung Berikat, Pantai Tanjung Gunung Namak, Pulau Pemain<br>Melantut Coral, Tanjung Berikat, Tanjung Gunung Namak Beach, Pemain Island |
| *Scolopsis ciliatus* | *Nempiteridae* | Kerisi Pasir<br>Saw-jawed monocle bream | Karang Melantut<br>Melantut Coral |

**Tabel Pemantauan Biota Laut**
Table of Marine Life Monitoring

| Jenis Ikan<br>Fish Type | Famili<br>Family | Nama Lokal<br>Local Name | Lokasi<br>Locations |
|---|---|---|---|
| *Scarus ghobban* | *Scaridae* | - | Karang Melantut<br>Melantut Coral |
| *Scarus frenatus* | | - | Karang Malang Duyung<br>Malang Duyung Coral |
| *Selaroides leptolepis* | *Carangidae* | Ciw<br>Yellowstripe Scad | Karang Melantut<br>Melantut Coral, |
| *Sargocentron rubrum* | *Holocentridae* | Ire<br>Redcoat | Pulau Panjang<br>Panjang Island |
| *Taeniura iymma* | *Dasyatidae* | Pari<br>Bluespotted Ribbontail Ray | Pulau Panjang<br>Panjang Island |
| *Pentapodus setosus* | *Nemipteridae* | Kerisi Ijau<br>Butterfly Whiptail | Pantai Tanjung Gunung Namak<br>Tanjung Gunung Namak Beach |
| *Upenus tragula* | *Mullidae* | Bijik Nangkak<br>Freckled Goatfish | Karang Tanjung Ular<br>Tanjung Ular Coral |

## PELESTARIAN SATWA

Perseroan berkomitmen juga dalam menjaga kelestarian satwa nasional. Sejak tahun 2018 Perseroan bekerjasama dengan Pusat Penyelamatan Satwa (PPS) Alobi Foundation dalam upaya penyelamatan, rehabilitasi hingga pelepasliaran satwa liar yang meliputi penyu lekang, bulus/labi-labi, kura-kura pipi putih, kukang, ayam jembang, mentilin, trenggiling, ular red dippong, dan burung hantu, dan lainnya sejak 2019 sampai 2025 yaitu sebanyak 3.169 satwa ke habitat alaminya. Lokasi PPS berada pada Kampoeng Reklamasi Air Jangkang Kabupaten Bangka seluas 4 hektare. Perseroan berperan dalam menyediakan lahan, sarana prasarana seperti kandang, serta operasional kegiatan PPS. Beberapa satwa yang pernah direhabilitasi adalah beruang madu, kakak tua, burung merak, rusa sambar, owa, kukang bangka, mentilin, binturong, serta buaya muara.

## WILDLIFE CONSERVATION

The Company is also committed to preserving national wildlife. Since 2018, The Company has been collaborating with the Alobi Foundation's Wildlife Rescue Center (PPS) in efforts ranging from rescue and rehabilitation to the release of wild animals, including hawksbill sea turtles, soft-shelled turtles, white-cheeked turtles, slow lorises, crested mynas, mentilin, pangolins, red dippong snakes, and owls, and others since 2019 until 2025 with a total of 3,169 animals back into their natural habitats. The PPS is located in Kampoeng Reklamasi Air Jangkang, Bangka Regency, and spans an area of 4 hectares. The Company plays a role in providing land, infrastructure such as enclosures, and operational support for PPS activities. Some of the animals that have been rehabilitated include sun bears, hornbills, peacocks, sambar deer, gibbons, Bangka slow lorises, mentilin, binturongs, and estuarine crocodiles.



Konservasi Rusa PT TIMAH (Persero) Tbk, Belitung

## REKLAMASI DAN REHABILITASI PASCATAMBANG [ICMM 6.1]

Perseroan menyadari bahwa kegiatan usaha penambangan terbuka memiliki dampak langsung terhadap lingkungan sekitar, termasuk hilangnya vegetasi yang dapat memengaruhi ketersediaan oksigen serta menurunkan kapasitas penyerapan karbon. Oleh karena itu, Perseroan secara konsisten melaksanakan program reklamasi dan rehabilitasi sebagai bagian dari upaya pemulihan ekosistem lahan serta perlindungan terhadap spesies flora dan fauna. Dalam pelaksanaannya, Perseroan berkomitmen untuk mematuhi seluruh ketentuan peraturan perundang-undangan yang berlaku terkait kegiatan reklamasi dan rehabilitasi

Selama tahun 2025, terdapat pelaksanaan program reklamasi dan rehabilitasi pada lahan pasca penambangan di beberapa lokasi berdasarkan hasil pemeriksaan kinerja operasi penambangan oleh tim Operasi Produksi. Seluruh rencana reklamasi yang dilakukan sudah berdasarkan dokumen Rencana Reklamasi yang di setujui oleh Kementerian ESDM. Luasan rencana reklamasi tahun 2024 yang tertuang di dalam Dokumen Rencana Reklamasi adalah seluas 560,79 Ha. Namun demikian, berdasarkan rencana reklamasi di tahun 2025, terdapat sekitar 206,74 Ha belum direhabilitasi dari rencana yang ditetapkan sejak 2015 sampai 2025 yaitu sebesar 4.172,68 Ha.

Pelaksanaan program reklamasi dan rehabilitasi pasca penambangan dikelola oleh Divisi HSE & Sustainability. Perseroan melaksanakan kegiatan reklamasi dan pascatambang dengan mengacu pada Keputusan Menteri Energi dan Sumber Daya Mineral Nomor 1827 K/30/MEM/2018 Lampiran VI tentang Pedoman Pelaksanaan Reklamasi serta Kegiatan Pascatambang dan Pascaoperasi pada Usaha Pertambangan Mineral dan Batubara. Proses perencanaan penutupan tambang hingga pelaksanaan reklamasi pascatambang dilakukan secara terstruktur dan diawasi melalui mekanisme pelaporan rutin kepada instansi yang berwenang sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. Sepanjang tahun 2025, Perseroan telah merealisasikan biaya reklamasi sebesar Rp17.805.827.714 sebagai bentuk komitmen terhadap pemulihan lingkungan secara berkelanjutan.

Pengelolaan lingkungan dalam bentuk reklamasi yang telah disusun per 2015 - 2025 yaitu 4.172,68 Ha. Reklamasi tambang darat yang Perseroan lakukan dengan metodologi revegetasi dengan sistem pot. Sepanjang tahun 2025, Perseroan telah mencapai rencana reklamasi sebesar 85,7%. Tidak tercapainya rencana reklamasi di tahun

## POST-MINING RECLAMATION AND REHABILITATION [ICMM 6.1]

The Company recognizes that open-pit mining activities have direct impacts on the surrounding environment, including the loss of vegetation, which can affect oxygen availability and reduce carbon sequestration capacity. Therefore, the Company consistently implements reclamation and rehabilitation programs as part of its efforts to restore land ecosystems and protect flora and fauna species. In its implementation, the Company is committed to complying with all applicable laws and regulations related to reclamation and rehabilitation activities.

Throughout 2025, reclamation and rehabilitation programs were implemented on post-mining land at several locations based on the results of mining operational performance assessments conducted by the Production Operations team. All reclamation plans implemented were based on Reclamation Plan documents approved by the Ministry of Energy and Mineral Resources (MEMR). The planned reclamation area for 2024, as stipulated in the Reclamation Plan Document, covers an area of 560.79 hectares. However, based on the 2025 reclamation plan, approximately 206.74 hectares remained unreclaimed from the cumulative reclamation plan for the period from 2015 to 2025, covering an area of 4,172.68 hectares.

The implementation of post-mining reclamation and rehabilitation programs is managed by the HSE & Sustainability Division. The Company carries out reclamation and post-mining activities in accordance with the Decree of the Minister of Energy and Mineral Resources No. 1827 K/30/MEM/2018, Appendix VI, on Guidelines for the Implementation of Reclamation and Post-Mining and Post-Operational Activities in Mineral and Coal Mining Businesses. The mine closure planning process through to post-mining reclamation implementation is conducted in a structured manner and monitored through routine reporting mechanisms to the relevant authorities in compliance with applicable regulatory requirements. Throughout 2025, the Company realized reclamation expenditures totalling Rp17,805,827,714 as part of its commitment to sustainable environmental restoration.

Environmental management in the form of reclamation planned for the period 2015–2025 totalled 4,172.68 hectares. The Company conducts onshore mine reclamation using a revegetation methodology with a pot-based system. Throughout 2025, the Company achieved 85.7% of its reclamation plan target. The shortfall in achieving

2025 disebabkan oleh adanya penambangan ilegal di area reklamasi dan konflik kepemilikan lahan. Perseroan melakukan pengukuran secara rutin pada setiap tahun untuk mengukur luas rencana reklamasi yang akan dilakukan. Luas rencana reklamasi dilakukan berdasarkan dokumen rencana reklamasi yang telah mendapat persetujuan dari Kementerian ESDM. Adapun rincian rencana dan realisasi reklamasi sebagai berikut.

the reclamation target in 2025 was primarily due to illegal mining activities within reclamation areas and land ownership disputes. The Company conducts routine annual measurements to determine the extent of planned reclamation activities. The planned reclamation area is determined based on the Reclamation Plan documents approved by the Ministry of Energy and Mineral Resources. Details of the reclamation plan and realization are as follows.

**Tabel Rencana dan Realisasi Reklamasi PT TIMAH (Persero) Tbk**
Table of Reclamation Planned and Actual Results for PT TIMAH (Persero) Tbk

| **Wilayah IUP** IUP Area | **Luas Rencana Reklamasi Tahun 2015-2025 (Ha)** Planned Reclamation Area 2015–2025 (Ha) | **Luas Realisasi Reklamasi Tahun 2015-2025 (Ha)** Actual Reclamation Area 2015–2025 (Ha) | **Luas Rencana** Reklamasi Tahun 2015-2024 (Ha) Planned Reclamation Area 2015–2024 (Ha) | **Luas Realisasi** Reklamasi Tahun 2015-2024 (Ha) Actual Reclamation Area 2015–2024 (Ha) | **Luas Rencana** Reklamasi Tahun 2015-2023 (Ha) Planned Reclamation Area 2015–2023 (Ha) | **Luas Realisasi** Reklamasi Tahun 2015-2023 (Ha) Actual Reclamation Area 2015–2023 (Ha) |
|---|---|---|---|---|---|---|
| Bangka | 1.123,13 | 916.35 | 964,2 | 833,99 | 829 | 834 |
| Bangka Barat West Bangka | 633,45 | 514.23 | 492,14 | 461,75 | 432 | 450 |
| Bangka Tengah Central Bangka | 245,95 | 224.31 | 216,1 | 221,25 | 205 | 209,5 |
| Bangka Selatan South Bangka | 175,22 | 168.75 | 160,1 | 153,58 | 153,5 | 153,28 |
| Belitung | 281,92 | 269.33 | 251,5 | 247,9 | 226,5 | 232,5 |
| Belitung Timur East Belitung | 748,05 | 659.01 | 653,65 | 532,04 | 586 | 532,04 |
| Lintas Kabupaten Inter-Regency | 964,96 | 823.8 | 874,2 | 771,22 | 784 | 755,37 |
| **Jumlah Total** | **4.172,68** | **3.575,78** | **3.611,89** | **3.221,73** | **3.216** | **3.116,37** |

Perseroan senantiasa memperkuat mekanisme pelibatan pemangku kepentingan dalam upaya penyelesaian sengketa lahan dan pengamanan area reklamasi. Dalam penyelesaian sengketa lahan, Perseroan bekerja sama dengan Kejaksaan untuk memastikan proses penyelesaian berjalan sesuai ketentuan hukum yang berlaku. Sementara itu, dalam pengamanan area operasional dan reklamasi, Perusahaan berkolaborasi dengan Kepolisian tidak hanya untuk meningkatkan pengawasan, tetapi juga untuk melakukan penertiban terhadap aktivitas pertambangan ilegal (*illegal mining*). Melalui kolaborasi ini, Perseroan berupaya mendukung tercapainya target restorasi habitat secara optimal.

The Company continuously strengthens its stakeholder engagement mechanisms in efforts to resolve land disputes and secure reclamation areas. In resolving land disputes, the Company collaborates with the Attorney General's Office to ensure that the resolution process proceeds in accordance with applicable laws. Meanwhile, in securing operational and reclamation areas, the Company collaborates with the Police not only to enhance surveillance but also to crack down on illegal mining activities. Through this collaboration, the Company strives to support the optimal achievement of habitat restoration targets.

## REKLAMASI TAMBANG LAUT

Dalam memitigasi potensi dampak negatif, Perseroan senantiasa melaksanakan reklamasi tambang laut mengacu pada dokumen Rencana Reklamasi Laut yang mencakup:

1. Perairan Laut Bangka (Surat Kementerian ESDM No. 472/37.06/DJB/2020 tanggal 14 April 2020): Izin Usaha Pertambangan (IUP) Laut di Kabupaten Bangka, Kabupaten Bangka Barat, Kabupaten Bangka Tengah, Kabupaten Bangka Selatan, dan IUP Laut Lintas Kabupaten.
2. Perairan Laut Karimun Kundur (Surat Kementerian ESDM No. 68/MB.07.09/DJB/2021 tanggal 12 Januari 2021): Mencakup Pulau Kundur dan Pulau Karimun.

Reklamasi tambang laut yang Perseroan lakukan merujuk pada standar Internal Perusahaan.

## OFFSHORE MINE RECLAMATION

In order to mitigate potential negative impacts, the Company consistently implements offshore mine reclamation activities in accordance with the Offshore Reclamation Plan documents, which include:

1. Bangka Sea Waters (Ministry of Energy and Mineral Resources Letter No. 472/37.06/DJB/2020 dated April 14, 2020): Covering Offshore Mining Business Licenses (IUP) in Bangka Regency, West Bangka Regency, Central Bangka Regency, South Bangka Regency, and inter-regency offshore IUP areas.
2. Karimun Kundur Sea Waters (Ministry of Energy and Mineral Resources Letter No. 68/MB.07.09/DJB/2021 dated January 12, 2021): Covering Kundur Island and Karimun Island.

The Company's offshore mine reclamation activities are conducted in accordance with the Company's internal standards.

**Tabel Akumulasi Realisasi Reklamasi Tambang Laut Wilayah Bangka & Karimun Kundur 2025**
Table of Accumulated Realization of Offshore Mining Reclamation in the Bangka & Karimun Kundur Areas, 2025

| **IUP Laut**<br>Offshore IUP | **Kegiatan Reklamasi Laut**<br>Offshore Reclamation Activity | **Satuan**<br>Unit | **2017-2025** | |
|---|---|---|---|---|
| | | | **Rencana**<br>Plan | **Realisasi**<br>Realization |
| Bangka | *Artificial Reef* | Unit<br>Units | 9.600 | 9.600 |
| Bangka | *Restocking* Cumi/sotong<br>Squid/Cuttlefish Restocking | Ekor<br>Squids | 100.000 | 44.447 |
| Karimun Kundur | Penanaman Mangrove<br>Mangrove Planting | Hektar<br>Hectare | 13,8 | 14,31 |
| Karimun Kundur | Penahan Abrasi<br>Coastal Erosion Barrier | Meter<br>Meters | 3.410 | 2.710 |
| Karimun Kundur | *Restocking* Kepiting<br>Crab Restocking | Ekor<br>Crabs | 5.600 | 5.600 |

**Tabel Akumulasi Realisasi Reklamasi Tambang Laut Wilayah Bangka & Karimun Kundur 2024**
Table of ccxxAccumulated Realization of Offshore Mining Reclamation in the Bangka & Karimun Kundur Areas, 2024

| **IUP Laut**<br>Offshore IUP | **Kegiatan Reklamasi Laut**<br>Offshore Reclamation Activity | **Satuan**<br>Unit | **2017-2024** | |
|---|---|---|---|---|
| | | | **Rencana**<br>Plan | **Realisasi**<br>Realization |
| Bangka | *Artificial Reef* | Unit<br>Units | 1.920 | 1.920 |
| Bangka | *Restocking* Cumi/sotong<br>Squid/Cuttlefish Restocking | Ekor<br>Squids | 20.000 | - |
| Karimun Kundur | Penanaman Mangrove<br>Mangrove Planting | Hektar<br>Hectare | 2,5 | 2,5 |
| Karimun Kundur | Penahan Abrasi<br>Coastal Erosion Barrier | Meter<br>Meters | 400 | - |
| Karimun Kundur | *Restocking* Kepiting<br>Crab Restocking | Ekor<br>Crabs | 1.400 | 1.400 |

### Tabel Akumulasi Realisasi Reklamasi Tambang Laut Wilayah Kepulauan Riau 2017-2023
Table of Accumulated Realization of Offshore Mining Reclamation in the Riau Islands Area, 2017–2023

| **IUP Laut** Offshore IUP | **Kegiatan Reklamasi Laut** Offshore Reclamation Activity | **Satuan** Unit | **2017-2025** | | **2017-2024** | | **2017-2023** | | **2017-2022** | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | **Rencana** Plan | **Realisasi** Realization | **Rencana** Plan | **Realisasi** Realization | **Rencana** Plan | **Realisasi** Realization | **Rencana** Plan | **Realisasi** Realization |
| Kundur | Penanaman Mangrove Mangrove Planting | Ha | 12,3 | 12,81 | 11,3 | 10,81 | 9,3 | 8,81 | 8,3 | 8,81 |
| | Pemasangan Penahan Abrasi Coastal Erosion Barrier | Meter Meters | 3.010 | 2.510 | 2.710 | 2.260 | 2.410 | 2.260 | 2.060 | 2.260 |
| Kundur | *Restocking* Kepiting Crab Restocking | Ekor Crabs | 4.000 | 4.000 | 3.000 | 2.600 | 2.000 | 1.600 | 1.000 | 1.000 |
| Karimun | Penanaman Mangrove Mangrove Planting | Ha | 1,5 | 1,5 | 1,0 | 0,5 | 0,5 | - | - | - |
| | Pemasangan Penahan Abrasi Coastal Erosion Barrier | Meter Meters | 400 | 200 | 300 | 100 | 200 | 100 | 100 | 100 |
| | Restocking Kepiting Crab Restocking | Ekor Crabs | 1.600 | 1.600 | 1.200 | 1.200 | 800 | 800 | 400 | 400 |
| | Pemantauan Kualitas Air Laut Seawater Quality Monitoring | Titik Spots | 300 | 285 | 300 | 285 | 300 | 285 | 300 | 285 |

### Tabel Habitat Laut yang Dilindungi/Direstorasi Tahun 2025
Table of Protected/Restored Marine Habitats in 2025

| **Jenis Program di Laut** Type of Marine Program | **Lokasi** Location | **Satuan** Unit | **Jumlah Realisasi Restorasi pada Tahun Pelaporan** Total Restoration Realization in the Reporting Year | **Jumlah Rencana Restorasi di Tahun Pelaporan** Total Planned Restoration in the Reporting Year | **Kerja Sama dengan Pihak Ketiga dalam Pengelolaan** Cooperation with Third Parties in Management | **Status Realisasi (%)** Realization Status (%) |
|---|---|---|---|---|---|---|
| *Artificial Reef* | Perairan Kabupaten Bangka Waters of Bangka Regency | Unit Units | 780 | 780 | CV Sayang Babel | 100% |
| | Perairan Kabupaten Bangka Barat Waters of West Bangka Regency | Unit Units | 720 | 720 | | 100% |
| | Perairan Kabupaten Bangka Tengah Waters of Central Bangka Regency | Unit Units | 300 | 300 | | 100% |
| | Perairan Kabupaten Bangka Selatan Waters of South Bangka Regency | Unit Units | 120 | 120 | | 100% |

## Tabel Habitat Laut yang Dilindungi/Direstorasi Tahun 2025
Table of Protected/Restored Marine Habitats in 2025

| **Jenis Program di Laut** Type of Marine Program | **Lokasi** Location | **Satuan** Unit | **Jumlah Realisasi Restorasi pada Tahun Pelaporan** Total Restoration Realization in the Reporting Year | **Jumlah Rencana Restorasi di Tahun Pelaporan** Total Planned Restoration in the Reporting Year | **Kerja Sama dengan Pihak Ketiga dalam Pengelolaan** Cooperation with Third Parties in Management | **Status Realisasi (%)** Realization Status (%) |
|---|---|---|---|---|---|---|
| *Restocking* Cumi-cumi Squid Restocking | Pantai Tuing, Pantai Kualo, Pantai Pukan, Pantai Air Anyer, Pantai Mutiara Tikus Tuing Beach, Kualo Beach, Pukan Beach, Air Anyer Beach, Mutiara Tikus Beach | Ekor Squids | 4.012 | 20.000 | CV Sayang Babel, PT AMAL | 20,06% |
| Penanaman Mangrove Mangrove Plantin | Pantai Gemuruh, Pantai Teluk Dalam, Pantai Mata Air, Pantai Pongkar, Pantai Pelambung Gemuruh Beach, Teluk Dalam Beach, Mata Air Beach, Pongkar Beach, Pelambung Beach | Ha | 3,0 | 1,5 | PT AMAL, pengadaan setempat local procurement | 200% |
| Penahan Abrasi Coastal Erosion Barrier | Pantai Sawang Sawang Beach | Meter Meters | 150 | 400 | CV Zalika Bersaudara | 87,50% |
| | Pantai Pongkar Pongkar Beach | | 100 | | | |
| | Pantai Sawang Sawang Beach | | 100 | | CV Karya Sejahtera Abadi | |
| *Restocking* Kepiting Bakau Mangrove Crab Restocking | Laut Pantai Teluk Dalam Offshore Waters of Teluk Dalam Beach | Ekor Crabs | 300 | 1.400 | PT AMAL pengadaan setempat local procurement | 128,57% |
| | Laut Pulau Kenipaan Offshore Waters of Kenipaan Island | | 700 | | | |
| | Laut Tanjung Tiram Offshore Waters of Tanjung Tiram | | 400 | | | |
| | Laut Pulau Nangka Offshore Waters of Nangka Island | | 400 | | | |

## Tabel Habitat Laut yang Dilindungi/Direstorasi Tahun 2024
Table of Protected/Restored Marine Habitats in 2024

| **Jenis Program di Laut** Type of Marine Program | **Lokasi** Location | **Satuan** Unit | **Jumlah Realisasi Restorasi pada Tahun Pelaporan** Total Restoration Realization in the Reporting Year | **Jumlah Rencana Restorasi di Tahun Pelaporan** Total Planned Restoration in the Reporting Year | **Kerja Sama dengan Pihak Ketiga dalam Pengelolaan** Cooperation with Third Parties in Management | **Status Realisasi (%)** Realization Status (%) |
|---|---|---|---|---|---|---|
| *Artificial Reef* | Perairan Kabupaten Bangka<br>Waters of Bangka Regency | Unit<br>Units | 780 | 780 | PT AMAL | 100% |
| | Perairan Kabupaten Bangka Barat<br>Waters of West Bangka Regency | Unit<br>Units | 720 | 720 | | 100% |
| | Perairan Kabupaten Bangka Tengah<br>Waters of Central Bangka Regency | Unit<br>Units | 300 | 300 | | 100% |
| | Perairan Kabupaten Bangka Selatan<br>Waters of South Bangka Regency | Unit<br>Units | 120 | 120 | | 100% |
| *Restocking* Cumi-cumi<br>Squid Restocking | Pantai Kuala, Pantai Punggur Kabupaten Bangka<br>Kuala Beach and Punggur Beach, Bangka Regency | Ekor<br>Squids | 0 | 20.000 | CV Sayang Babel | 0% |
| Penanaman Mangrove<br>Mangrove Plantin | Pantai Teluk Dalam, Pantai Gemuruh, Pantai Batu Kucing, Pantai Monos, Pantai Pelambung<br>Teluk Dalam Beach, Gemuruh Beach, Batu Kucing Beach, Monos Beach, and Pelambung Beach | Ha | 2,5 | 2,5 | - | 100% |
| Penahan Abrasi<br>Coastal Erosion Barrier | Pantai Desa Kundur<br>Coastal Area of Kundur Village | Meter<br>Meters | - | 200 | - | 0% |
| | Pantai Desa Sawang<br>Coastal Area of Sawang Village | Meter<br>Meters | - | 100 | - | 0% |
| | Pantai Pongkar<br>Pongkar Beach | Meter<br>Meters | - | 100 | - | 0% |
| *Restocking* Kepiting Bakau<br>Mangrove Crab Restocking | Pulau Timun Desa Kundur<br>Timun Island, Kundur Village | Ekor<br>Crabs | 400 | 1.000 | PT AMAL | 100% |
| | Laut Pulau Kenipaan Desa Gemuruh<br>Offshore Waters of Kenipaan Island, Gemuruh Village | Ekor<br>Crabs | 180 | | - | |
| | Laut Batu Kucing Desa Gemuruh<br>Offshore Waters of Batu Kucing, Gemuruh Village | Ekor<br>Crabs | 420 | | | |
| | Laut Tanjung Tiram<br>Offshore Waters of Tanjung Tiram | Ekor<br>Crabs | 400 | 400 | - | 100% |

## Tabel Habitat Laut yang Dilindungi/Direstorasi Tahun 2023
Table of Protected/Restored Marine Habitats in 2023

| **Jenis Program di Laut** Type of Marine Program | **Lokasi** Location | **Satuan** Unit | **Jumlah Realisasi Restorasi pada Tahun Pelaporan** Total Restoration Realization in the Reporting Year | **Jumlah Rencana Restorasi di Tahun Pelaporan** Total Planned Restoration in the Reporting Year | **Kerja Sama dengan Pihak Ketiga dalam Pengelolaan** Cooperation with Third Parties in Management | **Status Realisasi (%)** Realization Status (%) |
|---|---|---|---|---|---|---|
| *Artificial Reef* | Perairan Kabupaten Bangka<br>Waters of Bangka Regency | Unit<br>Units | 780 | 780 | PT Timah Agro Manunggal | 100% |
| | Perairan Kabupaten Bangka Barat<br>Waters of West Bangka Regency | Unit<br>Units | 720 | 720 | | 100% |
| *Artificial Reef* | Perairan Kabupaten Bangka Tengah<br>Waters of Central Bangka Regency | Unit<br>Units | 300 | 300 | PT Timah Agro Manunggal | 100% |
| | Perairan Kabupaten Bangka Selatan<br>Waters of South Bangka Regency | Unit<br>Units | 120 | 120 | | 100% |
| *Restocking* Cumi-cumi<br>Squid Restocking | Pantai Kuala, Pantai Punggur Kabupaten Bangka<br>Kuala Beach and Punggur Beach, Bangka Regency | Ekor<br>Squids | 289 | 20.000 | CV Sayang Babel | 1,45% |
| Penanaman Mangrove<br>Mangrove Plantin | Pantai Teluk Dalam, Pantai Desa Gemuruh, Pantai Pongkar, Pantai Pelambung<br>Teluk Dalam Beach, Gemuruh Village Beach, Pongkar Beach, and Pelambung Beach | Ha | - | 1,5 | - | 0% |
| Penahan Abrasi<br>Coastal Erosion Barrier | Pantai Desa Kundur<br>Coastal Area of Kundur Village | Meter | 200 | 200 | - | 100% |
| | Pantai Desa Sawang<br>Coastal Area of Sawang Village | Meter | - | 150 | - | 0% |
| | Pantai Pongkar<br>Pongkar Beach | Meter | - | 150 | - | 0% |
| *Restocking* Kepiting Bakau<br>Mangrove Crab Restocking | Pantai Kenipaan<br>Kenipaan Beach | Ekor | 300 | 1.000 | - | 60% |
| | Pulau Nangka<br>Nangka Island | Ekor | 300 | | - | |
| | Tanjung Buluh Kasap<br>Buluh Kasap Cape | Ekor | 400 | 400 | - | 100% |

## Tabel Akumulasi Realisasi Reklamasi Tambang Laut Wilayah Kepulauan Bangka Belitung 2016 - 2025

Table of Accumulated Realization of Offshore Mining Reclamation in the Bangka Belitung Islands Area, 2016–2025

| **IUP Laut** Offshore IUP | **Kegiatan Reklamasi Laut** Offshore Reclamation Activities | **Satuan** Unit | 2016-2023 | | 2016-2022 | |
|---|---|---|---|---|---|---|
| | | | **Rencana** Plan | **Realisasi** Realization | **Rencana** Plan | **Realisasi** Realization |
| Bangka | *Fish Shelter* | Unit Units | 985 | 915 | 985 | 915 |
| | Transplantasi Karang Coral Transplantation | Unit Units | 475 | 475 | 475 | 475 |
| | *Artificial Reef* | Unit Units | 2.700 | 2.700 | 2.160 | 2.160 |
| | Restocking Cumi-cumi Squid Restocking | Ekor Squids | 100.000 | 44.447 | 80.000 | 40.435 |
| Bangka Barat West Bangka | *Fish Shelter* | Unit Units | 880 | 780 | 880 | 780 |
| | Transplantasi Karang Coral Transplantation | Unit Units | 300 | 300 | 300 | 300 |
| | *Artificial Reef* | Unit Units | 1.200 | 1.200 | 960 | 960 |
| Bangka Tengah Central Bangka | *Fish Shelter* | Unit Units | 75 | 0 | 75 | 0 |
| | Transplantasi Karang Coral Transplantation | Unit Units | 50 | 0 | 50 | 0 |
| | *Artificial Reef* | Unit Units | 300 | 300 | 240 | 240 |
| Bangka Selatan South Bangka | *Fish Shelter* | Unit Units | 360 | 360 | 360 | 360 |
| | Transplantasi Karang Coral Transplantation | Unit Units | 0 | 0 | 0 | 0 |
| | *Artificial Reef* | Unit Units | 600 | 600 | 480 | 480 |
| Lintas Kabupaten Inter-Regency | *Fish Shelter* | Unit Units | 1.050 | 1.050 | 1.050 | 1.050 |
| | Transplantasi Karang Coral Transplantation | Unit Units | 700 | 700 | 700 | 700 |
| | *Artificial Reef* | Unit Units | 4.800 | 4.800 | 3.840 | 3.840 |

### Tabel Akumulasi Realisasi Reklamasi Tambang Laut Wilayah Kepulauan Bangka Belitung 2016 - 2023
Table of Accumulated Realization of Offshore Mining Reclamation in the Bangka Belitung Islands Area, 2016–2023

| **IUP Laut** Offshore IUP | **Kegiatan Reklamasi Laut** Offshore Reclamation Activities | **Satuan** Unit | 2016-2023 | | 2016-2022 | |
|---|---|---|---|---|---|---|
| | | | **Rencana** Plan | **Realisasi** Realization | **Rencana** Plan | **Realisasi** Realization |
| Bangka | Fish Shelter | Unit Units | 985 | 915 | 985 | 915 |
| | Transplantasi Karang | Unit Units | 475 | 475 | 475 | 475 |
| | Artificial Reef | Unit Units | 1.620 | 1.620 | 1.080 | 1.080 |
| | Restocking Cumi-cumi | Ekor Squids | 60.000 | 40.435 | 40.000 | 40.146 |
| Bangka Barat West Bangka | *Fish Shelter* | Unit Units | 880 | 780 | 880 | 780 |
| | Transplantasi Karang Coral Transplantation | Unit Units | 300 | 300 | 300 | 300 |
| | *Artificial Reef* | Unit Units | 720 | 720 | 480 | 480 |
| Bangka Tengah Central Bangka | *Fish Shelter* | Unit Units | 75 | - | 75 | - |
| | Transplantasi Karang Coral Transplantation | Unit Units | 50 | - | 50 | - |
| | *Artificial Reef* | Unit Units | 180 | 180 | 120 | 120 |
| Bangka Selatan South Bangka | *Fish Shelter* | Unit Units | 360 | 360 | 360 | 360 |
| | Transplantasi Karang Coral Transplantation | Unit Units | - | - | - | - |
| | *Artificial Reef* | Unit Units | 360 | 360 | 240 | 240 |
| Lintas Kabupaten Inter-Regency | *Fish Shelter* | Unit Units | 1.050 | 1.050 | 1.050 | 1.050 |
| | Transplantasi Karang Coral Transplantation | Unit Units | 700 | 700 | 700 | 700 |
| | *Artificial Reef* | Unit Units | 2.880 | 2.880 | 1.920 | 1.920 |

### Tabel Habitat Daerah Aliran Sungai yang Dilindungi/Direstorasi Tahun 2025
Table of Watershed Habitat Protected/Restored in 2025

| **Jenis Program** Program Type | **Rehabilitasi DAS** Watershed Rehabilitation |
|---|---|
| Jumlah Total Area | 54,17 Ha Watershed Rehabilitation |
| Lokasi Location | Bangka Belitung |
| Jumlah Rencana Area yang Ditanam Planned Planting Area | 623 Ha |
| Status Realisasi Realization Status | 443,87 Ha |
| Kerja Sama dengan Pihak Ketiga dalam Pengelolaan Cooperation with Third Party in Management | PT. Timah Agro Manunggal |

# ASPEK AIR

## PENGGUNAAN AIR [OJK F.8, GRI 303-1, 14.7.2, 303-3, 14.7.4, GRI 303-5, 14.7.6, ICMM 6.2]

Dalam menjalankan aktivitas operasionalnya, Perseroan memanfaatkan sumber daya air untuk berbagai keperluan, antara lain kegiatan penambangan bijih timah, penyemprotan area transportasi guna mengurangi debu, serta kebutuhan domestik di lokasi operasional maupun di kantor. Sumber air yang digunakan Perseroan berasal dari berbagai media, meliputi air sungai, air tanah, dan air hujan.

Perseroan memanfaatkan air hujan dengan menampungnya di kolam endapan maupun memanfaatkan sumber air permukaan, sebagai bagian dari upaya menjalankan program rehabilitasi lahan secara konsisten. Program rehabilitasi ini bertujuan untuk meningkatkan daya dukung ekosistem sekaligus menjaga ketersediaan air di sekitar wilayah operasi. Selain itu, Perseroan telah menetapkan kawasan penyangga (*buffer zone*) guna mengurangi dampak kegiatan penambangan serta mempercepat pemulihan kondisi lahan sesuai peruntukannya. Kawasan penyangga ini terletak di sekitar wilayah yang berbatasan langsung dengan hutan lindung, daerah aliran sungai, dan area revegetasi yang telah berhasil dikembalikan menjadi hutan tropis, lengkap dengan populasi satwa liar yang dapat berkembang secara bebas.

Perseroan menyadari bahwa air merupakan sumber daya yang dibutuhkan oleh seluruh lapisan masyarakat, oleh karenanya Perseroan senantiasa melakukan upaya efisiensi penggunaan air. Perseroan secara konsisten melaksanakan berbagai langkah untuk meningkatkan efisiensi dalam penggunaan air. Perseroan berupaya menjaga keberlanjutan ketersediaan air serta kelestarian ekosistem di sekitar wilayah pertambangan, termasuk melindungi sumber-sumber air yang berada di area tersebut. Saat ini, Perseroan masih berada dalam tahap proses pengurusan Surat Izin Pengambilan Air (SIPA) dari Kementerian Energi dan Sumber Daya Mineral (ESDM). Perseroan menyadari bahwa penggunaan air yang tidak efektif berpotensi menimbulkan dampak berupa berkurangnya ketersediaan air bagi masyarakat di sekitar wilayah operasional. Oleh karena itu, Perseroan berkomitmen untuk senantiasa menggunakan air secara bijaksana, sebagaimana ditegaskan dalam Kebijakan Kesehatan dan Keselamatan Kerja dan Lingkungan yang telah ditetapkan pada tanggal 7 Juli 2025. Sebagai bagian dari upaya efisiensi tersebut, Perseroan memanfaatkan kembali air yang berasal dari kolam pengendapan untuk mendukung kegiatan operasional penambangan.

Di tahun 2025, Perseroan belum mengidentifikasi area pengambilan air yang mengalami kekurangan air (water stress). Meskipun demikian, Perseroan melakukan pengambilan air dari sumbernya secara efektif dan memenuhi ketentuan berada di bawah batas penggunaan yang telah

# WATER ASPECT

## WATER USE [OJK F.8, GRI 303-1, 14.7.2, 303-3, 14.7.4, GRI 303-5, 14.7.6, ICMM 6.2]

In carrying out its operational activities, the Company utilizes water resources for various purposes, including tin ore mining activities, spraying transportation areas to reduce dust, as well as domestic needs at operational sites and offices. The water sources used by the Company come from various media, including river water, groundwater, and rainwater.

The Company utilizes rainwater by collecting it in sedimentation ponds and also makes use of surface water sources as part of its efforts to consistently implement land rehabilitation programs. These rehabilitation programs aim to enhance ecosystem carrying capacity while maintaining water availability in the surrounding operational areas. Moreover, the Company has designated buffer zones to reduce the impact of mining activities and to accelerate land recovery in accordance with its intended use. These buffer zones are located in areas adjacent to protected forests, watersheds, and revegetated areas that have been successfully restored into tropical forests, complete with wildlife populations that can thrive freely.

The Company recognizes that water is a resource required by all levels of society, therefore, the Company continuously undertakes efforts to improve water use efficiency. The Company consistently implements various measures to enhance water efficiency and strives to ensure the sustainability of water availability and the preservation of ecosystems around its mining areas, including protecting water sources within these areas. At present, the Company is still in the process of obtaining a Water Intake Permit (SIPA) from the Ministry of Energy and Mineral Resources (ESDM). The Company understands that inefficient water use may potentially lead to reduced water availability for communities surrounding its operational areas. Therefore, the Company is committed to using water responsibly, as emphasized in its Occupational Health, Safety, and Environmental Policy established on July 7, 2025. As part of these efficiency efforts, the Company reuses water from sedimentation ponds to support its mining operations.

In 2025, the Company had not identified any water withdrawal areas experiencing water stress. Nevertheless, the Company carries out water extraction effectively and in compliance with usage limits set below the established thresholds. The Company collects water-related data from

ditetapkan. Perseroan melakukan pengumpulan data terkait air dari masing-masing wilayah operasional untuk kemudian dilaporkan dalam Laporan Keberlanjutan ini. Unit Metalurgi Mentok dan Unit Metalurgi Kundur secara berkala melakukan pemantauan volume penggunaan air dengan memasang perangkat pengukur berupa flow meter pada setiap lokasi sumber air. Data yang berasal dari flow meter kemudian dilakukan rekapitulasi oleh Divisi General Affair di kantor pusat dan untuk operasional di dilakukan rekapitulasi oleh Division Processing & Refinery.

Efektivitas pengelolaan air dievaluasi secara berkala oleh Perseroan melalui pemantauan rutin terhadap volume penggunaan air dengan memasang perangkat pengukur pada setiap sumber air. Selain itu, Perseroan secara konsisten melaksanakan upaya konservasi air dengan melibatkan pemangku kepentingan internal, yaitu seluruh karyawan, serta pemangku kepentingan eksternal, yaitu Dinas Lingkungan Hidup, untuk mengurangi penggunaan air baku dalam proses produksi. Perseroan telah melakukan beberapa program sebagai berikut:

1. Resirkulasi penggunaan air limbah pada area pencucian bijih timah (upgrading kadar bijih timah).
2. Resirkulasi penggunaan air limbah dari proses *Electrolytic Refining*.
3. Modifikasi pipa monitor semprot pada area pencucian bijih timah sehingga proses pencucian lebih efektif dan efisien.
4. Pemanfaatan air limbah dari kegiatan domestik karyawan untuk pendingin tanur smelter.
5. Modifikasi peralatan pencucian bijih timah (eks JIG), waktu proses lebih efisien sehingga penggunaan air berkurang.

Perseroan belum menetapkan target atas penurunan penggunaan air, namun demikian Perseroan berkomitmen untuk melakukan efisiensi penggunaan air dibandingkan tahun 2024. Jumlah air yang diambil secara keseluruhan sama dengan jumlah yang digunakan Perseroan. Sepanjang tahun 2025, Perseroan tidak menggunakan air dari pihak ketiga, tidak terdapat perubahan tempat penyimpanan air yang berdampak negatif terkait penggunaan air. Perseroan juga belum melakukan pengukuran persentase pemasok yang mengalami dampak signifikan terkait air akibat pembuangan air yang belum menetapkan standar minimum untuk kualitas pembuangan limbahnya.

Air yang diambil sama dengan air yang dikonsumsi oleh Perseroan. Konsumsi air permukaan di Perseroan berasal dari penggunaan air yang berasal dari waduk untuk Unit Metalurgi Mentok dan Unit Metalurgi Kundur. Sedangkan, penggunaan air tanah berasal dari Kantor Pusat dan Rumah Dinas. Adapun konsumsi air di Perseroan sebagai berikut.

each operational area to be reported in this Sustainability Report. The Mentok Metallurgical Unit and the Kundur Metallurgical Unit periodically monitor water usage volumes by installing measuring devices in the form of flow meters at each water source location. Data obtained from the flow meters are then recapitulated by the General Affairs Division at the head office, while operational data are recapitulated by the Processing & Refinery Division.

The Company periodically evaluates the effectiveness of water management through routine monitoring of water usage volumes using measuring devices installed at each water source. In addition, the Company consistently implements water conservation efforts by involving internal stakeholders, including all employees, as well as external stakeholders, namely the Environmental Agency. To reduce raw water usage in production processes, the Company has implemented several programs as follows:

1. Recirculation of wastewater for use in tin ore washing areas (upgrading tin ore grade).
2. Recirculation of wastewater from the Electrolytic Refining process.
3. Modification of spray monitor pipes in tin ore washing areas to improve process effectiveness and efficiency.
4. Utilization of domestic wastewater from employees' activities for cooling smelter furnaces.
5. Modification of tin ore washing equipment (ex-JIG), resulting in more efficient processing time and reduced water usage.

The Company has not yet set a specific target for reducing water usage, however, the Company is committed to improving water efficiency compared to 2024. The total volume of water withdrawn is equal to the total volume used by the Company. Throughout 2025, the Company did not use water sourced from third parties, and there were no changes in water storage locations that had a negative impact related to water use. The Company had also not yet measured the percentage of suppliers significantly impacted by water-related issues due to wastewater discharge, as minimum standards for wastewater discharge quality have not yet been established.

The volume of water withdrawn is equal to the volume of water consumed by the Company. Surface water consumption comes from reservoir water used by the Mentok Metallurgical Unit and the Kundur Metallurgical Unit. Meanwhile, groundwater usage originates from the Head Office and official residences. The Company's water consumption is as follows:

## Tabel Pengambilan Berdasarkan Wilayah
Table of Water Withdrawal by Region

(dalam Megaliter) (in Megaliters)

| Wilayah<br>Region | 2025 | 2024 | 2023 |
|---|---|---|---|
| **Division Processing & Refinery** | | | |
| Site Mentok<br>Mentok Site | 279 | 325 | 301 |
| Site Kundur*<br>Kundur Site* | 79,7 | 56,72 | 72 |
| **Jumlah**<br>**Total** | **358,7** | **381,72** | **373** |
| **Perkantoran, Perumahan, Mes, *Guest House* & Fasilitas Umum**<br>Offices, Housing, Hostels, Guest House & Public Facilities | | | |
| **Air Tanah**<br>Groundwater | | | |
| Area Pangkalpinang**<br>Pangkalpinang Area** | 128,24 | 79,75 | 106 |
| Area Sungailiat<br>Sungailiat Area | 21,41 | 21.47 | 21.41 |
| **Jumlah**<br>**Total** | **149,65** | **101,22** | **127,41** |
| Area Kundur*<br>Kundur Area* | 280,45 | 294,66 | 296,67 |
| Area Mentok**<br>Mentok Area** | 275,21 | 240,46 | 213,26 |
| **Jumlah**<br>**Total** | **555,66** | **535,12** | **493,71** |
| **Total** | **1.064,01** | **1.018,06** | **994,12** |

**Keterangan**:
*) Site Kundur
Meningkatnya penggunaan air pada Pabrik Peleburan Site Kundur karena ada program Tin Gain yakni pengolahan sisa hasil pencucian sehingga ada penambahan peralatan meja goyang (shaking Table) dari 4 unit ke 12 unit
**) Perumahan area Pangkalpinang & Mentok
Meningkatnya penggunaan air karena adanya pengaktifan kembali fasilitas pada perumahan karyawan.

Notes:
*) Kundur Site
The increase in water usage at the Kundur Site Smelter Plant was due to the Tin Gain program, namely the processing of washing residues, which resulted in the addition of shaking table equipment from 4 units to 12 units.
**) Residential areas in Pangkalpinang & Mentok
The increase in water usage was due to the reactivation of facilities in employee housing areas.

Air tanah merupakan air sumur gali yang digunakan pada gedung perkantoran di Pangkal Pinang dan Sungai Liat. Sedangkan air permukaan merupakan air yang digunakan untuk kebutuhan operasi di site kundur dan site mentok. Meningkatnya penggunaan air karena adanya pengaktifan kembali fasilitas pada perumahan karyawan.

Groundwater is well water used in office buildings in Pangkal Pinang and Sungai Liat. Surface water, on the other hand, is used for operational needs at the Kundur and Mentok sites. Water usage has increased due to the reactivation of facilities at the employee housing complex.

**Tabel Konsumsi Air**
Table of Water Consumption

(dalam Megaliter) (in Megaliters)

| Keterangan<br>Description | 2025 | 2024 | 2023 |
|---|---|---|---|
| Air Tanah<br>Groundwater | 149,65 | 79,75 | 106 |
| Air Permukaan<br>Surface Water | 914,36 | 381,72 | 373 |
| **Jumlah**<br>**Total** | **1.064,01** | **461,47** | **479** |

**Tabel Konsumsi Air**
Table of Water Consumption

(dalam Megaliter) (in Megaliters)

| Keterangan<br>Description | 2025 | 2024 | 2023 |
|---|---|---|---|
| *Freshwater* (≤1,000 mg/L *Total Dissolved Solids*) | 1.064,01 | 461,47 | 479 |

## PEMBUANGAN AIR [GRI 303-2, 14.7.3, 303-4, 14.7.5, EM-MM-140A.2]

Terkait pengelolaan dan pembuangan air limbah, Perseroan mengacu pada ketentuan yang ditetapkan oleh Kementerian Lingkungan Hidup dan Kehutanan, antara lain Keputusan Menteri LHK Nomor SK.242/MENLHK/SETJEN/PKL.1/6/2020 tentang Perpanjangan Izin Pembuangan Air Limbah ke Laut atas nama PT TIMAH (Persero) Tbk Unit Metalurgi, Peraturan Menteri Lingkungan Hidup Nomor 4 Tahun 2006 tentang Baku Mutu Air Limbah bagi Usaha dan/atau Kegiatan Pertambangan Bijih Timah, serta Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor P.68/MENLHK/SETJEN/KUM/2016 tentang Baku Mutu Air Limbah Domestik. Dalam pelaksanaannya, Perseroan juga mempertimbangkan karakteristik dan profil badan air yang menjadi lokasi penyaluran dan pembuangan air limbah, guna memastikan pemenuhan baku mutu dan perlindungan kualitas lingkungan perairan.

Perseroan secara konsisten melakukan pengelolaan air limbah sebelum dialirkan ke lingkungan atau badan air (laut) sebagai bagian dari penerapan standar ISO 14001:2015 tentang Sistem Manajemen Lingkungan (SML). Langkah ini merupakan bentuk komitmen Perseroan dalam mencegah terjadinya pencemaran pada badan air penerima. Air limbah yang dihasilkan dari kegiatan operasional terlebih dahulu melalui proses pengolahan sehingga mutu air yang dibuang telah memenuhi baku mutu sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.

## WATER DISCHARGE [GRI 303-2, 14.7.3, 303-4, 14.7.5, EM-MM-140A.2]

Regarding wastewater management and disposal, the Company refers to the regulations set by the Ministry of Environment and Forestry, including Minister of LHK Decree No. SK.242/MENLHK/SETJEN/PKL.1/6/2020 concerning the Extension of the Marine Wastewater Discharge Permit in the name of PT TIMAH (Persero) Tbk Metallurgical Unit, Minister of Environment Regulation No. 4 of 2006 on Wastewater Quality Standards for Tin Ore Mining Businesses and/or Activities, and Minister of Environment and Forestry Regulation No. P.68/MENLHK/SETJEN/KUM/2016 on Domestic Wastewater Quality Standards. In its implementation, the Company also considers the characteristics and profile of the water bodies where wastewater is discharged to ensure compliance with quality standards and the protection of aquatic environmental quality.

The Company consistently manages wastewater before it is released into the environment or water bodies (sea) as part of the implementation of ISO 14001:2015 on the Environmental Management System (EMS) standards. This measure reflects the Company's commitment to preventing pollution in receiving water bodies. Wastewater generated from operational activities undergoes treatment processes to ensure that the discharged water meets quality standards in accordance with applicable laws and regulations.

Perseroan juga melakukan pengelolaan, pemantauan, pengawasan, dan evaluasi kualitas air limbah secara berkala guna memastikan pengendalian beban pencemar tetap terjaga. Dalam aspek penggunaan air, Perseroan juga menerapkan prinsip konservasi dan efisiensi sumber daya air, termasuk optimalisasi penggunaan kembali air (*reuse*), guna mendukung efektivitas pemanfaatan air dalam setiap aktivitas operasional.

Di samping itu, Perseroan juga senantiasa mengoptimalkan pengurangan beban pencemar air dengan menerapkan sistem sirkulasi air tertutup (*close circulation system*). Air yang digunakan dalam kegiatan penambangan darat merupakan air yang sudah dilakukan pengolahan pada kolam pengendapan (sedimentasi) untuk kemudian digunakan kembali. Penerapan sistem tersebut bertujuan untuk memastikan bahwa air tidak dibuang ke lingkungan dan mengurangi beban pencemar air. Sepanjang tahun 2025 tidak ada insiden ketidakpatuhan terhadap batas-batas pembuangan air limbah atau efluen.

The Company also conducts regular management, monitoring, supervision, and evaluation of wastewater quality to ensure that pollutant loads remain controlled. In terms of water usage, the Company applies principles of water resource conservation and efficiency, including the optimization of water reuse, to support the effective utilization of water in all operational activities.

Additionally, the Company continuously optimizes the reduction of water pollutant loads by implementing a closed-circulation water system. Water used in onshore mining activities is sourced from treated water in sedimentation ponds and then reused. The implementation of this system aims to ensure that water is not discharged into the environment and to reduce the water pollutant load. Throughout 2025, there were no incidents of non-compliance with wastewater or effluent discharge limits.

**Tabel Jumlah Pembuangan Air**
Table of Total Wastewater Discharge

| **Jenis Tujuan**<br>Destination Type | **Satuan**<br>Unit | **2025** | **2024** | **2023** |
|---|---|---|---|---|
| Air Tanah – Kantor Pusat & Rumah Dinas<br>Groundwater – Head Office & Official Residences | Megaliter<br>Megaliters | 149.65 | 79,75 | 106 |
| Air Laut<br>Sea Water | Megaliter<br>Megaliters | 124.64 | 139,96 | 273 |
| **Jumlah**<br>**Total** | **Megaliter**<br>**Megaliters** | **274.29** | **219,71** | **379** |

**Tabel Jumlah Pembuangan Air berdasarkan Jumlah Padatan**
Table of Total Wastewater Discharge by Solids Content

| **Jenis Tujuan**<br>Destination Type | **Satuan**<br>Unit | **2025** | **2024** | **2023** |
|---|---|---|---|---|
| *Fresh Water* | Megaliter<br>Megaliters | 199,36 | 219,71 | 379 |

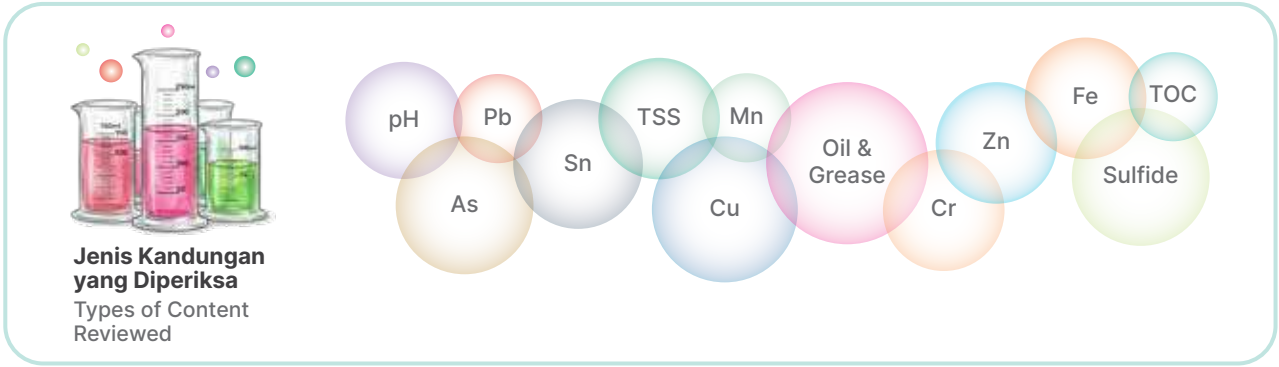
**Tabel Jumlah Pembuangan Air berdasarkan Wilayah**
Table of Total Wastewater Discharge by Region

| **Jenis Tujuan**<br>Destination Type | **Satuan**<br>Unit | **2025** | **2024** | **2023** |
|---|---|---|---|---|
| Laut Mentok<br>Mentok Sea | MegaLiter<br>Megaliters | 0,114 | 0,112 | 0,109 |
| **Jumlah**<br>**Total** | **Megaliter**<br>**Megaliters** | **0,114** | **0,112** | **0,109** |

**Tabel Jumlah Air yang Didaur Ulang**
Table of Total Recycled Water

| Jenis Tujuan<br>Destination Type | Satuan | 2025 | 2024 | 2023 |
|---|---|---|---|---|
| Air Permukaan (Waduk) – Unit Metalurgi Mentok<br>Surface Water (Reservoir) – Mentok Metallurgical Unit | Megaliter | 307,62 | 325 | 316 |
| Air Permukaan (Waduk) – Unit Metalurgi Kundur<br>Surface Water (Reservoir) – Kundur Metallurgical Unit | Megaliter | 58,13 | 56,72 | 57 |
| **Jumlah**<br>Total | **Megaliter** | **365,75** | **381,72** | **373** |

**Zat-Zat Prioritas yang Patut Diperhatikan yang Priority**
Substances of Concern with Treated Discharge




## ASPEK ENERGI

### JUMLAH DAN INTENSITAS ENERGI YANG DIGUNAKAN [OJK F.6, GRI 302-1, 14.1.2, 302-2, 14.1.3, 302-3, 14.1.4, EM-MM-130A.1]

Dalam menjalankan aktivitas operasionalnya, energi yang digunakan di dalam Perseroan meliputi energi bahan bakar, batu bara, dan listrik. Bahan Bakar yang digunakan di dalam Perseroan meliputi Marine Fuel Oil (MFO), dan B35/B40 yang digunakan dalam aktivitas operasional penambangan. Sedangkan energi listrik, digunakan untuk menunjang aktivitas perkantoran dan berbagai alat-alat penambangan timah. Perseroan tidak menggunakan dan menjual energi pemanas, pendingin dan uap serta tidak menjual listrik.

Penghitungan dilakukan menggunakan metode pelaporan berdasarkan jenis sumber energi mengacu pada Peraturan Menteri ESDM No 14 tahun 2012 tentang Manajemen Energi. Dalam mengukur penggunaan energi, Perseroan menggunakan *Flow meter* untuk melakukan pencatatan konsumsi energi. Konsumsi energi telah disusun berdasarkan pendekatan operational control dan mencakup entitas anak yang relevan.

## ENERGY ASPECT

### TOTAL AND INTENSITY OF ENERGY USE [OJK F.6, GRI 302-1, 14.1.2, 302-2, 14.1.3, 302-3, 14.1.4, EM-MM-130A.1]

In carrying out its operational activities, the energy used by the Company includes fuel, coal, and electricity. Fuel used by the Company comprises Marine Fuel Oil (MFO) and B35/B40 biodiesel used in mining operations. Meanwhile, electricity is used to support office activities and various tin mining equipment. The Company does not use or sell heating, cooling, or steam energy, nor does it sell electricity.

Energy consumption calculations are conducted using a reporting method based on the type of energy source, referring to the Minister of Energy and Mineral Resources Regulation No. 14 of 2012 on Energy Management. To measure energy usage, the Company uses flow meters to record energy consumption. Energy consumption has been compiled using an operational control approach and includes relevant subsidiaries.

Pada tahun 2025, jumlah volume energi yang dikonsumsi di dalam Perseroan yaitu sebesar 1.534.992 gigajoule.

In 2025, the total volume of energy consumed by the Company amounted to 1,534,992 gigajoules.

**Tabel Konsumsi Energi Menurut Peralatan Utama**
Table of Energy Consumption by Main Equipment

| Jenis Energi<br>Energy Type | Jenis Peralatan Utama<br>Type of Main Equipment | Satuan<br>Unit | 2025 | 2024 | 2023 |
|---|---|---|---|---|---|
| MFO | Furnace (Peleburan bijih dan terak) di Unit Metalurgi dan Kundur<br>Furnace (Ore and Slag Smelting) at the Metallurgical Unit and Kundur | Liter | 3.893.151 | 3.528.272 | 3.537.058 |
| | | Gigajoule | 147.550 | 133.721 | 134.054 |
| | *Flame Oven* | Liter | 558.020 | 603.099 | 301.900 |
| | | Gigajoule | 21.149 | 22.857 | 11.442 |
| | Rafinasi (Pemurnian)<br>Refining | Liter | 1.233.494 | 1.041.456 | 790.500 |
| | | Gigajoule | 46.749 | 39.471 | 29.960 |
| B30/B35 | Kapal Bor Laut<br>Sea Drilling Vessel | Liter | 779.480 | 581.293 | 1.300.103 |
| | | Gigajoule | 29.542 | 22.031 | 49.274 |
| | Kapal Transporter<br>Transporter Vessel | Liter | 1.571.230 | 1.649.310 | 2.271.769 |
| | | Gigajoule | 59.550 | 62.509 | 86.100 |
| | Kapal Keruk (KK)<br>Dredger Vessel (KK) | Liter | 1.582.659 | 2.937.931 | 7.674.555 |
| | | Gigajoule | 59.983 | 111.348 | 290.866 |
| | Kapal Isap Produksi (KIP)<br>Cutter Suction Dredger (KIP) | Liter | 18.178.062 | 19.785.629 | 23.589.703 |
| | | Gigajoule | 688.949 | 749.875 | 894.050 |
| | PLTD Kundur<br>Kundur Diesel Power Plant (PLTD) | Liter | 991.879 | 995.103 | 1.027.417 |
| | | Gigajoule | 37.592 | 37.592 | 38.939 |
| **TOTAL** | | **Gigajoule** | **1.091.064** | **983.477** | **1.534.685** |

**Tabel Konsumsi dan Intensitas Energi**
Table of Energy Consumption and Intensity

| Energi<br>Energy | Satuan<br>Unit | 2025 | 2024 | 2023 |
|---|---|---|---|---|
| Listrik<br>Electricity | kWh | 44.010.254 | 33.172.937 | 37.310.118 |
| | Gigajoule | 158.437 | 119.422 | 134.316 |
| B30/B35 | Liter | 24.333.302 | 27.382.132 | 38.207.459 |
| | Gigajoule | 922.232 | 1.037.783 | 1.448.063 |
| MFO | Liter | 5.694.947 | 5.582.508 | 4.393.058 |
| | Gigajoule | 215.838 | 211.577 | 166.497 |
| Batu Bara *(anthracite)*<br>Coal (anthracite) | Ton | 9.722.166 | 2.341.732 | 3.913.398 |
| | Gigajoule | 238.485 | 57.443 | 95.996 |

**Tabel Konsumsi dan Intensitas Energi**
Table of Energy Consumption and Intensity

| Energi<br>Energy | Satuan<br>Unit | 2025 | 2024 | 2023 |
|---|---|---|---|---|
| **Total** | **Gigajoule** | **1.534.992** | **1.426.225** | **1.844.872** |
| Total Produksi<br>Total Production | Ton | 17.815 | 18.915 | 15.340 |
| Total Pendapatan<br>Total Revenue | Dalam Miliar Rupiah<br>In Billion Rupiah | 11.552,73 | 10.856,42 | 8.391,91 |
| **Intensitas Energi**<br>**Energy Intensity** | **Gigajoule/ton** | **86,16** | **75,40** | **120,27** |
| | **Gigajoule/Miliar Rupiah**<br>**Gigajoule/ Billion Rupiah** | **132,87** | **131,37** | **219,84** |

Perseroan juga telah mengukur penggunaan energi yang berasal dari bahan bakar pesawat yang digunakan pada perjalanan dinas karyawan yang merupakan penggunaan energi di luar organisasi. Hal ini dihitung dengan kalkulator karbon ICAO (International Civil Aviation Organization/ Asosiasi Penerbangan Sipil Internasional) berdasarkan kota keberangkatan ke kota tujuan. Namun demikian, di tahun 2023 Perseroan belum mengukur penggunaan energi di luar perusahaan. Adapun penggunaan energi di luar Perseroan sebagai berikut.

The Company has also measured energy consumption from aircraft fuel used for employee business trips, which represents energy usage outside the organization. This is calculated using the ICAO (International Civil Aviation Organization) Carbon Calculator based on the departure city and destination city. However, in 2023, the Company has not yet measured energy consumption outside the Company. Energy consumption outside the Company is as follows.

**Tabel Penggunaan Energi di Luar Perseroan**
Table of Energy Usage Outside of The Company

| Keterangan<br>Description | Satuan<br>Unit | 2025 | 2024 |
|---|---|---|---|
| Penggunaan Bahan Bakar Pesawat untuk Perjalanan Dinas Karyawan<br>Aircraft Fuel Consumption for Employee Business Trips | Ton | 63.851,31 | 19.758,00 |
| | Gigajoule | 267.153,88 | 82.667,39 |
| Total Produksi<br>Total Production | Ton | 17.815 | 18.915 |
| Total Pendapatan<br>Total Revenue | Dalam Miliar Rupiah<br>In Billion Rupiah | 11.552,73 | 10.856,42 |
| **Intensitas Penggunaan Energi di Luar Organisasi**<br>**Energy Use Intensity Outside the Organization** | **Gigajoule/Ton** | **15,00** | **4,37** |
| | **Gigajoule/Miliar Rupiah**<br>**Gigajoule/Billion Rupiah** | **23,12** | **7,61** |

Keterangan:
Konversi kg ke Gigajoule: https://www.convertunits.com/from/kWh/to/gigajoule
Note:
Conversion from kg to Gigajoules: https://www.convertunits.com/from/kWh/to/gigajoule

## PENGGUNAAN ENERGI BARU DAN TERBARUKAN (EBT)

Sumber EBT yang Perseroan gunakan yaitu Biosolar (B35/40) sebagai sumber energi utama yang mencapai 60,1% dari jumlah penggunaan energi operasional. Perseroan juga memanfaatkan energi dari Solar PV On-

## USE OF NEW AND RENEWABLE ENERGY (NRE)

The NRE sources used by the Company include biodiesel (B35/B40) as the main energy source, accounting for 60.1% of total operational energy consumption. The Company also utilizes energy from on-grid solar PV systems installed

grid yang telah dipasang di lokasi Kampoeng Reklamasi Air Jangkang di Bangka dan Kampong Reklamasi Selinsing di Belitung Timur serta di pada salah tu Anak Perusahaan yaitu PT Timah Industri yang berlokasi di Cilegon. Pemakaian energi terbarukan dari Biosolar sebesar 922.232GJ dan penggunaan energi surya sebesar 893,72 GJ.

at the Kampoeng Reklamasi Air Jangkang site in Bangka, the Kampoeng Reklamasi Selinsing site in East Belitung, and at one of its subsidiaries, PT Timah Industri, located in Cilegon. Renewable energy usage amounted to 922,232 GJ from biodiesel and 893.72 GJ from solar energy.

**Tabel Penggunaan EBT**
Table of NRE Usage

(dalam Gigajoule) (in Gigajoule)

| Keterangan<br>Description | 2025 | 2024 | 2023 |
|---|---|---|---|
| Energi Surya<br>Solar Energy | 893,72 | 82,94 | 82,94 |
| Biosolar<br>Biodiesel | 922.232 | 1.318.585,6 | 1.448.063 |

Keterangan:
Biosolar B35 masih digunakan sampai dengan akhir Februari 2025. Sedangkan, B40 digunakan sejak bulan Maret 2025.
Note:
Biosolar B35 will remain in use until the end of February 2025. Meanwhile, B40 will be introduced starting in March 2025.

## UPAYA DAN PENCAPAIAN EFISIENSI ENERGI DAN PENGGUNAAN ENERGI TERBARUKAN [OJK F.7, GRI 302-4, 302-5, ICMM 6.5, ICMM 8.1]

Untuk mendukung proses dekarbonisasi, Perseroan menjalankan inisiatif-inisiatif pengurangan konsumsi energi hingga menggunakan sumber energi terbarukan. Sumber energi yang digunakan yakni dari biodiesel (B35/B40) sebanyak 60,1%, Coal sebanyak 15,5%, Marine Fuel Oil (MFO) sebanyak 14,1% dan Listrik (PLN) sebanyak 10,3%. Energi terbarukan yang Perseroan gunakan yaitu solar cell dan energi alternatif yang Perseroan gunakan yaitu biodiesel (B35/B40), yang akan berkontribusi dalam pengurangan emisi GRK. Pengelolaan energi mengacu pada standar ISO 50001 Sistem Manajemen Energi dan Peraturan Pemerintah No. 70 tentang Konservasi Energi.

Penerapan sistem manajemen energi untuk meningkatkan efisiensi energi mencakup kegiatan menunjuk manajer energi yang bersertifikasi; menyusun program konservasi energi; melaksanakan audit energi secara berkala oleh auditor bersertifikat, melaksanakan hasil audit energi, dan melaporkan pelaksanaan konservasi energi kepada pemerintah setiap tahun. Metode yang digunakan dalam perhitungan efisiensi energi yaitu UNFCCC – GHG Emissions Inventory Guidelines (IPCC 2006) dan WBCSD/WRI (World Business Council for Sustainable Development/World Resource Institute) - GHG Protocol for Corporate Accounting dengan mengikuti format pelaporan energi tahunan dari Direktorat Jenderal Energi Baru, Terbarukan, dan Konservasi Energi yang dilaporkan sebelum tanggal 1 April setiap tahunnya.

Upaya efisiensi penggunaan energi lainnya dilakukan melalui Optimasi Pengaturan Operasional Kapal Isap Produksi, Optimasi Pengaturan Operasional Kapal

## ENERGY EFFICIENCY EFFORTS AND ACHIEVEMENTS AND USE OF RENEWABLE ENERGY [OJK F.7, GRI 302-4, 302-5, ICMM 6.5, ICMM 8.1]

To support the decarbonization process, the Company implements initiatives to reduce energy consumption and to use renewable energy sources. The energy sources used consist of biodiesel (B35/B40) at 60.1%, coal at 15.5%, Marine Fuel Oil (MFO) at 14.1%, and electricity (PLN) at 10.3%. The renewable energy used by the Company includes solar cells, while the alternative energy source used is biodiesel (B35/B40), which will contribute to reducing GHG emissions. Energy management refers to the ISO 50001 Energy Management System standard and Government Regulation No. 70 on Energy Conservation.

The implementation of the energy management system to improve energy efficiency includes appointing certified energy managers; developing energy conservation programs; conducting periodic energy audits by certified auditors; implementing energy audit recommendations; and reporting energy conservation activities to the government annually. The method used to calculate energy efficiency follows the UNFCCC – GHG Emissions Inventory Guidelines (IPCC 2006) and WBCSD/WRI (World Business Council for Sustainable Development/World Resources Institute) – GHG Protocol for Corporate Accounting, following the annual energy reporting format from the Directorate General of New, Renewable Energy and Energy Conservation (EBTKE), which is submitted before April 1 each year.

Other efforts to improve energy efficiency are carried out through Optimization of Cutter Suction Dredger Operations, Optimization of Transport Vessel Operations, Engine

Transportasi, Overhaul (Rekondisi) Engine pada peralatan produksi, dan Implementasi Sistem Manajemen Energi. Perseroan telah menetapkan baseline perhitungan energi yaitu tahun 2019 yaitu sebesar 2.103.927,08 gigajoule. Pemilihan baseline 2019 dikarenakan dilengkapi dengan data konsumsi energi dan produksi serta parameter pendukung lainnya tersedia secara lengkap, terverifikasi, dan terdokumentasi dengan baik sehingga memilih tahun tersebut sebagai dasar yang paling representatif dari segi data dan aktivitas.

Overhaul (Reconditioning) on production equipment, and the Implementation of an Energy Management System. The Company has established a baseline for energy calculations of 2,103,927.08 gigajoules for 2019. The 2019 baseline was chosen because it provides complete, verified, and well-documented energy consumption and production data, as well as other supporting parameters, making it the most representative year in terms of data and activity.

Berdasarkan komitmen Perseroan dalam melakukan efisiensi penggunaan energi, sepanjang tahun 2025 terdapat penurunan penggunaan energi sebesar 68.763 gigajoule. Mekanisme pengukuran reduksi energi dilakukan dengan metode perhitungan dan dilaporkan setiap tahunnya ke Kementrian ESDM melalui aplikasi POME (Pelaporan Online Manajemen Energi).

Based on the Company's commitment to energy efficiency, energy consumption decreased by 68.763 gigajoules throughout 2025. The mechanism for measuring energy reduction follows a calculation method and is reported annually to the Ministry of Energy and Mineral Resources through the POME (Online Energy Management Reporting) application.

Perseroan juga mengukur jumlah penghematan energi yang dirinci sebagai berikut.

The Company also measures the amount of energy savings, which are broken down as follows.

**Tabel Jumlah Penghematan Energi**
Table of Total Energy Savings

| Keterangan<br>Description | Satuan<br>Unit | 2025 | 2024 | 2023 |
|---|---|---|---|---|
| Jumlah Penghematan Energi<br>Total Energy Savings | Gigajoule | 68.763 | 62.553 | 40.307,5 |

Sedangkan, dibandingkan dengan baseline penggunaan energi di tahun 2025 data aktual menunjukan penurunan sebesar 568.935 gigajoule. Selain itu, Perseroan juga berhasil menurunkan penggunaan energi per produksi menjadi sebesar 29,92 gigajoule/ton. Adapun pengurangan intensitas energi sebagai berikut.

Meanwhile, compared to the baseline, energy consumption in 2025 actual data shows a decrease of 568,935 gigajoules. In addition, the Company also succeeded in reducing energy consumption per unit of production to 29.92 gigajoules per ton. The reduction in energy intensity is as follows.

**Tabel Pengurangan Intensitas Energi**
Table of Energy Intensity Reduction

| Keterangan<br>Description | Satuan<br>Unit | 2025 | 2024 | 2023 |
|---|---|---|---|---|
| Intensitas Energi Aktual<br>Actual Energy Intensity | GJ/Satuan Produk<br>GJ/Product Unit | 86,16 | 76,03 | 120,17 |
| Intensitas Energi BAU<br>BAU Energy Intensity | GJ/Satuan Produk<br>GJ/Product Unit | 116,08 | 222,33 | 129,56 |
| Pengurangan Intensitas Energi<br>Energy Intensity Reduction | GJ/Satuan Produk<br>GJ/Product Unit | 29,92 | 35,20 | 9,29 |

**Tabel Data Absolut Penghematan Energi 2025**
Table of Absolute Energy Saving Data 2025

| (Dalam Gigajoule) | (In Gigajoule) |
|---|---|
| Optimalisasi Pengaturan Operasional Kapal Transportasi<br>Optimization of Operational Arrangement for Transport Vessel | 68.763 |
| **Jumlah Reduksi Energi**<br>**Total Energy Reduction** | **68.763** |

## ASPEK EMISI

### JUMLAH DAN INTENSITAS EMISI YANG DIHASILKAN BERDASARKAN JENISNYA

[OJK F.11, GRI 305-1, 14.1.5, 305-2, 14.1.6, 305-3, 14.1.7, 305-4, 14.1.8, EM-MM-110A.1, EM-MM-110A.2]

Sumber utama emisi dari kegiatan operasional Perseroan berasal dari penggunaan peralatan tambang yang menggunakan bahan bakar fosil seperti solar dan bensin serta dari instalasi pembangkit listrik yang menggunakan bahan bakar diesel sehingga menghasilkan emisi GRK dan emisi lainnya. Selama ini Perseroan telah melakukan perhitungan emisi GRK dengan memperhitungkan jumlah emisi dari berbagai sumber, termasuk transportasi, kegiatan industri, dan sektor energi. Metode perhitungan emisi GRK yang diterapkan adalah berdasarkan pada standar IPCC 2006. Proses perhitungan emisi GRK memiliki signifikansi dalam upaya mitigasi perubahan iklim serta mendukung target pemerintah mencapai karbon netral. Pendekatan konsolidasi terkait data emisi yaitu berdasarkan operasional dan tidak bedakan berdasarkan porsi ekuitas.

Perhitungan emisi GRK cakupan 1 mencakup kegiatan produksi dan konsumsi bahan bakar minyak (BBM), sedangkan cakupan 2 melibatkan pemakaian listrik. Hasil perhitungan emisi GRK diungkapkan dalam jumlah ton CO2 setara (CO2eq) yang di dalamnya telah mengandung perhitungan GHG CO2, CH4 dan N2O yang telah disetarakan. Perseroan tidak menggunakan bahan bakar gas namun menghasilkan emisi biogenic yang berasal dari penggunaan biodiesel B35/B40 yaitu sebesar 57,25 Ton CO2e sampai dengan akhir tahun 2025. Emisi GRK Cakupan 1 tahun 2025 telah disusun berdasarkan pendekatan *operational control* dan mencakup entitas anak (konsolidasi), sedangkan di tahun 2024 dan 2023 hanya mencakup lingkup *parent* (*holding*).

Penghitungan ini didasarkan pada metode neraca konsumsi energi dari bahan bakar fosil dan gas yang memiliki dampak efek rumah kaca. Perseroan menggunakan *baseline* tahun 2019 dengan alasan berdasar kepada kesepakatan bersama dengan Holding (MIND ID) dan jumlah emisi GRK sebesar 171.000 ton CO2, serta menggunakan indeks Global Warming Potential (GWP) = 1. Faktor emisi GRK Cakupan 1 sebagai berikut.

## EMISSION ASPECT

### AMOUNT AND INTENSITY OF EMISSION GENERATED BY TYPE

[OJK F.11, GRI 305-1, 14.1.5, 305-2, 14.1.6, 305-3, 14.1.7, 305-4, 14.1.8, EM-MM-110A.1, EM-MM-110A.2]

The main sources of emissions from the Company's operational activities come from the use of mining equipment fueled by fossil fuels such as diesel and gasoline, as well as from power generation installations using diesel fuel, which produce GHG emissions and other emissions. The Company has calculated GHG emissions by accounting for emissions from various sources, including transportation, industrial activities, and the energy sector. The GHG emission calculation method applied is based on the IPCC 2006 standard. The GHG calculation process is significant for climate change mitigation efforts and supports the government's carbon neutrality targets. The consolidation approach for emission data is operational-based and does not differentiate by equity share.

Scope 1 GHG emissions calculation covers production activities and fossil fuel consumption, while Scope 2 involves electricity usage. The results of the GHG calculation are expressed in tons of CO2 equivalent (CO2e), which includes calculated GHGs of CO2, CH4, and N2O, all converted to CO2e. The Company does not use gaseous fuels but generates biogenic emissions from the use of B35/B40 biodiesel, amounting to 57.25 tons of CO2e up to the end of 2025. The Scope 1 GHG emissions for 2025 have been calculated using the operational control approach and include subsidiaries (consolidated), whereas the figures for 2024 and 2023 cover only the parent company (holding company).

This calculation is based on the energy consumption balance method for fossil fuels and gases that have greenhouse gas effects. The Company uses the 2019 baseline year based on an agreement with the Holding (MIND ID), with a GHG emission level of 171,000 tons of CO2, and applies a Global Warming Potential (GWP) index = 1. The Scope 1 GHG emission factors are as follows.

| Coal/Kg | MFO/Liter | B35/Liter | HSD/Liter | PLN |
|---|---|---|---|---|
| 0,002709 | 0,003079 | 0,001673 | 0,002655 | 0,002709 |

| PLN-Bangka | PLN-Belitung | PLN-Tg. Batu | PLN-Jamali | PLN-Kalsel |
|---|---|---|---|---|
| 0,00104 | 0,00140 | 0,00051 | 0,00080 | 0,00120 |

Pada emisi GRK cakupan 2, faktor emisi yang digunakan yaitu dengan faktor emisi GRK Sistem Ketenagalistrikan Tahun 2019 yang diterbitkan oleh Kementerian Energi dan Sumber Daya Mineral dan Direktorat Jenderal Sistem Ketenagalistrikan. Pada emisi GRK cakupan 3, salah satunya berasal dari perjalanan bisnis yang dilakukan oleh seluruh karyawan dihitung menggunakan konversi yang dapat diakses melalui https://www.airmilescalculator.com.

For Scope 2 GHG emissions, the emission factor used is based on the 2019 Electricity System GHG Emission Factor issued by the Ministry of Energy and Mineral Resources and the Directorate General of Electricity System. For Scope 3 GHG emissions, one source is business travel undertaken by all employees, which is calculated using conversions available at https://www.airmilescalculator.com

**Tabel Intensitas Emisi GRK Cakupan 1 dan 2**
Table of Scope 1 and 2 GHG Emission Intensity

| Sumber Emisi GRK<br>GHG Emission Source | Satuan<br>Unit | 2025 | 2024* | 2023* |
|---|---|---|---|---|
| **Cakupan 1**<br>Scope 1 | | | | |
| B35/B40 | ton $CO_2$eq | 40.393,58 | 51.052 | 64.485 |
| MFO | ton $CO_2$eq | 17.591,23 | 17.666 | 15.240 |
| Batu Bara<br>Coal | ton $CO_2$eq | 48.949,24 | 21.599 | 11.716 |
| Sumber Emisi lainnya<br>Other Emission Source | ton $CO_2$eq | 1.251,32 | - | - |
| AC (R32) | ton $CO_2$eq | 33,17 | 6,24 | 6,30 |
| Perubahan Penggunaan Lahan<br>Land-Use Change | ton $CO_2$eq | 1.488,99 | 1.857,84 | 1.019 |
| *Biogenic* | ton $CO_2$eq | 50,75 | - | - |
| **Jumlah Emisi Cakupan 1**<br>**Total Scope 1 Emission** | **ton $CO_2$eq** | **109.758,28** | **92.181,08** | **92.466,30** |
| **Cakupan 2**<br>Scope 2 | | | | |
| Listrik PLN<br>PLN Electricity | ton $CO_2$eq | 49.599,40 | 29.591 | 33.262 |
| **Total Emisi GRK Cakupan 1 dan 2**<br>**Total Scope 1 and 2 GHG Emission** | **ton $CO_2$eq** | **158.164,48** | **121.772,08** | **125.728,30** |
| **Jumlah Produksi Logam Timah**<br>**Total Tin Metal Production** | **Ton** | **17.815** | **18.915** | **15.340** |
| **Pendapatan**<br>**Revenue** | **Dalam Miliar Rupiah**<br>**In Billion Rupiah** | **11.552,73** | **10.856,42** | **8.391,91** |
| **Intensitas Emisi GRK/Produksi**<br>**GHG Emission Intensity/Production** | **$CO_2$eq/Ton** | **8,95** | **6,44** | **8,20** |
| **Intensitas Emisi GRK/Pendapatan**<br>**GHG Emission Intensity/Revenue** | **$CO_2$eq/Miliar Rupiah** | **13,79** | **11,22** | **14,98** |

Keterangan | Notes
*)Disajikan kembali | Restated

**Tabel Pengurangan Karbon**
Table of Carbon Reduction

| Sumber Emisi GRK<br>GHG Emission Source | Satuan | 2025 | 2024 | 2023 |
|---|---|---|---|---|
| Solar Panel | ton CO2eq | 208,16 | 24,68 | 24,68 |
| **Total** | **ton CO2eq** | **208,16** | **24,68** | **24,68** |

## Tabel Intensitas Emisi GRK Cakupan 1, 2 dan 3
Table of Scope 1, 2, and 3 GHG Emission Intensity

| Sumber Emisi GRK<br>GHG Emission Source | Satuan<br>Unit | 2025 | 2024* | 2023* |
|---|---|---|---|---|
| **Cakupan 1**<br>Scope 1 | | | | |
| B30/B35 | ton $CO_2$eq | 40.393,58 | 51.052 | 64.485 |
| MFO | ton $CO_2$eq | 17.591,23 | 17.666 | 15.240 |
| Batu Bara<br>Coal | ton $CO_2$eq | 48.949,24 | 21.599 | 11.716 |
| Sumber Emisi Lainnya<br>Others | ton $CO_2$eq | 1.251,32 | - | - |
| AC (R32) | ton $CO_2$eq | 33,17 | 6,24 | 6,30 |
| Perubahan Penggunaan Lahan<br>Land-Use Change | ton $CO_2$eq | 1.488,99 | 1.857,84 | 1.019 |
| *Biogenic* | ton $CO_2$eq | 50,75 | - | - |
| **Jumlah Emisi Cakupan 1**<br>**Total Scope 1 Emission** | **ton $CO_2$eq** | **109.758,28** | **92.181,08** | **92.466,30** |
| **Cakupan 2**<br>Scope 2 | | | | |
| Listrik PLN<br>PLN Electricity | ton $CO_2$eq | 49.599,40 | 29.591 | 33.262 |
| **Cakupan 3**<br>**Scope 3** | | | | |
| Perjalanan Bisnis<br>Business Travel | ton $CO_2$eq | 1.185,4 | 214,69 | 29,66 |
| **Jumlah Emisi GRK Cakupan 1, 2 dan 3**<br>**Total Scope 1, 2, and 3 GHG Emissions** | **ton $CO_2$eq** | **160.543,08** | **121.986,77** | **125.757,96** |
| **Jumlah Produksi Logam Timah**<br>**Total Tin Metal Production** | **Ton** | **17.815** | **18.915** | **15.340** |
| **Pendapatan**<br>**Revenue** | **Dalam Miliar Rupiah**<br>**In Billion Rupiah** | **11.552,73** | **10.856,42** | **8.391,91** |
| **Intensitas Emisi GRK/Produksi**<br>**GHG Emission Intensity/Production** | **CO2eq/Ton** | **9,01** | **6,45** | **8,20** |
| **Intensitas Emisi GRK/Pendapatan**<br>**GHG Emission Intensity/Revenue** | **ton $CO_2$eq/Miliar Rupiah**<br>**$CO_2$eq/Billion Rupiah** | **13,90** | **11,24** | **14,99** |

Keterangan:
Electricity production, photovoltaic, 3 KWp flat-roof install. multi-Si
Perhitungan emisi GRK dari pemakaian listrik PLN (dalam kWh) dilakukan berdasarkan ketentuan dari Dirjen Kelistrikan Kementerian ESDM, 2017
Notes:
Electricity production, photovoltaic, 3 KWp flat-roof installation, multi-Si.
GHG emissions from PLN electricity usage (in kWh) are calculated based on the provisions of the Directorate General of Electricity, Ministry of Energy and Mineral Resources, 2017.
*)Disajikan kembali | Restated

Adapun emisi GRK Cakupan 1 dan Cakupan 2 yang dihasilkan di tahun 2025 berdasarkan wilayah kerja, sebagai berikut.

The Scope 1 and Scope 2 GHG emissions generated in 2025, broken down by operational area, are as follows.

**Tabel Emisi yang Dihasilkan dan Intensitas Emisi yang dihasilkan Berdasarkan Wilayah**
Table of Emissions and Emission Intensity by Region

| Wilayah Kerja<br>Working Area | 2025 | |
|---|---|---|
| | **Emisi yang Dihasilkan**<br>Emissions Produced<br>**(ton $CO_2$eq)** | **Intensitas Emisi**<br>Emissions Intensity<br>**(GRK ton $CO_2$eq/Ton)** |
| Bangka | 117.616,56 | 6,60 |
| Belitung | 7.149,71 | 0,40 |
| Kundur | 31.186,76 | 1,75 |
| Jakarta & Lainnya<br>Jakarta & Others | 3.404,65 | 0,19 |
| **Jumlah<br>Total** | **159.357,68** | |

**Tabel Jumlah Emisi dari Perubahan Penggunaan Lahan**
Table of Total Emission from Land Use Change

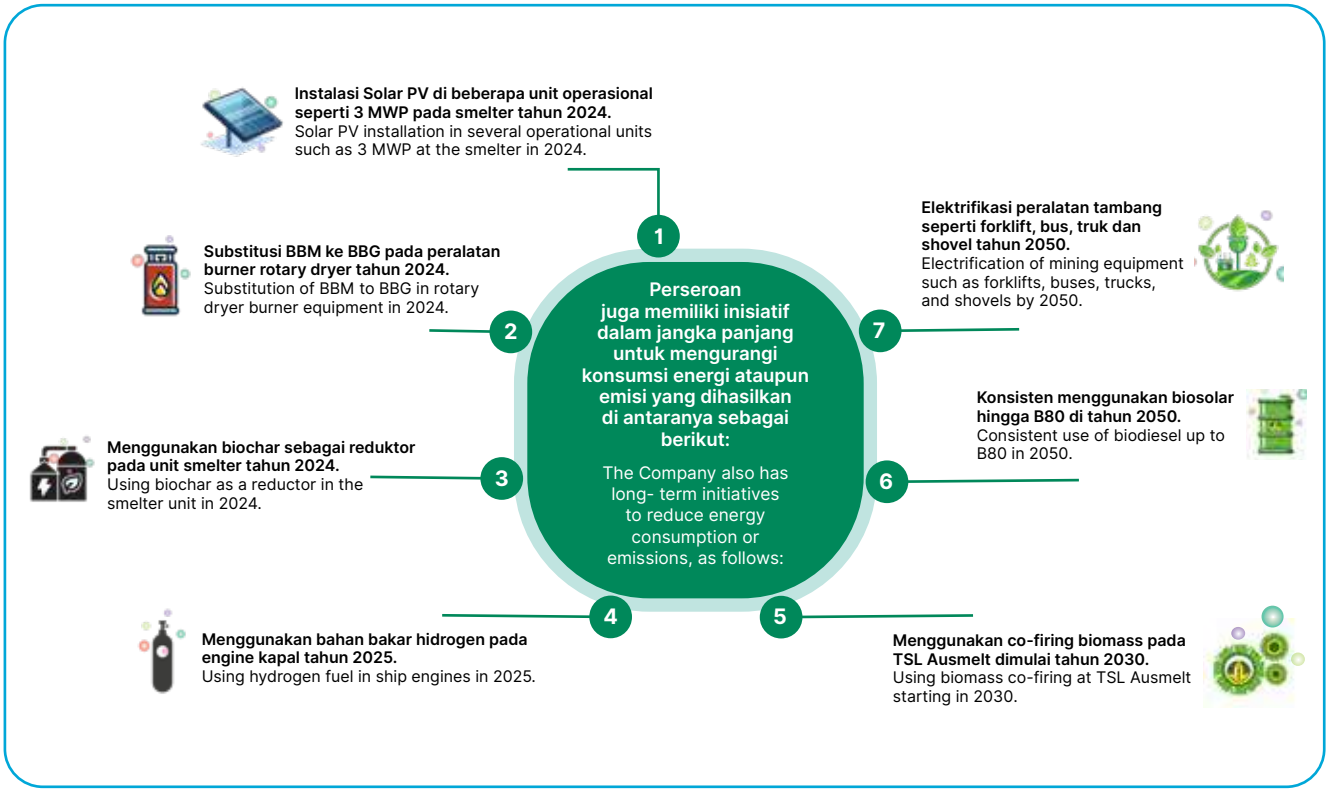
| **Sumber Emisi dari Perubahan Penggunaan Lahan**<br>Emissions Source from Land Use Change | **Parameter** | **Jenis emisi GRK**<br>Type of GHG Emission | **Jumlah Lahan yang Berubah (Ha)**<br>Area of Change (Ha) | **Faktor Emisi ($kgCO_2e$/ha)**<br>Emission Factor (kg CO2e/ha) | **Hasil Ton CO2e dalam 1 tahun**<br>Results in Ton $CO_2e$ in 1 Year |
|---|---|---|---|---|---|
| Perubahan Penggunaan Lahan<br>Changes in Land Use | Pembukaan Lahan untuk Penambangan *(Deforestation)*<br>Land Clearing for Mining (Deforestation) | $CO_2$ | 290,65 Ha | Mengacu metode Chapman-Richards Model<br>Referring to the Chapman-Richards Model Method | 1.488,99 Ton $CO_2e$ |
| | Penanaman Pohon dari Kegiatan Reklamasi dan Kegiatan Lainnya *(Reforestation)*<br>Tree Planting from Reclamation and Other Activities (Reforestation) | $CO_2$ | 353 Ha | Mengacu metode Chapman-Richards Model<br>Referring to the Chapman-Richards Model Method | 110,55 Ton $CO_2e$ |
| | Luas Lahan IUP yang Belum Dibuka<br>Area of IUP Land Not Yet Cleared | $CO_2$ | 287.984,70 Ha | Mengacu metode Chapman-Richards Model<br>Referring to the Chapman-Richards Model Method | 9.232.083,17 Ton $CO_2e$ |
| | Jumlah Sisa Karbon dari Perubahan Penggunaan Lahan<br>Remaining Carbon from Land Use Change | $CO_2$ | 287.694,05 Ha | Mengacu metode Chapman-Richards Model<br>Referring to the Chapman-Richards Model Method | 9.230.704,73 Ton$CO_2e$ |

## UPAYA DAN PENCAPAIAN PENGURANGAN EMISI YANG DILAKUKAN [OJK F.12, GRI 305-5, 14.1.9]

Emisi yang dihasilkan dari aktivitas operasional Perseroan tentunya memiliki potensi dampak negatif bagi lingkungan di antaranya berdampak pada keseimbangan ekosistem, perubahan iklim dan degradasi lingkungan. Perseroan berkomitmen untuk mencapai net zero emission mencapai target *net zero emission* melalui pelaksanaan berbagai inisiatif strategis dalam rangka menurunkan emisi gas rumah kaca (GRK). Upaya tersebut diwujudkan melalui sejumlah langkah konkret, di antaranya penerapan penggunaan Biosolar (B35), substitusi energi fossil ke EBT, pelaksanaan rekondisi (overhaul/OH) serta pengadaan mesin (*engine*) baru pada Kapal Transportasi Laut, implementasi Sistem Monitoring BBM pada Kapal Isap Produksi (KIP) di Area Bangka Utara (5 KIP), overhaul engine utama pada Kapal Keruk (KK) dan KIP Timah di Area Bangka Utara dan Area Kundur (3 KK dan 12 KIP), serta modifikasi Sistem Pembuangan Tanah atas KIP di wilayah Area Bangka Utara yang mencakup 6 unit KIP.

## EFFORTS AND ACHIEVEMENTS IN EMISSION REDUCTION [OJK F.12, GRI 305-5, 14.1.9]

Emissions generated from the Company's operational activities have the potential to negatively impact the environment, including affecting ecosystem balance, contributing to climate change, and causing environmental degradation. The Company is committed to achieving net zero emissions by implementing various strategic initiatives aimed at reducing greenhouse gas (GHG) emissions. These efforts are realized through several concrete measures, including the use of biodiesel (B35), substituting fossil fuels with renewable energy, conducting engine reconditioning (overhaul/OH) and procuring new engines for Transport Vessels, implementing Fuel Monitoring Systems on Cutter Suction Dredger (KIP) in the North Bangka Area (5 KIPs), overhauling main engines on Dredger Vessels (KK) and Tin KIPs in the North Bangka and Kundur Areas (3 KKs and 12 KIPs), and modifying the Soil Discharge System for KIPs in the North Bangka Area, covering 6 KIP units.




Selain itu, upaya Perseroan dalam melakukan reduksi emisi telah disampaikan pada bagian Strategi Keberlanjutan di Laporan Keberlanjutan ini.

In addition, the Company's efforts in emission reduction have been outlined in the Sustainability Strategy section of this Sustainability Report.

Perseroan telah menetapkan baseline tahun 2019 dengan alasan berdasar kepada kesepakatan bersama dengan Holding (MIND ID) dan jumlah emisi GRK sebesar 171.000 ton CO2, serta menggunakan indeks Global Warming Potential (GWP) = 1. Di tahun 2025, tidak terdapat penurunan emisi GRK yang dibandingkan dengan baseline. Peningkatan emisi yang terjadi pada tahun pelaporan dipengaruhi oleh beberapa faktor, antara lain adanya perbedaan metodologi dan pendekatan dalam perhitungan emisi dibandingkan periode sebelumnya, penerapan perhitungan emisi secara konsolidasi yang mencakup seluruh entitas dalam lingkup pelaporan, serta dilakukannya rekalkulasi emisi pada tahun 2025 untuk meningkatkan akurasi dan kelengkapan data. Selain itu, peningkatan juga dipengaruhi oleh mulai diperhitungkannya data emisi biogenik (*biogenic emission*) dalam perhitungan total emisi, yang sebelumnya belum sepenuhnya terakomodasi.

The Company has established a 2019 baseline based on a mutual agreement with the Holding Company (MIND ID) and GHG emissions of 171,000 metric tons of CO2, using a Global Warming Potential (GWP) index of 1. In 2025, there was no reduction in GHG emissions compared to the baseline. The increase in emissions observed in the reporting year is influenced by several factors, including differences in methodology and approach in emission calculations compared to previous periods, the implementation of consolidated emission calculations covering all entities within the reporting scope, and the recalculation of emissions in 2025 to enhance data accuracy and completeness. Additionally, the increase was influenced by the inclusion of biogenic emission data in the total emissions calculation, which had not been fully accounted for previously.

Hasil perhitungan absolut dari reduksi emisi GRK di tahun 2025 adalah 71.070 ton CO2eq atau sebesar 30,68% yang merupakan hasil perhitungan emisi aktual dikurangi dengan BAU.

The absolute calculation of GHG emission reductions in 2025 is 71,070 tons of CO2eq, or 30.68%, which is the result of subtracting the BAU scenario from actual emissions.

**Tabel Nilai Absolut Reduksi Emisi GRK**
Table of Absolute Value of GHG Emission Reduction

(Dalam Ton Co2eq) (in Tons of CO2eq)

| 2025 | 2024 | 2023 |
|---|---|---|
| 71.070 | 12.664 | 37.399 |



Kampong Reklamasi Selinsing PT TIMAH (Persero) Tbk, Belitung Timur

## STRATEGI PENANGANAN PERUBAHAN IKLIM

## CLIMATE CHANGE HANDLING STRATEGY

### *ROADMAP* DEKARBONISASI MENUJU *NET ZERO EMISSION* 2060

Perubahan iklim yang ekstrim menjadi salah satu tantangan yang berdampak pada kelancaran operasional. Oleh sebab itu, Perseroan menghadapi tantangan perubahan iklim dengan cara menjalankan aktivitas dekarbonisasi yang optimal. Aktivitas dekarbonisasi mencakup inisiatif pengurangan dan efisiensi energi dengan tujuan mereduksi emisi, inisiatif reduksi emisi lainnya melalui praktik pertambangan yang ramah lingkungan, serta produksi bertanggung jawab untuk mengurangi limbah. Kebijakan dekarbonisasi diterapkan untuk mendukung Pilar *Environment* & *Climate Change* melalui serangkaian kegiatan maupun inisiatif yang bertujuan untuk mereduksi emisi.

Perseroan telah menyusun roadmap dekarbonisasi sejak tahun 2023 untuk mencapai NZE 2060 dilakukan dengan mengimplementasikan *scenario carbon offset* untuk mengkompensasi sisa emisi yang dihasilkan baik dari sektor energi, IPPU dan FOLU setelah penerapan berbagai skenario aksi mitigasi dan untuk mencapai target kebijakan FOLU Net Sink 2030 dan *Net Zero Emissions* (NZE) tahun 2060 di yurisdiksi PT TIMAH (Persero) Tbk. Skenario *carbon offset* ini sejalan dengan kebijakan nasional yaitu berdasarkan KEPMENLHK 169/2022 tentang Rencana Operasional Indonsesia's Forestry and Other Land Use (FOLU) Net Sink 2030 untuk Pengendalian Perubahan Iklim dan Kebijakan Ketahanan Iklim Indonesia 2050 (Indonesia *Long-Term Strategy for Low Carbon and Climate Resilience* (LTS-LCCR) 2050).

Berdasarkan hasil analisis dan perhitungan dari berbagai penerapan skenario aksi mitigasi dan aksi-aksi sekuestrasi karbon di PT TIMAH (Persero) Tbk., tahun 2030 PT TIMAH (Persero) Tbk masih menyisakan emisi (*net emissions*) dari seluruh sektor (lahan dan non-lahan) sebesar 2.704.004,70 $tCO_2e$ – 2.719.788,29 $tCO_2e$ dan tahun 2060 sebesar 1.947.588,61 $tCO_2e$ – 1.949.250,23 $tCO_2e$. Dengan demikian, tanpa adanya skenario *carbon offset* yaitu dengan penerapan aksi-aksi mitigasi yang dilakukan saat ini oleh PT TIMAH (Persero) Tbk (*viable measures in mining business*) maka target kebijakan FOLU Net Sink 2030 dan NZE 2060 sulit dicapai oleh PT TIMAH (Persero) Tbk.

Dengan adanya skenario *carbon offset* ini diharapkan roadmap dekarbonisasi di PT TIMAH (Persero) Tbk dapat tergambarkan secara jelas dan diharapkan kebijakan FOLU Net Sink 2030 dan NZE tahun 2060 di yurisdiksi PT TIMAH (Persero) Tbk dapat terlaksana dan sejalan dengan kebijakan nasional serta dapat mendorong siklus bisnis pertambangan di yurisdiksi PT TIMAH (Persero) Tbk menuju dan mencapai target negatif emisi *(net sinker)* di masa yang akan datang.

### DECARBONIZATION ROADMAP TOWARDS NET ZERO EMISSION 2060

Extreme climate change poses a significant challenge that can affect operational continuity. Therefore, the Company addresses climate change challenges by implementing optimal decarbonization activities. These decarbonization activities include energy reduction and efficiency initiatives aimed at lowering emissions, other emission reduction initiatives through environmentally friendly mining practices, and responsible production to minimize waste. The decarbonization policy is applied to support the Environment & Climate Change Pillar through a series of activities and initiatives designed to reduce emissions.

The Company has developed a decarbonization roadmap since 2023 to achieve NZE 2060 by implementing a carbon offset scenario to compensate for residual emissions from the energy sector, IPPU, and FOLU after applying various mitigation actions. This also aims to achieve the FOLU Net Sink 2030 target and Net Zero Emissions (NZE) by 2060 within the jurisdiction of PT TIMAH (Persero) Tbk. This carbon offset scenario aligns with national policies, specifically Minister of Environment and Forestry Decree No. 169/2022 regarding Indonesia's Forestry and Other Land Use (FOLU) Net Sink 2030 Operational Plan for Climate Change Control and Indonesia's Climate Resilience Policy 2050 (Indonesia Long-Term Strategy for Low Carbon and Climate Resilience (LTS-LCCR) 2050).

Based on the analysis and calculations from the implementation of various mitigation action scenarios and carbon sequestration measures at PT TIMAH (Persero) Tbk, by 2030 the Company is projected to have residual (net) emissions from all sectors (land and non-land) of 2,704,004.70 $tCO_2e$ – 2,719,788.29 $tCO_2e$, and by 2060 of 1,947,588.61 $tCO_2e$ – 1,949,250.23 $tCO_2e$. Therefore, without a carbon offset scenario, namely relying only on the mitigation actions currently implemented by PT TIMAH (Persero) Tbk (viable measures in the mining business), then achieving the FOLU Net Sink 2030 and NZE 2060 policy targets would be difficult for PT TIMAH (Persero) Tbk.

With the carbon offset scenario in place, it is expected that PT TIMAH (Persero) Tbk's decarbonization roadmap can be clearly illustrated, and the FOLU Net Sink 2030 and NZE 2060 policy within PT TIMAH (Persero) Tbk's jurisdiction can be realized in alignment with national policies. This scenario is also expected to support the mining business cycle in PT TIMAH (Persero) Tbk's jurisdiction in moving toward and achieving net negative emissions (net sink) in the future.

Pada tahun 2030 PT TIMAH (Persero) Tbk berpotensi menurunkan emisi GRK hingga 102,4 Ribu ton $CO_2e$ atau setara dengan reduksi 32% terhadap baseline di tahun 2030 untuk skenario ENDC & NZE1, NZE2. Sementara itu, pada scenario NZE3 penggunaan 100% gas sebagai bahan bakar alternatif biofuel dan biomassa berpotensi memberikan tambahan potensi reduksi hingga 118,15 Ribu ton $CO_2e$ atau setara dengan reduksi 37% terhadap baseline di tahun 2030.

Selanjutnya pada tahun 2060, skenario NZE1 emisi GRK mengalami penurunan hingga mencapai 55,3 Ribu ton $CO_2e$. Sementara itu, pada skenario NZE2 penggunaan 100% listrik emisi nol yang dapat disuplai dari listrik berbasis energi terbarukan, seperti nuklir (apabila rencana pemerintah pembangunan PLTN terealisasi di Bangka tahun 2032) atau dari pembangkit listrik berbahan bakar hydrogen, maupun pembelian REC (Renewable Energy Certificate) memberikan penurunan emisi GRK hingga mencapai tingkat emisi yang sama dengan skenario NZE1 pada tahun 2060. Hal itu disebabkan oleh suplai listrik PLN telah mencapai emisi nol pada skenario NZE1. Sedangkan skenario NZE3, penggunaan gas sebagai bahan bakar alternatif biofuel dan biomassa memberikan sejumlah penurunan emisi yang lebih signifikan dibandingkan dua skenario lainnya sampai dengan tahun 2050. Namun pada tahun 2060, sisa emisi non-lahan skenario NZE3 lebih tinggi yaitu mencapai 56,9 Ribu ton $CO_2e$. Hal ini disebabkan tingkat potensi reduksi emisi dari gas masih lebih rendah jika dibandingkan penggunaan biomasa dan biofuel dalam rasio penetrasi tinggi.

Roadmap dekarbonisasi yang disusun Perseroan merupakan target Perseroan untuk menuju *net zero emission* 2060 hingga 36 tahun ke depan. Melalui pelaksanaan dekarbonisasi ini, Perseroan akan senantiasa berkontribusi pada pencapaian target karbon netral yang dicanangkan oleh pemerintah. Berdasarkan hasil asesmen risiko, faktor-faktor yang mempengaruhi keberhasilan roadmap ini biaya yang besar dan perubahan regulasi. Dalam rangka mencapai *net zero emission* pada tahun 2060, Perseroan memiliki target reduksi emisi yang ingin dicapai setiap tahunnya. Pada tahun 2026, Perseroan memiliki target reduksi sebesar 4,6 % terhadap *Business as Usual* (BAU). Secara keseluruhan, Perseroan mencatat bahwa penurunan emisi pada tahun 2025 yaitu 32,02%.

By 2030, PT TIMAH (Persero) Tbk has the potential to reduce GHG emissions by up to 102.4 thousand tons of $CO_2e$, equivalent to a 32% reduction from the 2030 baseline under the ENDC & NZE1, NZE2 scenarios. Meanwhile, under the NZE3 scenario, using 100% gas as an alternative fuel alongside biofuel and biomass could potentially achieve additional reductions of up to 118.15 thousand tons of $CO_2e$, equivalent to a 37% reduction from the 2030 baseline.

Furthermore, in 2060, under the NZE1 scenario, GHG emissions are projected to decrease to 55.3 thousand tons of $CO_2e$. Meanwhile, in the NZE2 scenario, the use of 100% zero-emission electricity, which can be supplied from renewable energy-based sources such as nuclear power (if the government's planned nuclear power plant in Bangka is realized in 2032), hydrogen-powered electricity, or through the purchase of Renewable Energy Certificates (REC), will reduce GHG emissions to the same level as the NZE1 scenario in 2060. This is because PLN electricity supply would already achieve zero emissions under the NZE1 scenario. Meanwhile in the NZE3 scenario, using gas as an alternative fuel alongside biofuel and biomass results in more significant emission reductions compared to the other two scenarios up to 2050. However, by 2060, residual non-land emissions under the NZE3 scenario are higher, reaching 56.9 thousand tons of $CO_2e$. This is due to the lower emission reduction potential of gas compared to biomass and biofuel at high penetration ratios.

The decarbonization roadmap developed by the Company represents its target to achieve net zero emissions by 2060, spanning the next 36 years. Through the implementation of this decarbonization plan, the Company will continuously contribute to the government's carbon neutrality targets. Based on risk assessments, the key factors influencing the success of this roadmap are high costs and regulatory changes. To achieve net zero emissions by 2060, the Company has set annual emission reduction targets. In 2026, the Company aims for a 4.6% reduction compared to Business as Usual (BAU). Overall, the Company recorded a 32.02% reduction in emissions in 2025.

## PENGENDALIAN EMISI PENIPIS LAPISAN OZON [GRI 305-6]

Dalam menjalankan aktivitas operasionalnya, Perseroan berupaya untuk mengurangi penggunaan alat yang memiliki zat yang dapat menyebabkan penipisan lapisan ozon. Upaya yang dilakukan oleh Perseroan yaitu secara bertahap mengganti refrigeran yang menggunakan *chlorofluorocarbon* (CFC) dan peralatan lainnya yang

## EMISSIONS OF OZONE-DEPLETING SUBSTANCES [GRI 305-6]

In conducting its operations, the Company strives to reduce the use of equipment containing substances that can deplete the ozone layer. The Company's efforts include gradually replacing refrigerants containing chlorofluorocarbons (CFCs) and other equipment containing chlorine, fluorine, and carbon with more

mengandung klorin, fluoro, dan karbon, menjadi menggunakan bahan hidrokarbon yang lebih ramah lingkungan. Perseroan tidak mengimpor dan mengekspor emisi penipis lapisan ozon. Data emisi zat perusak ozon dengan cakupan wilayah Kantor Pusat di Pangkalpinang yang masih digunakan oleh Perseroan yaitu sebagai berikut.

environmentally friendly hydrocarbon-based alternatives. The Company does not import or export ozone-depleting emissions. The data on ozone-depleting substance emissions within the coverage area of the Head Office in Pangkalpinang, which are still used by the Company, are as follows.

**Tabel Data Emisi Zat Perusak Ozon HFCs dari Sistem AC (R32)**
Table of Ozone-Depleting Substance Emission Data for HFCs from AC Systems (R32)

| **Volume/Kuantitas dalam 1 tahun (SF6 = kg; HFCs = kg)** Volume/Quantity in 1 Year (SF6 = kg; HFCs = kg) | **Global Warming Potential (ton $CO_2$eq/kg)** | **Emisi yang Dihasilkan (ton $CO_2$eq/kg)** Emissions Generated (ton $CO_2$eq) |
|---|---|---|
| 49,14 | 0,675 | 33,17 |

Keterangan:
Sumber faktor emisi yang digunakan menggunakan link https://exceloplossing.nl/refrigerantco2- equivalent-calculator.
Note:
The emission factor source used is available at https://exceloplossing.nl/refrigerantco2-equivalent-calculator

## BEBAN EMISI NON GRK [GRI 305-7, 14.3.2, EM-MM-120A.1]

Secara berkala, Perseroan melakukan pengujian emisi yang berasal dari sumber emisi tidak bergerak sebagai bagian dari pengendalian kualitas udara. Pengujian tersebut mencakup parameter Partikulat, $SO_2$, NOx, HCl, $NH_3$, Pb, Sn, CO, dan Total Volatile Organic Compounds (TVOC). Sumber emisi yang dipantau meliputi cerobong yang terkait dengan kegiatan Pembangkit Listrik Tenaga Diesel (PLTD) serta peralatan operasional pendukung, seperti wheel loader, forklift, truk, dan tronton. Dalam perhitungan dan pelaporan emisi, Perseroan menggunakan faktor emisi yang mengacu pada pedoman IPCC 2006.

Selain itu, Perseroan telah memasang bag filter sebagai fasilitas pengendali pencemaran udara untuk mengelola emisi non-GRK yang dihasilkan dari cerobong operasional. Penerapan teknologi ini bertujuan untuk mengurangi konsentrasi partikel dan polutan udara lainnya, sehingga emisi yang dilepaskan ke atmosfer dapat memenuhi standar Baku Mutu Emisi (BME) yang ditetapkan oleh pemerintah.

Perseroan juga telah memiliki inisiatif lain untuk mengurangi emisi lainnya yaitu dengan meningkatkan efisiensi penggunaan genset, pemeliharaan rutin genset dan elektrifikasi kebutuhan listrik ke *baghouse*. Perseroan memastikan bahwa emisi-emisi gas lainnya tersebut telah sesuai dengan ketentuan baku mutu lingkungan yang telah ditetapkan.

Sebagai bagian dari komitmen terhadap kepatuhan lingkungan dan prinsip kehati-hatian, Perseroan juga melakukan pemantauan berkala serta evaluasi berkelanjutan terhadap kinerja pengendalian emisi. Hasil pemantauan

## NON-GHG EMISSION LOAD [GRI 305-7, 14.3.2, EM-MM-120A.1]

Periodically, the Company conducts emission testing from stationary emission sources as part of its air quality control measures. These tests cover parameters such as Particulates, $SO_2$, NOx, HCl, $NH_3$, Pb, Sn, CO, and Total Volatile Organic Compounds (TVOC). The monitored emission sources include stacks associated with Diesel Power Plant (PLTD) activities as well as supporting operational equipment, such as wheel loaders, forklifts, trucks, and heavy-duty trucks. In calculating and reporting emissions, the Company uses emission factors referring to the IPCC 2006 guidelines.

In addition, the Company has installed bag filters as an air pollution control facility to manage non-GHG emissions generated from operational stacks. The application of this technology aims to reduce the concentration of particulates and other air pollutants so that the emissions released into the atmosphere comply with the Emission Quality Standards (BME) established by the government.

The Company has also implemented other initiatives to reduce emissions, including improving genset efficiency, performing routine genset maintenance, and electrifying the power supply for the baghouse. The Company ensures that these other gaseous emissions comply with the environmental quality standards in force.

As part of its commitment to environmental compliance and the precautionary principle, the Company also carries out regular monitoring and continuous evaluation of emission control performance. The results of this monitoring serve

tersebut digunakan sebagai dasar untuk perbaikan berkelanjutan (*continuous improvement*), baik dari sisi operasional maupun teknologi pengendalian pencemar udara. Dengan langkah-langkah tersebut, Perseroan berupaya meminimalkan dampak kegiatan operasional terhadap kualitas udara ambien serta mendukung pencapaian kinerja lingkungan yang berkelanjutan sesuai dengan peraturan perundang-undangan yang berlaku.

as a basis for continuous improvement, both in operational practices and emission control technology. Through these measures, the Company strives to minimize the impact of its operational activities on ambient air quality and to support sustainable environmental performance in accordance with applicable laws and regulations.

**Tabel Emisi Gas Lainnya – Division Processing & Refinery 2025**
Table of Other Gas Emission – Processing & Refinery 2025

| **Lokasi** Location | **Parameter** | **Beban Emisi (Ton/Tahun)** Emission Load (Tons/Year) | **Baku Mutu Emisi** Emission Quality Standard |
|---|---|---|---|
| Rafinasi Refining | HCl (mg/Nm³) | 3,68 | 5 |
| | $NH_3$ (mg/Nm³) | 0,56 | 0,5 |
| | $NO_x$ (mg/Nm³) | 211 | 750 |
| | Opasitas (%) Opacity (%) | 20 | 20 |
| | Partikulat (mg/Nm³) Particulate (mg/Nm³) | 73 | 250 |
| | Pb (mg/Nm³) | 0,0019 | 5 |
| | Sn (mg/Nm³) | 0,048 | 10 |
| | $SO_2$ (mg/Nm³) | 99,6 | 800 |
| | TVOC (mg/Nm³) | 0,007 | 10 |
| *Baghouse* 1 | HCl (mg/Nm³) | 3,68 | 5 |
| | $NH_3$ (mg/Nm³) | 0,56 | 0,5 |
| | $NO_x$ (mg/Nm³) | 237 | 750 |
| | Opasitas (%) | 20 | 20 |
| | Partikulat (mg/Nm³) | 80 | 250 |
| | Pb (mg/Nm³) | 0,0019 | 5 |
| | Sn (mg/Nm³) | 0,048 | 10 |
| | $SO_2$ (mg/Nm³) | 131 | 800 |
| | TVOC (mg/Nm³) | 0,007 | 10 |
| *Baghouse* 2 | HCl (mg/Nm³) | 3,68 | 5 |
| | $NH_3$ (mg/Nm³) | 0,56 | 0,5 |
| | $NO_x$ (mg/Nm³) | 83 | 750 |
| | Opasitas(%) | 20 | 20 |
| | Partikulat (mg/Nm³) | 58 | 250 |
| | Pb (mg/Nm³) | 0,0019 | 5 |
| | Sn (mg/Nm³) | 0,048 | 10 |
| | $SO_2$ (mg/Nm³) | 68,1 | 800 |
| | TVOC (mg/Nm³) | 0,007 | 10 |

## Tabel Emisi Gas Lainnya 2024
Table of Other Gas Emission 2024

| Lokasi<br>Location | Parameter | Beban Emisi (Ton/Tahun)<br>Emission Load (Tons/Year) | Baku Mutu Emisi<br>Emission Quality Standard |
|---|---|---|---|
| Rafinasi<br>Refining | HCl (mg/Nm³) | 0,09 | 5 |
| | $NH_3$ (mg/Nm³) | 0,00 | 0,5 |
| | $NO_x$ (mg/Nm³) | 15,86 | 750 |
| | Opasitas(%)<br>Opacity (%) | 0,00 | 20 |
| | Partikulat (mg/Nm³)<br>Particulate (mg/Nm³) | 11,61 | 150 |
| | Pb (mg/Nm³) | 0,00 | 5 |
| | Sn (mg/Nm³) | 0,00 | 5 |
| | $SO_2$ (mg/Nm³) | 12,43 | 800 |
| | TVOC (mg/Nm³) | 0,00 | 5 |
| *Baghouse* 1 | HCl (mg/Nm³) | 0,14 | 5 |
| | $NH_3$ (mg/Nm³) | 0,00 | 0,5 |
| | $NO_x$ (mg/Nm³) | 24,76 | 750 |
| | Opasitas (%) | 0,00 | 20 |
| | Partikulat (mg/Nm³) | 8,32 | 150 |
| | Pb (mg/Nm³) | 0,02 | 5 |
| | Sn (mg/Nm³) | 0,00 | 5 |
| | SO2 (mg/Nm³) | 23,03 | 800 |
| | TVOC (mg/Nm³) | 0,00 | 5 |
| *Baghouse* 2 | HCl (mg/Nm³) | 0,05 | 5 |
| | $NH_3$ (mg/Nm³) | 0,00 | 0,5 |
| | $NO_x$ (mg/Nm³) | 17,12 | 750 |
| | Opasitas (%) | 0,00 | 20 |
| | Partikulat (mg/Nm³) | 13,66 | 150 |
| | Pb (mg/Nm³) | 0,00 | 5 |
| | Sn (mg/Nm³) | 0,00 | 5 |
| | SO2 (mg/Nm³) | 13,57 | 800 |
| | TVOC (mg/Nm³) | 0,00 | 5 |
| *Baghouse* 7 | HCl (mg/Nm³) | 0,11 | 5 |
| | $NH_3$ (mg/Nm³) | 0,00 | 0,5 |
| | $NO_x$ (mg/Nm³ ) | 16,36 | 750 |
| | Opasitas (%) | 0,00 | 20 |
| | Partikulat (mg/Nm³) | 10,61 | 150 |
| | Pb (mg/Nm³) | 0,00 | 5 |
| | Sn (mg/Nm³) | 0,00 | 5 |
| | $SO_2$ (mg/Nm³) | 18,30 | 800 |
| | TVOC (mg/Nm³) | 0,00 | 5 |

## Tabel Emisi Gas Lainnya 2024
Table of Other Gas Emission 2024

| Lokasi<br>Location | Parameter | Beban Emisi (Ton/Tahun)<br>Emission Load<br>(Tons/Year) | Baku Mutu Emisi<br>Emission Quality Standard |
|---|---|---|---|
| *Baghouse* 8 | HCl (mg/Nm³) | 0,16 | 5 |
| | NH3 (mg/Nm³) | 0,00 | 0,5 |
| | NOx (mg/Nm³) | 15,05 | 750 |
| | Opasitas (%) | 0,00 | 20 |
| | Partikulat (mg/Nm³) | 13,37 | 150 |
| | Pb (mg/Nm³) | 0,00 | 5 |
| | Sn (mg/Nm³) | 0,00 | 5 |
| | SO2 (mg/Nm³) | 16,76 | 800 |
| | TVOC (mg/Nm³) | 0,00 | 5 |

## Tabel Emisi Gas Lainnya – Unit Metalurgi 2023
Table of Other Gas Emission – Metallurgical Unit 2023

| Lokasi<br>Location | Parameter | Beban Emisi (Ton/Tahun)<br>Emission Load<br>(Tons/Year) | Baku Mutu Emisi<br>Emission Quality Standard |
|---|---|---|---|
| Rafinasi<br>Refining | HCl (mg/Nm³) | 0,89 | 5 |
| | $NH_3$ (mg/Nm³) | 0,0005 | 0,5 |
| | $NO_x$ (mg/Nm³) | 178 | 750 |
| | Opasitas (%)<br>Opacity (%) | 4,5 | 20 |
| | Partikulat (mg/Nm³)<br>Particulate (mg/Nm³) | 53,6 | 150 |
| | Pb (mg/Nm³) | 0,02 | 5 |
| | Sn (mg/Nm³) | 0,02 | 5 |
| | $SO_2$ (mg/Nm³) | 203 | 800 |
| | TVOC (mg/Nm³) | 0,007 | 5 |
| *Baghouse* 1 | HCl (mg/Nm³) | 0,67 | 5 |
| | $NH_3$ (mg/Nm³) | 0,005 | 0,5 |
| | $NO_x$ (mg/Nm³) | 102 | 750 |
| | Opasitas (%) | 4,5 | 20 |
| | Partikulat (mg/Nm³) | 57,4 | 150 |
| | Pb (mg/Nm³) | 0,02 | 5 |
| | Sn (mg/Nm³) | 0,02 | 5 |
| | $SO_2$ (mg/Nm³) | 89 | 800 |
| | TVOC (mg/Nm³) | 0,007 | 5 |

**Tabel Emisi Gas Lainnya – Unit Metalurgi 2023**
Table of Other Gas Emission – Metallurgical Unit 2023

| Lokasi<br>Location | Parameter | Beban Emisi (Ton/Tahun)<br>Emission Load (Tons/Year) | Baku Mutu Emisi<br>Emission Quality Standard |
|---|---|---|---|
| *Baghouse* 2 | HCl (mg/Nm$^3$) | 1,09 | 5 |
| | $NH_3$ (mg/Nm$^3$) | 0,005 | 0,5 |
| | $NO_x$ (mg/Nm$^3$) | 148 | 750 |
| | Opasitas (%) | 6,8 | 20 |
| | Partikulat (mg/Nm$^3$) | 78,9 | 150 |
| | Pb (mg/Nm$^3$) | 0,02 | 5 |
| | Sn (mg/Nm$^3$) | 0,02 | 5 |
| | $SO_2$ (mg/Nm$^3$) | 72 | 800 |
| | TVOC (mg/Nm$^3$) | 0,007 | 5 |

## ASPEK MATERIAL

### PENGGUNAAN MATERIAL YANG RAMAH LINGKUNGAN [OJK F.5, GRI 301-1, 301-2, 301-3]

PT TIMAH (Persero) Tbk senantiasa menerapkan praktik operasional yang bertanggung jawab dengan mengoptimalkan penggunaan material secara efisien serta meminimalkan timbulan limbah dalam setiap kegiatan operasional. Selain itu, Perseroan melaksanakan pengelolaan limbah dan efluen secara terencana dan terkendali sebagai langkah mitigasi untuk mencegah terjadinya pencemaran, sekaligus mengurangi serta menghindari potensi dampak negatif limbah terhadap kesehatan manusia dan kelestarian lingkungan.

Aktivitas operasional Perseroan yaitu melakukan ekstraksi bijih timah menjadi logam timah. Sebagian dari logam timah ini dijadikan *tin solder* dan *tin chemical*. Di samping itu, kegiatan penambangan batu bara hanya dilakukan Entitas Anak yaitu PT Tanjung Alam Jaya. Dengan demikian, Perseroan tidak terlibat dalam pengolahan batu bara atau proses daur ulang material untuk dijadikan produk sehingga Perseroan tidak melaporkan persentase produk yang berasal dari daur ulang dan material kemasan untuk setiap kategori produk. Penggunaan material dalam proses produksi diinput pada pergerakan rutinitas harian selama di pabrik. Adapun besaran material tidak terbarukan yang digunakan untuk memproduksi dan mengemas produk sebagai berikut:

## MATERIAL ASPECT

### THE USE OF ENVIRONMENTALLY FRIENDLY MATERIALS [OJK F.5, GRI 301-1, 301-2, 301-3]

PT TIMAH (Persero) Tbk consistently implements responsible operational practices by optimizing material usage efficiently and minimizing waste generation in all operational activities. In addition, the Company carries out planned and controlled waste and effluent management as a mitigation measure to prevent pollution, while reducing and avoiding potential negative impacts of waste on human health and environmental sustainability.

The Company's operational activities involve the extraction of tin ore into tin metal. Part of this tin metal is further processed into tin solder and tin chemicals. Furthermore, coal mining activities are only conducted by the Subsidiary, PT Tanjung Alam Jaya. Therefore, the Company is not involved in coal processing or material recycling to produce products and does not report the percentage of products made from recycled materials or packaging materials for each product category. Material usage in the production process is recorded in the daily routine movements at the plant. The amount of non-renewable materials used for producing and packaging products is as follows:

**Tabel Penggunaan Material dalam Proses Produksi Unit Metalurgi Muntok dan Unit Metalurgi Kundur**
Table of Material Use in the Production Process at Mentok Metallurgical Unit and Kundur Metallurgical Unit

| Jenis Material<br>Type of Material | Satuan<br>Unit | 2025 | 2024 | 2023 |
|---|---|---|---|---|
| Bijih Timah<br>Tin Ore | Ton Sn | 18.239 | 18.876 | 13.494 |
| Terak<br>lag | Ton Sn | 2.901 | 2.278 | 2.166 |
| Debu Timah<br>Tin Dust | Ton Sn | 4.891 | 2.822 | 2.464 |
| *Dross* | Ton Sn | 4.512 | 5.175 | 5.022 |
| *Hardhead* | Ton Sn | 2.427 | 962 | 1.400 |
| Timah Besi<br>Iron Tin | Ton Sn | 1.237 | 913 | 446 |
| Antrasit | Ton | 17.934 | 8.680 | 7.935 |
| *Fluks* | Ton | 1.174 | 1.205 | 1.795 |

Selanjutnya, material daur ulang yang digunakan dalam proses peleburan merupakan material sirkulasi seperti: Terak I, Debu, Dross, Hardhead, dan Timah Besi/Fe-Sn. Material tersebut didaur ulang ke proses peleburan untuk mengambil unsur logam timah yang masih tersisa dan meningkatkan *recovery* dalam proses peleburan. Adapun material input daur ulang yang digunakan sebagai berikut.

Next, the recycled materials used in the smelting process are circulating materials such as Slag I, Dust, Dross, Hardhead, and Iron-Tin/Fe-Sn. These materials are recycled back into the smelting process to recover the remaining tin content and improve recovery in the smelting process. The recycled material inputs used are as follows.

**Tabel Material Input yang Dipakai dan Didaur Ulang**
Table of Materials Used and Recycled

| Tahun<br>Year | Jumlah Material Input yang Dipakai (Ton)<br>Total Input Material Used (Tons) | Jumlah Material Daur Ulang (Ton)<br>Total Recycle Material (Tons) | Persentase (%)<br>Percentage (%) |
|---|---|---|---|
| 2025 | 18.239 | 15.968 | 87 |
| 2024* | 18.876 | 12.150 | 64 |
| 2023* | 13.494 | 11.498 | 85 |

Keterangan:
*) Disajikan kembali
Notes:
*)Restated

Selanjutnya, dalam pelaksanaan aktivitas operasional di kantor Perseroan telah menghindari penggunaan material sekali pakai seperti penggunaan botol minum plastik yang telah digantikan dengan penggunaan gelas untuk keperluan minum karyawan sehari-hari maupun saat adanya rapat dan pertemuan tertentu. Selain itu, Perseroan juga telah memanfaatkan teknologi informasi dalam melakukan komunikasi dan bertukar informasi antar karyawan Perseroan.

Next, in carrying out operational activities at the Company's offices, single-use materials have been avoided, such as plastic drinking bottles, which have been replaced with the use of glasses for employees' daily drinking needs as well as during meetings and certain gatherings. In addition, the Company has utilized information technology to facilitate communication and information exchange among employees.

## ASPEK LIMBAH DAN EFLUEN

### JUMLAH LIMBAH DAN EFLUEN YANG DIHASILKAN BERDASARKAN JENIS [OJK F.13, 306-2, 14.5.3, GRI 306-3, 14.5.4, 14.15.2, 306-4, 14.5.5, EM-MM-150A.4, EM-MM-150A.5, EM-MM-150A.6, EM-MM-150A.7]

Aktivitas operasional Perseroan menghasilkan limbah padat dan cair, termasuk limbah bahan berbahaya dan beracun (B3) maupun non-B3. Limbah yang timbul dari kegiatan operasional tersebut berpotensi menimbulkan dampak negatif terhadap lingkungan apabila tidak dikelola secara tepat. Dampak yang dapat terjadi meliputi pencemaran lingkungan, gangguan kesehatan bagi masyarakat sekitar, kerusakan ekosistem, pencemaran udara, hingga peningkatan risiko banjir akibat sistem pengelolaan yang tidak memadai, termasuk yang berasal dari aktivitas rantai nilai dan penggunaan zat berbahaya. Oleh karena itu, Perseroan berkomitmen untuk melaksanakan pengelolaan limbah secara bertanggung jawab, antara lain melalui penerapan sistem sirkulasi tertutup pada pengelolaan air limbah kegiatan penambangan, serta pengelolaan limbah B3 dan non-B3 sesuai dengan ketentuan yang berlaku, guna meminimalkan potensi dampak negatif terhadap lingkungan dan masyarakat.

Komitmen Perseroan dalam pengelolaan limbah tercermin dengan telah dimilikinya Kebijakan Kesehatan, Keselamatan Kerja dan Lingkungan Hidup. Kebijakan tersebut merupakan pedoman bagi Perseroan dalam mengurangi jumlah limbah yang dibuang ke tempat pembuangan akhir yang mengacu pada kriteria PROPER. Perseroan berupaya untuk mengoptimalkan pengelolaan limbah sebelum dibuang ke tempat pembuangan akhir, melalui pemanfaatan kembali, daur ulang, dan inisiatif lainnya seperti pengurangan penggunaan kertas yang dialihkan dengan penggunaan aplikasi administrasi. Seluruh limbah yang berasal dari rumah tangga dan kantor dikirimkan ke Tempat Pembuangan Akhir (TPA). Data limbah yang dihasilkan merupakan data yang diambil dari seluruh wilayah operasional Perseroan atau *onsite*.

Perseroan senantiasa melakukan pemantauan pengelolaan limbah yaitu pada setiap semester Perseroan melaporkan pengelolaan limbah B3 kepada instansi terkait, mengacu pada PP No. 22 Tahun 2021. Perseroan melakukan pengumpulan data terkait limbah B3 dari masing-masing wilayah operasional dengan melakukan pengisian pada aplikasi Pelaporan LB3 dari Kementerian Lingkungan Hidup pada setiap bulan.

## WASTE AND EFFLUENT ASPECT

### AMOUNT OF WASTE AND EFFLUENT GENERATED BY TYPE [OJK F.13, 306-2, 14.5.3, GRI 306-3, 14.5.4, 14.15.2, 306-4, 14.5.5, EM-MM-150A.4, EM-MM-150A.5, EM-MM-150A.6, EM-MM-150A.7]

The Company's operational activities generate both solid and liquid waste, including hazardous and toxic waste as well as non-hazardous waste. Waste resulting from these operational activities has the potential to cause negative environmental impacts if not properly managed. Such impacts may include environmental pollution, health hazards for surrounding communities, ecosystem damage, air pollution, and increased flood risk due to inadequate waste management systems, including impacts from the value chain and the use of hazardous substances. Therefore, the Company is committed to responsible waste management, including the implementation of a closed-circulation system for wastewater from mining activities, and the management of hazardous and non-hazardous waste in accordance with applicable regulations to minimize potential negative impacts on the environment and society.

The Company's commitment to waste management is reflected in its Occupational Health, Safety, and Environmental Policy. This policy serves as a guideline for the Company to reduce the amount of waste disposed of landfills, which refers to PROPER criteria. The Company strives to optimize waste management before disposal through reuse, recycling, and other initiatives such as reducing paper use by shifting to administrative applications. All household and office waste is sent to the Final Disposal Site (TPA). Waste data is collected from all of the Company's operational sites or on-site.

The Company consistently monitors waste management, namely every semester, the Company reports hazardous waste management to the relevant authorities, referring to Government Regulation No. 22 of 2021. Data collection on hazardous waste is carried out in each operational area through the hazardous Reporting application provided by the Ministry of Environment on a monthly basis.

Adapun limbah B3 dan Non B3 yang dihasilkan sebagai berikut:

The hazardous (B3) and non-hazardous (Non-B3) waste generated are as follows:

**Tabel Jumlah Limbah B3**
Table of Total Hazardous Waste

(Dalam Ton) (In Tons)

| Jenis<br>Type | 2025 | 2024 | 2023 |
|---|---|---|---|
| Limbah Terkontaminasi B3<br>Hazardous Contaminated Waste | 2,01 | 0,18 | 0,40 |
| Majun Bekas<br>Used Wiping Cloth | 4,12 | 1,66 | 0,88 |
| Aki/Baterai Bekas<br>Used Battery | 0,85 | 0,77 | 1,45 |
| Lampu TL<br>TL Lamp | 0,05 | 0,04 | 0,09 |
| Limbah Medis<br>Medical Waste | 0,01 | 0,04 | 0,09 |
| **Total** | **7,04** | **2,69** | **2,91** |

Keterangan:
Data tahun 2024 dan 2023 merupakan data yang berasal dari Wilayah Bangka: Unit Metalurgi Muntok; Wilayah Kundur: Unit Metalurgi Kundur; Wilayah Belitung: TB Batu Besi
Note:
Data for 2024 and 2023 comes from Bangka Region: Metallurgical Unit Muntok; Kundur Region: Metallurgical Unit Kundur; Belitung Region: TB Batu Besi.

Terkait dengan limbah Non B3, pencatatan limbah dilakukan penimbangan secara manual dan dilaporkan ke Division HSE & Sustainability. Adapun jumlah limbah Non-B3 sebagai berikut.

Regarding non-hazardous waste, recording is done by manual weighing and reported to the HSE & Sustainability Division. The amount of non-hazardous waste is as follows:

**Tabel Jumlah Limbah Non-B3**
Table of Total Non-Hazardous Waste

(Dalam Ton) (Dalam Ton)

| Jenis<br>Type | 2025 | 2024 | 2023 |
|---|---|---|---|
| Sampah Plastik<br>Plastic Waste | 1,59 | 1,65 | 1,61 |
| Kertas<br>Paper | 0,315 | 0,332 | 0,58 |
| *Scrap* (Besi Bekas)<br>Scrap (Used Iron) | 25,72 | 24,39 | 18,24 |
| Palet Kayu Bekas<br>Used Wood Pallets | 0,77 | 1,19 | 0,49 |
| Ban Bekas<br>Used Tires | 2,23 | 2,365 | 2,70 |
| Kayu<br>Wood | 1,07 | 1,19 | 0,36 |
| Limbah Batuan<br>Rock Waste | 0 | 0 | 0 |
| **Total** | **31,69** | **31,11** | **23,98** |

Sejalan dengan penerapan prinsip total mining, hingga akhir tahun 2025 Perseroan memastikan bahwa seluruh material hasil pengolahan dikelola dan dimanfaatkan secara optimal sehingga tidak terdapat tailing yang dihasilkan dari aktivitas pengolahan.

Selanjutnya, *Proses Electrolytic Refining* (ER), pencucian bijih timah, operasi pabrik, serta limbah berminyak dari tangki BBM dan pembangkit listrik tenaga diesel di PLTD Unit Metalurgi yang menghasilkan limbah cair. Adapun besaran efluen sebagai berikut.

In line with the implementation of the total mining principle, by the end of 2025 the Company ensured that all materials resulting from processing were managed and utilized optimally, so that no tailings were generated from processing activities.

Furthermore, the Electrolytic Refining (ER) process, tin ore washing, plant operations, and oily waste from fuel tanks and diesel power plants at the Metallurgical Unit PLTD produce liquid waste. The amount of effluent is as follows.

**Tabel Jumlah Limbah Cair B3**
Table of Amount of Hazardous Liquid Waste

(Dalam Ton) (In Tons)

| Jenis<br>Type | 2025 | 2024 | 2023 |
|---|---|---|---|
| Oli Bekas (B150 d)<br>Used Oil (B150 d) | 133,415 | 182,79 | 204,17 |
| Solar Bekas (B105 d)<br>Used Diesel (B105 d) | 6,670 | 2,70 | 10,62 |
| *Grase* Bekas (B105 d)<br>Used Grease (B105 d) | 26,683 | 14,94 | 26,64 |
| **Total** | **166,768** | **200,43** | **241,43** |

Penurunan limbah cair di tahun 2025 dibandingkan tahun 2024 dikarenakan berkurangnya kapal yang beroperasi.

The decrease in liquid waste in 2025 compared to 2024 is due to a reduction in the number of vessels in operation.

## MEKANISME PENGELOLAAN LIMBAH DAN EFLUEN [OJK F.14, GRI 306-1, 14.5.2, 306-2, 14.5.3, 306-4, 14.6.5, 306-5, 14.5.6, ICMM 6.3, EM-MM-150A.10, EM-MM-540A.1, EM-MM-540A.2, EM-MM-540A.3, EM-MM-150A.8]

Terkait pengelolaan limbah B3 yang dihasilkan, Perseroan bekerja sama dengan pihak ketiga yang memiliki izin resmi sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. Sebelum diserahkan kepada pihak ketiga, limbah B3 terlebih dahulu dikumpulkan dan disimpan di Tempat Penampungan Sementara (TPS) yang dikelola sesuai prosedur pengelolaan limbah B3 guna mencegah potensi pencemaran lingkungan. Fasilitas TPS dilengkapi dengan peralatan tanggap darurat, jalur evakuasi, Standar Operasional Prosedur (SOP) terkait penyimpanan, pengiriman, dan penanganan keadaan darurat, serta didukung dengan *logbook* dan papan informasi khusus limbah B3. Perseroan juga menyampaikan laporan pengelolaan limbah B3 setiap triwulan kepada instansi terkait dengan mengacu pada Peraturan Pemerintah Nomor 22 Tahun 2021. Limbah B3 yang dihasilkan tidak dimanfaatkan kembali (*reuse*); namun demikian, Perseroan menerapkan upaya pengurangan (*reduce*) di sumbernya serta memastikan pengelolaan lanjutan dilakukan oleh pihak ketiga yang berizin, sebagai bentuk komitmen terhadap pengelolaan limbah yang bertanggung jawab dan berkelanjutan.

## WASTE AND EFFLUENT MANAGEMENT MECHANISM [OJK F.14, GRI 306-1, 14.5.2, 306-2, 14.5.3, 306-4, 14.6.5, 306-5, 14.5.6, ICMM 6.3, EM-MM-150A.10, EM-MM-540A.1, EM-MM-540A.2, EM-MM-540A.3, EM-MM-150A.8]

In terms of the management of hazardous and toxic waste (B3) generated, the Company collaborates with third parties that hold official permits in accordance with the applicable laws and regulations. Before being handed over to third parties, hazardous waste is first collected and stored in Temporary Storage Facilities (TPS) managed according to hazardous waste management procedures to prevent potential environmental contamination. The TPS facilities are equipped with emergency response equipment, evacuation routes, Standard Operating Procedures (SOPs) related to storage, transportation, and emergency handling, and are supported with logbooks and special information boards for hazardous waste. The Company also submits hazardous waste management reports quarterly to the relevant authorities, by referring to Government Regulation No. 22 of 2021. The hazardous waste generated is not reused; however, the Company implements reduction (reduce) efforts at the source and ensures further management is carried out by licensed third parties, as a demonstration of commitment to responsible and sustainable waste management.

Limbah B3 kemudian diangkut oleh pihak ketiga untuk kemudian dilakukan pengelolaan lebih lanjut, seperti proses insinerasi limbah padat B3, pemanfaatan limbah B3, pemusnahan limbah B3 oleh pihak ketiga yang berizin dari Kementerian Lingkungan Hidup. Untuk limbah yang tidak dilakukan pemanfaatan kembali, limbah yang dihasilkan langsung dikelola oleh pihak ketiga berizin. Pengelolaan limbah Non B3 yang dilakukan mengacu pada PP 22 TAHUN 2021 terkait Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup. Sedangkan, terkait monitoring pengelolaan limbah dilakukan sesuai Standar Permen LHK no SK.242/MENLHK/SEKJEN/PKL.1/6/2020.

Terkait pengelolaan limbah organik, Perseroan melibatkan masyarakat sekitar dalam pemanfaatannya menjadi pupuk kompos yang selanjutnya digunakan untuk mendukung kegiatan rehabilitasi lahan. Selain itu, limbah padat non-B3 yang berasal dari kegiatan perkantoran maupun proses produksi diserahkan kepada pihak ketiga yang memiliki kompetensi dalam pengelolaan limbah. Atas komitmen tersebut, sepanjang tahun 2025 Perseroan tidak mengalami dampak negatif yang signifikan terkait limbah yang dihasilkan dari kegiatan operasional.

Hazardous waste is then transported by third parties for further processing, such as incineration of solid hazardous waste, utilization of hazardous waste, or destruction by third parties licensed by the Ministry of Environment and Forestry. For waste that is not reused, the resulting waste is directly managed by licensed third parties. Non- hazardous waste management is conducted in accordance with Government Regulation (PP) 22 of 2021 regarding the Implementation of Environmental Protection and Management. Monitoring of waste management is carried out in accordance with the standards of Minister of Environment and Forestry Regulation No. SK.242/MENLHK/SEKJEN/PKL.1/6/2020.

For organic waste management, the Company involves the local community by converting it into compost, which is subsequently used to support land rehabilitation activities. Additionally, non- hazardous solid waste from office activities or production processes is handed over to third parties competent in waste management. With this commitment, throughout 2025, the Company did not experience any significant negative impacts related to waste generated from operational activities.

**Tabel Pengelolaan Limbah B3 Berdasarkan Jenisnya (GRI 306-4)**
Table of Hazardous Waste Management by Type (GRI 306-4)

| Jenis Limbah<br>Type of Waste | Metode Pengelolaan<br>Management Method |
|---|---|
| Oli Bekas<br>Used Oil | Pengangkutan dan Pengelolaan Lanjutan bekerjasama dengan Pihak Ketiga Berizin (Daur ulang).<br>Storage and Further Management in Collaboration with Licensed Third Parties (Recycling). |
| Filter Bekas<br>Used Filter | Pengangkutan dan Pengelolaan Lanjutan Bekerjasama dengan Pihak Ketiga Berizin.<br>Storage and Further Management in Collaboration with Licensed Third Parties. |
| Aki Bekas<br>Used Battery | Pengangkutan dan Pengelolaan Lanjutan Bekerjasama dengan Pihak Ketiga Berizin (Daur ulang).<br>Storage and Further Management in Collaboration with Licensed Third Parties (Recycling). |
| Majun Terkontaminasi<br>Contaminated Wiping Cloth | Pengangkutan dan Pengelolaan Lanjutan Bekerjasama dengan Pihak Ketiga Berizin.<br>Storage and Further Management in Collaboration with Licensed Third Parties. |

**Tabel Limbah Padat B3 yang Dikirim dan Dialihkan ke Pembuangan Akhir (Ton)**
Table of Hazardous Solid Waste Sent and Diverted to Final Disposal (Tons)

| Jenis<br>Type | 2025 | 2024 | 2023 |
|---|---|---|---|
| Insinerasi (dengan *energy recovery*)<br>Incineration (with energy recovery) | 5,03 | 1,92 | 1,46 |
| *Recycling* | 1,33 | 0,77 | 1,45 |
| **Total** | **6,36** | **2,69** | **2,91** |

**Tabel Limbah Padat Non B3 yang Dikirim dan Dialihkan ke Pembuangan Akhir (Ton)**
Table of Non-Hazardous Solid Waste Sent and Diverted to Final Disposal (Tons)

| Jenis<br>Type | 2025 | 2024 | 2023 |
|---|---|---|---|
| *Recycling* (Besi *Scrap*) | 10,08 | 9,35 | 9,11 |

Terkait pengelolaan efluen, Perseroan telah menyediakan Instalasi Pengolahan Air Limbah (IPAL) serta bak penangkap minyak (*oil trap*) di setiap fasilitas operasional. Penyediaan sarana ini bertujuan untuk memastikan bahwa air limbah yang dihasilkan memenuhi Standar Baku Mutu Air Limbah sebagaimana ditetapkan oleh Kementerian Lingkungan Hidup sesuai dengan ketentuan dalam izin IPAL. Perseroan juga mengoptimalkan fungsi kolam pengendap lumpur melalui penambahan kapur guna meningkatkan kualitas air agar memenuhi standar lingkungan yang berlaku. Seluruh limbah cair dikelola dan diproses hingga mencapai baku mutu yang dipersyaratkan sebelum dialirkan ke lingkungan.

Dalam mengelola efluen, Perseroan juga bekerjasama dengan pihak ketiga untuk melakukan evaluasi terhadap kualitas air limbah. Hasil evaluasi di tahun 2025 menunjukkan bahwa semua parameter sesuai dengan standar Baku Mutu Lingkungan yang dipersyaratkan oleh Kementerian Lingkungan Hidup.

Regarding effluent management, the Company has provided Wastewater Treatment Plants (WWTP) and oil traps at each operational facility. These facilities aim to ensure that the wastewater generated meets the Wastewater Quality Standards as set by the Ministry of Environment in accordance with the provisions of the WWTP permit. The Company also optimizes the function of the sludge settling ponds by adding lime to improve water quality to comply with the applicable environmental standards. All liquid waste is managed and treated until it meets the required quality standards before being discharged into the environment.

In managing effluent, the Company also collaborates with third parties to evaluate wastewater quality. The evaluation results in 2025 showed that all parameters complied with the Environmental Quality Standards required by the Ministry of Environment and Forestry.

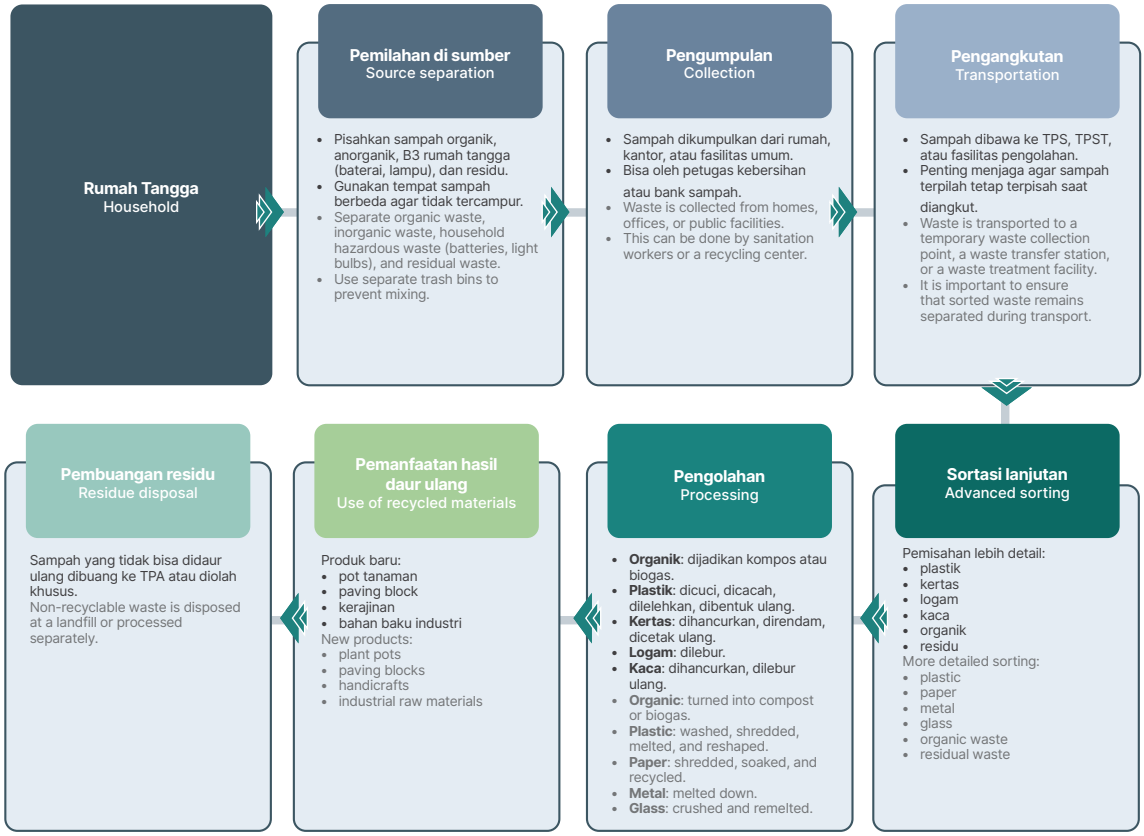
## ALUR PROSES DAUR ULANG SAMPAH ATAU LIMBAH DOMESTIK

Proses daur ulang sampah atau limbah domestik senantiasa melibatkan pihak ketiga berizin. Terkait limbah, Perseroan melibatkan PT Primanru Jaya. Sedangkan limbah domestik, Perseroan melibatkan Dinas Lingkungan Hidup Bangka Barat dan Bank Sampah Tanjung Elok Bersahabat. Adapun alur proses pengolahan limbah yang dilakukan sebagai berikut.

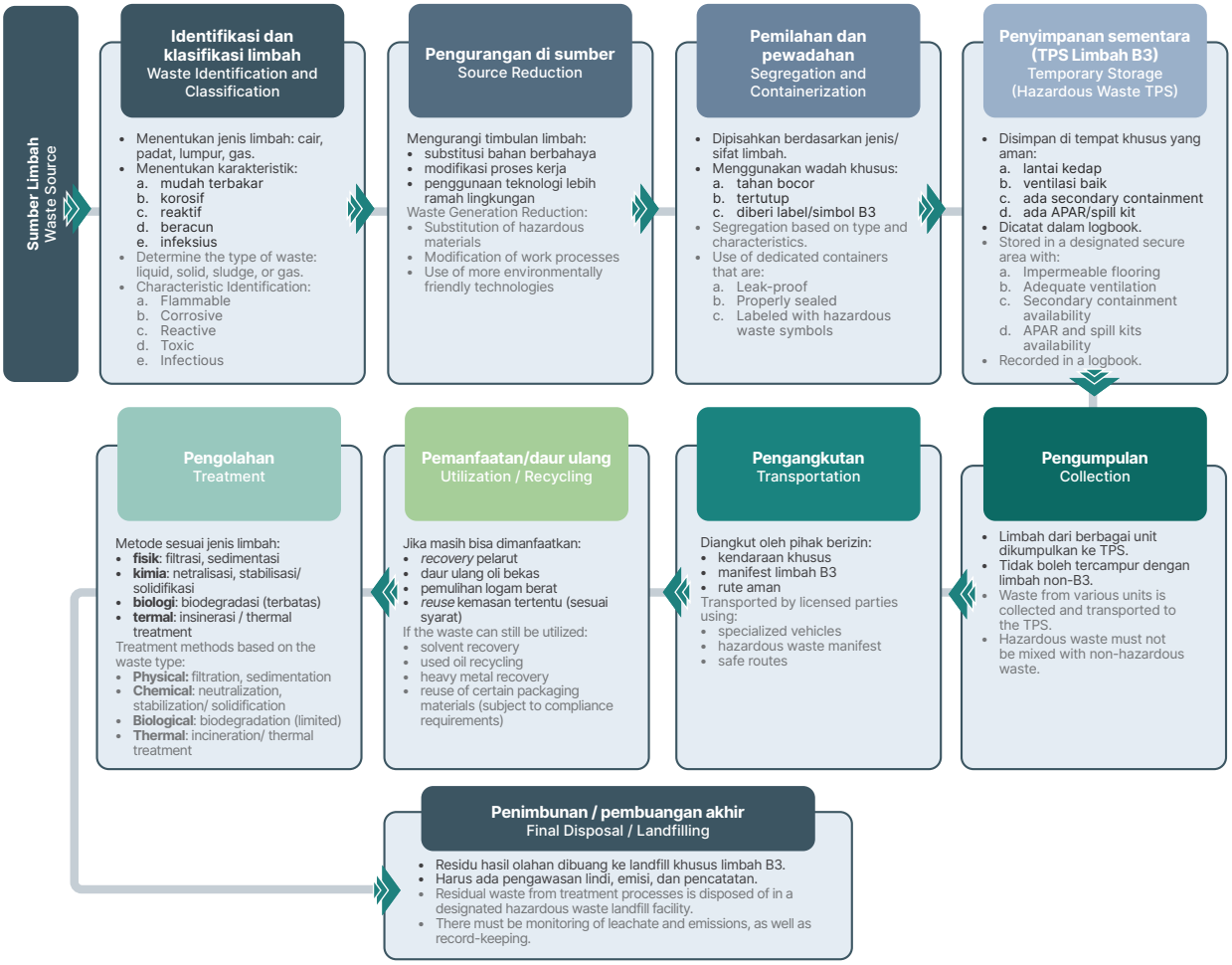
## THE PROCESS FLOW FOR RECYCLING WASTE OR DOMESTIC WASTE

The recycling process for waste or domestic waste always involves licensed third parties. Regarding industrial waste, the Company collaborates with PT Primanru Jaya. For domestic waste, the Company collaborates with the West Bangka Environmental Agency and the Tanjung Elok Bersahabat Waste Bank. The waste processing workflow is as follows.

## Alur Proses Daur Ulang Sampah atau Limbah Domestik
The Process Flow For Recycling Waste Or Domestic Waste




## Alur Proses Limbah B3
Hazardous Waste Process Flow



## PENGELOLAAN SISA HASIL PENGOLAHAN (SHP *MANAGEMENT*) [EM-MM-150A.5, GRI]

Perseroan menerapkan praktik pertambangan yang baik (*good mining practices*) melalui pengelolaan Sisa Hasil Pengolahan (SHP) secara bertanggung jawab sebagai bagian dari komitmen terhadap pengelolaan lingkungan yang berkelanjutan. Proses pengolahan konsentrat timah aluvial dilakukan dengan memanfaatkan perbedaan karakteristik fisik mineral, antara lain perbedaan berat jenis, sifat kemagnetan, dan konduktivitas listrik mineral.

Pemisahan awal dilakukan melalui metode gravitasi untuk memisahkan mineral bijih timah (cassiterite) dari mineral pengotornya seperti kuarsa. Selanjutnya, proses pemisahan mineral dilakukan menggunakan peralatan berbasis kemagnetan (*magnetic separator*) dan konduktivitas listrik (*conductivity separator*). Seluruh proses pengolahan dilakukan tanpa penggunaan bahan kimia tambahan, sehingga tidak menghasilkan air limbah yang mengandung zat kimia.

Dalam pengelolaan sisa hasil pengolahan, Perseroan mengoperasikan kolam penampungan dengan sistem sirkulasi tertutup. Melalui sistem ini, air sisa proses pengolahan dialirkan ke kolam penampungan untuk melalui proses sedimentasi sebelum digunakan kembali dalam proses pencucian bijih timah. Pendekatan ini mendukung efisiensi penggunaan air sekaligus meminimalkan potensi dampak terhadap lingkungan.

Pada tahun 2025, Perseroan mencatat jumlah sisa hasil pengolahan sebesar 1.506,06 ton ore. Material tersebut masih memiliki potensi kandungan mineral ikutan timah yang dapat *direcovery* kembali melalui proses pengolahan lanjutan atau dikenal sebagai tin gain, sehingga mendukung optimalisasi pemanfaatan sumber daya mineral.

Sejalan dengan penerapan prinsip total mining, hingga akhir tahun 2025 Perseroan memastikan bahwa seluruh material hasil pengolahan dikelola dan dimanfaatkan secara optimal sehingga tidak terdapat *tailing* yang dihasilkan dari aktivitas pengolahan.

## TUMPAHAN YANG TERJADI [OJK F.15, EM-MM-150A.9]

Sepanjang tahun 2025, tidak terjadi tumpahan bahan kimia, minyak, bahan bakar maupun zat-zat lainnya, serta tidak terdapat insiden terkait limbah. Sebagai bentuk mitigasi perseroan rutin melakukan *drill test* penanggulangan tumpahan minyak dan bahan kimia lainnya serta melakukan kerjasama dengan pihak ketiga terkait upgrade kompetensi personil, drill test dan penanggulangan jika terjadi tumpahan.

## MANAGEMENT OF PROCESSING RESIDUES (SHP MANAGEMENT) [EM-MM-150A.5, GRI 14.6.2, 14.6.3]

The Company implements good mining practices through the responsible management of Processing Residues (SHP) as part of its commitment to sustainable environmental management. The processing of alluvial tin concentrate utilizes differences in the physical characteristics of minerals, including differences in specific gravity, magnetic properties, and electrical conductivity.

Initial separation is carried out using gravity methods to separate tin ore minerals (cassiterite) from impurities such as quartz. Subsequently, mineral separation is performed using equipment based on magnetism (magnetic separator) and electrical conductivity (conductivity separator). The entire processing is conducted without the use of additional chemicals, ensuring that no wastewater containing chemical substances is generated.

In managing processing residues, the Company operates containment ponds with a closed-circulation system. Through this system, the water from the processing residues is channeled into the pond for sedimentation before being reused in the tin ore washing process. This approach supports water use efficiency while minimizing potential environmental impacts.

In 2025, the Company recorded a total of 1,506.06 tons of ore remaining from processing. This material still contains potential tin-containing minerals that can be recovered through further processing, known as tin gain, thus supporting the optimization of mineral resource utilization.

In line with the principle of total mining, by the end of 2025, the Company ensures that all processed materials are managed and utilized optimally, so that no tailings are produced from the processing activities.

## SPILL INCIDENTS [OJK F.15, EM-MM-150A.9]

Throughout 2025, there were no spills of chemicals, oil, fuels, or other substances, and no incidents related to waste. As part of its mitigation measures, the Company routinely conducts drill tests for handling oil and chemical spills and collaborates with third parties to upgrade personnel competencies, conduct drill tests, and manage response actions in the event of a spill.

## *ARTISANAL MINING* [EM-MM-540A.1, EM-MM-540A.2, EM-MM-540A.3, ICMM 6.4]

*Artisanal mining* merupakan kegiatan pertambangan yang umumnya dilakukan secara sederhana oleh masyarakat di sekitar wilayah tambang, baik secara legal maupun ilegal. Aktivitas penambangan ilegal pada umumnya tidak menerapkan kaidah pertambangan yang baik (*good mining practices*) serta tidak memperhatikan prinsip keberlanjutan. Kondisi ini berpotensi menimbulkan dampak negatif terhadap lingkungan dan masyarakat, termasuk kerusakan sumber daya dan cadangan mineral, serta meningkatkan risiko keselamatan dan kesehatan kerja bagi para penambang.

Sebagai bagian dari komitmen Perseroan dalam menerapkan praktik pertambangan yang bertanggung jawab dan berkelanjutan, Perseroan secara aktif melakukan pemantauan terhadap aktivitas *artisanal mining* di sekitar Wilayah Izin Usaha Pertambangan (WIUP). Upaya mitigasi yang dilakukan antara lain melalui pengawasan secara rutin di wilayah WIUP serta pembinaan kepada masyarakat melalui program kerja sama dengan para mitra penambangan guna mendorong penerapan praktik penambangan yang lebih bertanggung jawab dan mendukung upaya konservasi sumber daya mineral.

Berdasarkan hasil pemantauan Perseroan, kegiatan *artisanal mining* yang terjadi di sekitar wilayah operasional dilakukan dengan metode penambangan sederhana dan tidak melibatkan proses pengolahan mineral yang kompleks seperti *processing plant* pada umumnya. Oleh karena itu, aktivitas tersebut tidak menghasilkan tailing sebagaimana yang umumnya dihasilkan dari proses pengolahan bijih pada kegiatan pertambangan skala industri.

Sejalan dengan penerapan prinsip total mining, hingga akhir tahun 2025 Perseroan memastikan bahwa seluruh material hasil pengolahan dikelola dan dimanfaatkan secara optimal sehingga tidak terdapat tailing yang dihasilkan dari aktivitas pengolahan.

## ARTISANAL MINING [EM-MM-540A.1, EM-MM-540A.2, EM-MM-540A.3, ICMM 6.4]

Artisanal mining refers to mining activities typically carried out in a simple manner by local communities around mining areas, both legally and illegally. Illegal mining activities generally do not follow good mining practices and often neglect sustainability principles. This situation can potentially cause negative impacts on the environment and local communities, including damage to mineral resources and reserves, as well as increased occupational health and safety risks for miners.

As part of its commitment to responsible and sustainable mining practices, the Company actively monitors artisanal mining activities around its Mining Business License Areas (WIUP). Mitigation efforts include routine supervision within WIUP areas and community development programs in collaboration with mining partners to promote more responsible mining practices and support mineral resource conservation efforts.

Based on the Company's monitoring results, artisanal mining activities around operational areas are carried out using simple mining methods and do not involve complex mineral processing as typically found in processing plants. Therefore, these activities do not produce tailings as are usually generated from ore processing in industrial-scale mining operations.

In line with the principle of total mining, by the end of 2025, the Company ensures that all processed materials are managed and utilized optimally, so that no tailings are produced from processing activities.

# ASPEK UMUM

## BIAYA LINGKUNGAN HIDUP [OJK F.4]

Perseroan menyadari bahwa aktivitas operasionalnya berdampak langsung terhadap lingkungan hidup, oleh karena itu Perseroan berkomitmen untuk melakukan upaya dan tindakan pencegahan serta pemulihan atas dampak lingkungan yang dihasilkan. Hal ini dilakukan melalui kegiatan reklamasi, pemantauan kualitas udara, analisis air limbah, pemantauan keanekaragaman hayati, dan pemantauan lingkungan lainnya. Sepanjang tahun 2025, Perseroan telah mengalokasikan biaya sebesar Rp21,82 miliar.

# GENERAL ASPECTS

## ENVIRONMENTAL COST [OJK F.4]

The Company recognizes that its operational activities have a direct impact on the environment. Therefore, the Company is committed to implementing preventive and restorative measures to address environmental impacts. These efforts include reclamation activities, air quality monitoring, wastewater analysis, biodiversity monitoring, and other environmental monitoring programs. Throughout 2025, the Company allocated a total expenditure of Rp21.82 billion for these environmental initiatives.

**Tabel Rincian Biaya Lingkungan**
Table of Details of Environmental Cost

(Dalam Jutaan Rupiah) (In Million Rupiah)

| Keterangan<br>Description | Biaya<br>Cost |
|---|---|
| Biaya Reklamasi<br>Reclamation Costs | 17.806 |
| Biaya Pemantauan Kualitas Udara<br>Air Quality Monitoring Costs | 1.252 |
| Biaya Sampling dan Analisis Air Limbah<br>Wastewater Sampling and Analysis Costs | 1.297 |
| Biaya Pemantauan Keanekaragaman Hayati<br>Biodiversity Monitoring Costs | 742 |
| Biaya Pengelolaan dan Pemantauan Lingkungan Lainnya<br>Other Environmental Management and Monitoring Costs | 1.315 |
| **TOTAL** | **21.823** |

## ASPEK PENGADUAN TERKAIT LINGKUNGAN HIDUP

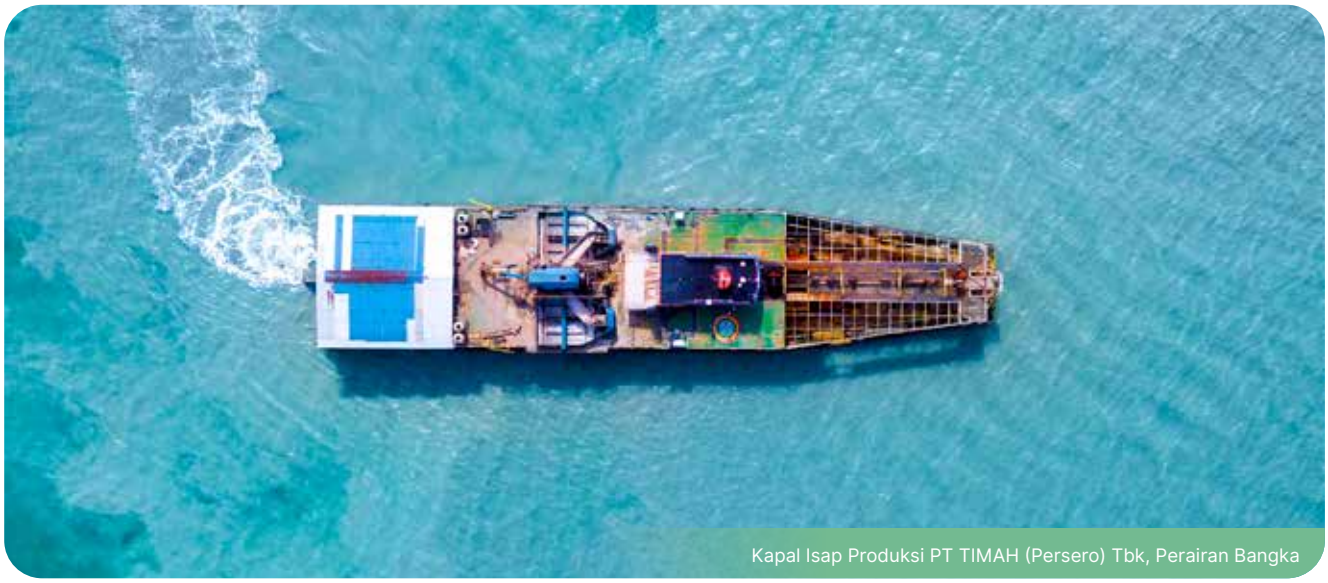
### JUMLAH DAN MATERI PENGADUAN LINGKUNGAN HIDUP YANG DITERIMA DAN DISELESAIKAN [OJK F.16]

Sepanjang tahun 2025, Perseroan menerima 1 (satu) pengaduan terkait lingkungan hidup. Pengaduan tersebut terkait pencemaran udara akibat bau asap pabrik peleburan timah di Kelurahan Sungai Baru Kecamatan Mentok Kabupaten Bangka Barat. Hal ini menjadi keluhan masyarakat karena polusi udara menghasilkan limbah yang berpotensi dampak negatif pada kualitas udara, kesehatan manusia, dan lingkungan secara keseluruhan. Pengaduan yang masuk telah 100% diselesaikan oleh Perseroan.

## RELATED COMPLAINT ISSUES ENVIRONMENT

### NUMBER AND SUBJECT MATTER OF ENVIRONMENTAL COMPLAINTS RECEIVED AND RESOLVED [OJK F.16]

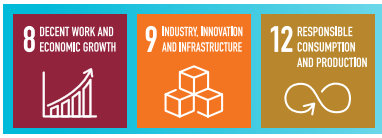
Throughout 2025, the Company received 1 (one) complaint related to the environment. The complaint concerned air pollution caused by smoke from a tin smelting plant in Sungai Baru Village, Mentok Subdistrict, West Bangka Regency. This became a source of public concern because the air pollution generated waste that could potentially have a negative impact on air quality, human health, and the environment as a whole. The Company has resolved 100% of the complaints received.



Kapal Isap Produksi PT TIMAH (Persero) Tbk, Perairan Bangka

# PILAR 2: Operasi yang Unggul dan Tata Layanan Produk

## PILLAR 2: Smart Operation and Product Stewardship




**Prinsip-prinsip ICMM**
*Ethical Business*
*Responsible Production*

**ICMM Principles**
Ethical Business
Responsible Production

## KOMITMEN UNTUK MEMBERIKAN LAYANAN ATAS PRODUK DAN/ ATAU JASA YANG SETARA KEPADA KONSUMEN [OJK F.17]

Perseroan secara konsisten memberikan layanan yang setara atas produk dan jasa kepada seluruh pelanggan sebagai bagian dari upaya menjaga kepuasan dan kepercayaan pelanggan. Komitmen tersebut tercermin dalam berbagai aspek operasional perusahaan, termasuk upaya peningkatan kualitas produk serta pengelolaan keluhan pelanggan secara berkelanjutan. Melalui penyediaan layanan yang konsisten dan berkualitas, Perseroan berupaya membangun hubungan jangka panjang dengan pelanggan serta mendukung pertumbuhan perusahaan yang berkelanjutan.

Perseroan senantiasa memastikan kualitas produk yang ditawarkan telah sesuai dengan Standar London Metal Exchange (LME) BS EN 610:1996 dan Peraturan Menteri Perdagangan Nomor 9 Tahun 2025 tentang Perubahan Ketiga atas Peraturan Menteri Perdagangan Nomor 23 Tahun 2023 tentang Kebijakan dan Pengaturan Ekspor. Perseroan juga terus berupaya untuk memperhatikan kebutuhan pelanggan melalui pemantauan dan penyempurnaan produk secara terus-menerus dengan meningkatkan standar kerja yang tersistem dan didukung oleh pemanfaatan teknologi yang memadai. Selain itu, Perseroan menyediakan layanan pengaduan dan pemberian informasi bagi pelanggan yang mudah diakses, tanpa diskriminasi, serta mengedepankan standar layanan yang profesional. Ketentuan tersebut diatur dalam kebijakan penanganan keluhan pelanggan sebagaimana tercantum dalam SOP Division Commercial and Business Development Nomor 11 tentang Proses Penanganan Keluhan.

## COMMITMENT TO PROVIDING EQUAL SERVICE FOR PRODUCTS AND/OR SERVICES TO CONSUMERS [OJK F.17]

The Company consistently provides equal services for its products and services to all customers as part of its efforts to maintain customer satisfaction and trust. This commitment is reflected across various aspects of the Company's operations, including efforts to improve product quality and the continuous management of customer complaints. By delivering consistent and high-quality services, the Company strives to build long-term relationships with customers and support sustainable business growth.

The Company always ensures that the quality of its products complies with the London Metal Exchange (LME) BS EN 610:1996 standard and the Ministry of Trade Regulation Number 9 of 2025 regarding the Third Amendment to Ministry of Trade Regulation Number 23 of 2023 on Export Policies and Arrangements. The Company also continuously attempts to address customer needs through ongoing product monitoring and improvement, enhancing systematic work standards supported by adequate technology utilization. Furthermore, the Company provides easily accessible complaint handling and information services for customers, without discrimination, while prioritizing professional service standards. These provisions are governed by the customer complaint handling policy as outlined in SOP Division Commercial and Business Development Number 11 on the Complaint Handling Process.

## AUTOMASI, DIGITALISASI, DAN INOVASI

Seiring dengan pesatnya perkembangan teknologi dan tren digitalisasi, Perseroan terus berkomitmen untuk berinovasi dengan mengadopsi teknologi terbaru serta memperkuat sistem Teknologi Informasi (TI) guna mendukung efektivitas proses kerja internal. Di bawah tanggung jawab Divisi TI, Perseroan menempatkan pengembangan digitalisasi proses bisnis dan aplikasi inti sebagai prioritas utama, sekaligus mendorong integrasi yang mulus antar sistem aplikasi untuk menciptakan alur kerja yang lebih efisien dan terhubung secara holistik.

Dalam hal pengembangan infrastruktur dan keamanan TI, Perseroan memprioritaskan pemeliharaan sistem yang berkelanjutan, pemantauan proaktif terhadap kinerja sistem, peningkatan kapasitas pusat data (*data center*), dan penguatan kualitas layanan teknologi. Selain itu, Perseroan fokus pada optimalisasi konektivitas jaringan yang andal serta penguatan keamanan siber untuk melindungi aset informasi penting perusahaan dari ancaman eksternal dan risiko operasional.

Sebagai bagian dari peningkatan layanan dan operasional TI, berbagai inisiatif pengembangan dilaksanakan untuk memenuhi kebutuhan pengguna akhir. Upaya ini mencakup pembaruan perangkat keras, penambahan lisensi perangkat lunak seperti *Office Suite* untuk mendukung produktivitas, serta menjalin kerja sama strategis dengan penyedia layanan profesional yang berpengalaman. Melalui pendekatan komprehensif ini, Perseroan berupaya menciptakan lingkungan kerja digital yang lebih tangguh, aman, dan berorientasi pada peningkatan kinerja secara berkelanjutan.

## AUTOMATION, DIGITALIZATION, AND INNOVATION

In line with the rapid development of technology and digitalization trends, the Company remains committed to innovating by adopting the latest technologies and strengthening its Information Technology (IT) systems to support the efficiency of internal work processes. Under the responsibility of the IT Division, the Company prioritizes the development of business process digitalization and core applications, while also promoting seamless integration across application systems to create more efficient and holistically connected workflows.

In terms of IT infrastructure and security development, the Company prioritizes sustainable system maintenance, proactive monitoring of system performance, enhancement of data center capacity, and strengthening the quality of technology services. Additionally, the Company focuses on optimizing reliable network connectivity and reinforcing cybersecurity to protect the Company's critical information assets from external threats and operational risks.

As part of improving IT services and operations, various development initiatives are implemented to meet end-user needs. These efforts include hardware upgrades, additional software licenses such as Office Suite to support productivity, and establishing strategic partnerships with experienced professional service providers. Through this comprehensive approach, the Company aims to create a more resilient, secure, and performance-oriented digital work environment that supports continuous improvement.

## Tabel Program Digitalisasi
Table of Digitalization Programs

| Nama Proyek Digitalisasi<br>Name of Digitalization Project | Deskripsi Singkat<br>Brief Description | Tujuan dan Target<br>Purpose and Target |
|---|---|---|
| Pengembangan pada Aplikasi ERP<br>Development of ERP Applications | • Penambahan modul pada Aplikasi ERP SIPRO seperti Automation generate data E-Invoice, serta penambahan modul Form ROA Laboratorium Kimia untuk efisiensi proses approval<br>• Penambahan Modul pada aplikasi Tins Online Payment (TOP) untuk administrasi persetujuan pembayaran transaksi non-PO Barang dan Jasa secara digital berbasis web dan mobile yang fokus memberikan kemudahan untuk proses persetujuan manajemen dan pengambilan keputusan terkait biaya .<br>• Pengembangan beberapa modul pada aplikasi E-PROC, seperti modul Adendum dan Approval, dilakukan guna memastikan seluruh penyesuaian selaras dengan alur proses bisnis perseroan<br>• Addition of modules to the SIPRO ERP Application, such as Automation of E-Invoice data generation and the Chemistry Laboratory ROA Form module, to improve approval process efficiency.<br>• Addition of modules to the Tins Online Payment (TOP) application for the administration of approval for non-PO of Goods and Services transactions digitally via web and mobile, focusing on facilitating management approval processes and decision-making related to expenses.<br>• Development of several modules in the E-PROC application, such as the Addendum and Approval modules, to ensure all adjustments align with the Company's business process workflows. | Digitalisasi percepatan persetujuan pembayaran digital berbasis web dan mobile yang terintegrasi dengan SAP<br>Digitalization of Accelerated Digital Payment Approval via Web and Mobile Integrated with SAP |
| Pengembangan pada Aplikasi NON-ERP<br>Development of NON-ERP Applications | • Pada Aplikasi Non-ERP dilakukan pembuatan Aplikasi & Perangkat TinsTraxSistem, yaitu aplikasi digital untuk monitoring posisi objek tambang dan tracking mobilisasi Kapal Isap dan Objek Produksi di laut<br>• Pengembangan pada aplikasi TRIMS meliputi pemutakhiran modul Dashboard (Top Risk, KRI, & Peta Risiko), fitur ekspor-impor data, serta sinkronisasi sistem dan data pengguna tahun 2025 sesuai standar terbaru MIND ID dan KBUMN 2024<br>• In Non-ERP Applications, the TinsTraxSystem application and devices were developed, namely a digital application for monitoring the positions of mining sites and tracking the mobilization of dredger vessels and production objects at sea.<br>• Development in the TRIMS application includes updates to the Dashboard modules (Top Risk, KRI, & Risk Map), data export-import features, and synchronization of systems and user data for 2025 in accordance with the latest MIND ID and KBUMN 2024 standards. | • Penyediaan standarisasi Sistem Memudahkan pengguna untuk melakukan monitoring positioning objek tambang<br>• Memudahkan pengawasan mobilisasi kapal produksi dan transporter<br>• Efektivitas dan efisiensi waktu, biaya dalam pengelolaan data positioning dan validitas dokumen SPK perusahaan<br>• Meningkatkan akuntabilitas dan fungsi kontrol unit produksi dan divisi pengamanan<br>• Provision of standardized systems that facilitate user monitoring the position of mining object.<br>• Facilitating the supervision of the mobilization of production vessels and transporters.<br>• Improved effectiveness and efficiency in time and cost for managing positioning data and validating the Company's SPK documents.<br>• Enhancing accountability and control functions for production units and the security division. |

**Tabel Program Digitalisasi**
Table of Digitalization Programs

| Nama Proyek Digitalisasi<br>Name of Digitalization Project | Deskripsi Singkat<br>Brief Description | Tujuan dan Target<br>Purpose and Target |
|---|---|---|
| Pengembangan SAP Modul Fund Management (FM)<br>Development of SAP Fund Management (FM) Module | Pengembangan SAP modul FM untuk perancangan budget control terhadap ketersediaan dana pada sistem SAP<br>Development of the SAP Fund Management (FM) module for budget control design regarding fund availability within the SAP system. | Membuat konfigurasi untuk memastikan bahwa seluruh proses good receipt pengadaan barang langsung harus melalui checking budget<br>Developing configuration to ensure that all direct goods procurement good receipt processes undergo budget checking. |
| Integrasi antar Sistem Aplikasi EPROC-TOP-SAP<br>Integration Between EPROC-TOP-SAP Application Systems | Mengintegrasikan PO Pembayaran barang dan Jasa ke sistem SAP dan Tins Online Payment (TOP)<br>Integration of Goods and Services Payment POs into the SAP system and the Tins Online Payment (TOP) system. | • Penyesuaian terhadap proses bisnis baru PT TIMAH (Persero) Tbk untuk roses pembayaran<br>• Digitalisasi proses pembayaran PO Barang dan Jasa yang masih dilakukan manual<br>• Integrasi ke aplikasi ERP lain (Eproc-NG) untuk kemudahan pertukaran informasi untuk percepatan proses pembayaran internal dan eksternal<br>• Adjustment to the new business process of PT TIMAH (Persero) Tbk for payment process.<br>• Digitalization of manual PO of Goods and Services payment processes.<br>• Integration with other ERP applications (Eproc-NG) to facilitate information exchange and accelerate internal and external payment processes. |

## KEAMANAN DAN KERAHASIAAN DATA PELANGGAN [GRI 418-1]

Selain berfokus pada inovasi teknologi, Perseroan senantiasa berkomitmen untuk menjaga kerahasiaan dan keamanan seluruh data sebagai bagian dari implementasi tata kelola teknologi informasi yang andal. Perseroan memastikan bahwa tidak ada penyalahgunaan atau kebocoran data yang dapat merugikan pelanggan. Setiap transaksi yang telah diselesaikan akan disimpan secara aman menggunakan sistem manajemen data yang terintegrasi dengan media penyimpanan berstandar tinggi di Data Center perusahaan.

Atas komitmen tersebut, sepanjang tahun 2025 tidak terdapat keluhan maupun pengaduan yang berkaitan dengan pelanggaran privasi pelanggan ataupun insiden kehilangan data. Hingga akhir periode pelaporan, Perseroan membukukan kinerja yang tetap solid tanpa adanya kasus pelanggaran internal, tindakan pencurian, maupun kebocoran data pelanggan. Perseroan juga menerapkan sistem keamanan teknologi informasi yang selaras dengan standar keamanan yang berlaku. Melalui penerapan teknologi yang andal serta pengawasan keamanan yang dilakukan secara berkelanjutan, Perseroan senantiasa memperkuat tingkat kepercayaan pelanggan sekaligus menjaga integritas data sebagai aset strategis yang mendukung keberlanjutan usaha dan mencerminkan komitmen perusahaan dalam melindungi informasi di tengah perkembangan era digital.

## CUSTOMER DATA SECURITY AND CONFIDENTIALITY [GRI 418-1]

In addition to focusing on technological innovation, the Company remains committed to safeguarding the confidentiality and security of all data as part of the implementation of robust information technology governance. The Company ensures that there is no misuse or data breach that could harm customers. Every completed transaction is securely stored using a data management system integrated with high-standard storage media within the Company's Data Center.

In line with this commitment, throughout 2025 there were no complaints or reports related to customer privacy violations or data loss incidents. As of the end of the reporting period, the Company maintained solid performance with no cases of internal violations, theft, or customer data breaches. The Company also implements information technology security systems in accordance with applicable security standards. Through the implementation of reliable technology and continuous security monitoring, the Company consistently strengthens customer trust while maintaining data integrity as a strategic asset that supports business sustainability and reflects the Company's commitment to protecting information in the digital era.

## TATA KELOLA DAN MANAJEMEN KEAMANAN SIBER

Dalam perkembangan teknologi yang semakin pesat, risiko terjadinya kejahatan siber juga mengalami peningkatan yang signifikan. Menanggapi kondisi tersebut, Division Information and Communication Technology (ICT) berkomitmen untuk memastikan bahwa seluruh data perusahaan tetap terlindungi secara maksimal melalui penerapan langkah-langkah pengamanan yang komprehensif. Secara berkala, Division ICT melaksanakan pengujian keamanan teknologi informasi, antara lain melalui vulnerability assessment dan penetration testing terhadap sistem perusahaan, produk, serta data pengguna, sebagai bentuk upaya preventif dalam mengidentifikasi dan memitigasi potensi kerentanan. Dalam rangka menjaga keamanan seluruh data dan informasi rahasia perusahaan sekaligus menindaklanjuti arahan manajemen, Perseroan menerapkan prinsip-prinsip keamanan informasi guna memastikan terpeliharanya kerahasiaan, integritas, dan ketersediaan informasi perusahaan beserta seluruh sistem sumber daya informasi yang mendukung kegiatan operasional.

Pengelolaan keamanan yang baik dapat memberikan perlindungan terhadap berbagai ancaman untuk menjamin kelangsungan bisnis, meminimasi risiko, dan memaksimalkan keuntungan bisnis. Keamanan informasi dicapai dengan mengimplementasikan sekumpulan kontrol yang sesuai mencakup kebijakan, prosedur, struktur organisasi serta fungsi *software* dan *hardware*. Kontrol ini perlu untuk dibangun, diimplementasikan, diawasi, ditinjau kembali dan diperbaiki karena untuk menjamin kesesuaian antara spesifikasi keamanan dengan kebutuhan. Hal ini harus dilakukan bersamaan dengan proses manajemen lainnya.

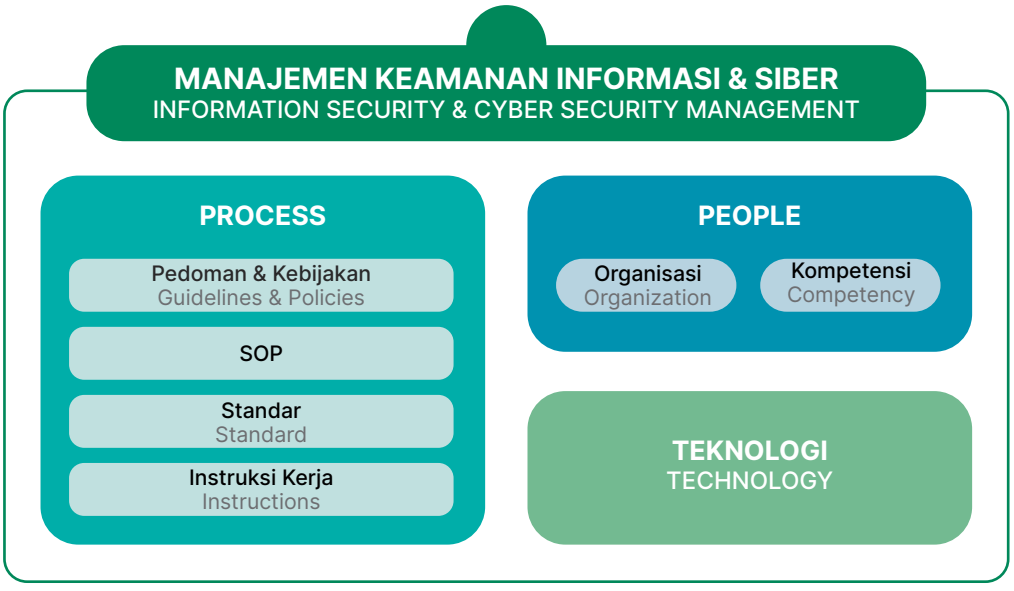
Pengelolaan keamanan informasi di lingkungan PT TIMAH (Persero) Tbk di gambarkan dalam arsitektur informasi sebagai berikut:

## CYBERSECURITY GOVERNANCE AND MANAGEMENT

Amid the rapid advancement of technology, the risk of cybercrime has also increased significantly. In response to these conditions, the Information and Communication Technology Division (ICT) is committed to ensuring that all Company data remains optimally protected through the implementation of comprehensive security measures. The ICT Division regularly conducts information technology security testing, including vulnerability assessments and penetration testing on the Company's systems, products, and user data, as a preventive effort to identify and mitigate potential vulnerabilities. In order to safeguard all Company data and confidential information, as well as to follow up on management directives, the Company implements information security principles to ensure the confidentiality, integrity, and availability of Company information along with all information resource systems that support operational activities.

Effective security management provides protection against various threats to ensure business continuity, minimize risks, and maximize business value. Information security is achieved through the implementation of an appropriate set of controls, including policies, procedures, organizational structures, and software and hardware functions. These controls must be established, implemented, monitored, reviewed, and continuously improved to ensure alignment between security specifications and requirements. This process must be carried out in conjunction with other management processes.

The management of information security within PT TIMAH (Persero) Tbk is illustrated in the following information architecture:



Komponen sistem manajemen keamanan informasi dibagi menjadi tiga yaitu *process, people dan technology*. Ketiga komponen tersebut masing-masing dipetakan dengan kondisi pengelolaan keamanan yang ada di lingkungan TI PT TIMAH (Persero) Tbk.

Divisi ICT telah memiliki organisasi khusus yang membidangi sekuriti, pengelolaannya dibawah pengendalian department Infrastructure & Security, Bidang ini difungsikan untuk fokus dalam merancang, membangun dan memelihara infrastruktur IT serta memonitor, merawat, meng-update, menganalisis berbagai serangan siber dan menyelesaikan dengan segera semua problem yang berkaitan dengan sistem dan perangkat keamanan TI di perusahaan.

Dalam meningkatkan keamanan sistem dari seluruh ancaman dan serangan siber, secara berkala Divisi ICT juga melakukan monitoring dan pengujian sistem keamanan dengan security operation center (SOC) pada infrastruktur dan *security* TI selama 24/7, melakukan pemeliharaan rutin atas seluruh aplikasi dan perangkat security serta secara berkala melakukan sosialisasi dan awareness terhadap keamanan TI di lingkungan perusahaan. Divisi ICT juga telah memiliki sertifikasi keamanan berupa: ISO/IEC 27001:2022 dengan ruang lingkup physical data center dan Sistem keamanan Aplikasi SIPRO pada tahun 2025 Selain itu telah dilakukan juga pengukuran terhadap tingkat kematangan siber sekuriti/ Cyber Security Maturity (CSM) oleh Badan Siber dan Sandi Negara (BSSN) dengan nilai tingkat kematangan pada level Implementasi Terkelola.

## TANGGUNG JAWAB PENGEMBANGAN PRODUK DAN/ATAU JASA KEBERLANJUTAN

### INOVASI DAN PENGEMBANGAN PRODUK/ JASA PEMBANGUNAN BERKELANJUTAN [OJK F.26]

Pada Oktober 2025 Division ICT telah melakukan peremajaan terhadap infrastruktur jaringan dan sistem keamanan Perseroan. Pembaruan ini mencakup penggantian dan peningkatan perangkat *Access Point*, baik dari *hardware* maupun *software*, guna memastikan konektivitas yang lebih stabil, cepat, dan aman. Inisiatif ini merupakan salah satu inisiatif untuk mendukung optimalisasi layanan operasional serta menunjang produktivitas seluruh departemen di lingkungan Perseroan. Sebagai bagian dari komitmen berkelanjutan, pembaruan ini juga telah diintegrasikan dengan layanan dukungan teknis komprehensif, mencakup *preventive maintenance* hingga *corrective maintenance*, guna menjamin reliabilitas sistem dalam jangka Panjang.

The components of the information security management system are divided into three categories, namely process, people, and technology. Each of these components is mapped to the existing security management conditions within the IT environment of PT TIMAH (Persero) Tbk.

The ICT Division has established a dedicated organizational unit responsible for security, managed under the Infrastructure & Security Department. This unit is tasked with focusing on the design, development, and maintenance of IT infrastructure, as well as monitoring, maintaining, updating, and analyzing various cyber threats, and promptly resolving all issues related to the Company's IT security systems and devices.

In order to enhance system security against all threats and cyberattacks, the ICT Division regularly conducts monitoring and security system testing through a Security Operations Center (SOC) on IT infrastructure and security systems on a 24/7 basis. The Division also performs routine maintenance of all applications and security devices, and periodically conducts awareness and dissemination programs related to IT security within the Company. The ICT Division also obtained security certifications, including ISO/IEC 27001:2022 with a scope covering the physical data center and the SIPRO Application security system in 2025. In addition, an assessment of Cyber Security Maturity (CSM) had been conducted by the National Cyber and Crypto Agency (BSSN), resulting in a maturity level classified as Managed Implementation.

## RESPONSIBILITY FOR SUSTAINABLE PRODUCTS AND/OR SERVICES DEVELOPMENT

### INNOVATION AND DEVELOPMENT OF SUSTAINABLE DEVELOPMENT PRODUCTS/ SERVICES [OJK F.26]

In October 2025, ICT Division carried out a modernization of the Company's network infrastructure and security systems. This upgrade included the replacement and enhancement of Access Point devices, both in terms of hardware and software, to ensure more stable, faster, and secure connectivity. This initiative is part of the Company's efforts to support the optimization of operational services and enhance the productivity of all departments within the organization. As part of its ongoing commitment, this upgrade has also been integrated with comprehensive technical support services, covering both preventive maintenance and corrective maintenance, to ensure long-term system reliability.

Sebagai perusahaan pertambangan timah terkemuka, Perseroan terus berkomitmen untuk menjalankan bisnis secara berkelanjutan melalui berbagai inovasi di seluruh rantai nilai bisnisnya yang tertuang dalam Peraturan Direksi Nomor: 0008/Tbk/PER-0000/25-S11.11 Tentang Pedoman Kebijakan Pengelolaan Teknologi Informasi. Inovasi ini mencakup pengembangan produk, efisiensi proses produksi, strategi pemasaran berkelanjutan, distribusi yang ramah lingkungan, serta peningkatan layanan kepada pelanggan. Perseroan terus berupaya meningkatkan kualitas dan nilai tambah produk timahnya dengan menerapkan teknologi pemurnian yang lebih ramah lingkungan. Perusahaan juga melakukan riset dan pengembangan (R&D) untuk menciptakan produk berbasis timah yang lebih berkelanjutan melalui proses yang aman bagi lingkungan dan kesehatan manusia. Sebagai bagian dari upaya mengurangi emisi karbon, perusahaan terus berupaya melakukan efisiensi penggunaan energi serta memanfaatkan energi alternatif yang lebih ramah lingkungan pada proses produksinya. Perseroan juga terus melakukan perbaikan pada proses bisnis dengan cara meningkatkan efisiensi operasi dan mengurangi *downtime*.

Perseroan juga mengadopsi strategi pemasaran yang berorientasi pada keberlanjutan, termasuk:

- **Transparansi Rantai Pasok:** Menerapkan sistem pelacakan asal-usul timah (*traceability*) untuk memastikan kepatuhan terhadap standar keberlanjutan global.
- **Sertifikasi Ramah Lingkungan:** Memperoleh berbagai sertifikasi seperti ISO 14001: 2015 Sistem Manajemen Lingkungan (SML) untuk memastikan bahwa seluruh operasional perusahaan mematuhi standar lingkungan internasional.
- **Edukasi Konsumen:** Meningkatkan kesadaran pelanggan tentang pentingnya menggunakan timah dari sumber yang bertanggung jawab melalui kampanye dan kolaborasi dengan industri hilir.

Melalui berbagai inovasi ini, Perseroan berkomitmen untuk terus menjalankan bisnis yang tidak hanya menguntungkan secara ekonomi, tetapi juga berkontribusi pada pelestarian lingkungan dan kesejahteraan sosial. Dengan pendekatan yang lebih berkelanjutan, perusahaan optimis dapat menghadapi tantangan industri pertambangan global sekaligus menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan.

## PRODUK/JASA YANG SUDAH DIEVALUASI KEAMANANNYA BAGI PELANGGAN [OJK F.27, GRI 416-1, 416-2, ICMM 8.2]

Perseroan secara konsisten menunjukkan komitmennya dalam menjaga dan memastikan kualitas produk dengan memenuhi berbagai standar mutu internasional, sehingga produk yang dihasilkan mampu memenuhi persyaratan pasar global serta memperoleh pengakuan melalui

As a leading tin mining company, the Company remains committed to conducting its business sustainably through various innovations across its entire value chain, as stipulated in the Board of Directors Regulation Number: 0008/Tbk/PER-0000/25-S11.11 concerning the Information Technology Management Policy Guidelines. These innovations include product development, production process efficiency, sustainable marketing strategies, environmentally friendly distribution, and improved customer services. The Company continuously strives to enhance the quality and added value of its tin products by implementing more environmentally friendly refining technologies. The Company also conducts research and development (R&D) to create more sustainable tin-based products through processes that are safe for both the environment and human health. As part of its efforts to reduce carbon emissions, the Company continuously improves energy efficiency and utilizes more environmentally friendly alternative energy sources in its production processes. The Company also continuously improves its business processes by increasing operational efficiency and reducing downtime.

The Company also adopts sustainability-oriented marketing strategies, including:

- **Supply Chain Transparency:** Implementing a tin traceability system to ensure compliance with global sustainability standards.
- **Environmental Certifications:** Obtaining various certifications such as ISO 14001:2015 Environmental Management System (EMS) to ensure that all Company operations comply with international environmental standards.
- **Consumer Education:** Raising customer awareness on the importance of using responsibly sourced tin through campaigns and collaborations with downstream industries.

Through these various innovations, the Company is committed to conducting business that is not only economically profitable but also contributes to environmental preservation and social well-being. With a more sustainable approach, the Company is confident in its ability to address global mining industry challenges while creating long-term value for all stakeholders.

## PRODUCTS/SERVICES THAT HAVE BEEN EVALUATED FOR CUSTOMER SAFETY [OJK F.27, GRI 416-1, 416-2, ICMM 8.2]

The Company consistently demonstrates its commitment to maintaining and ensuring product quality by complying with various international quality standards, so that its products are able to meet global market requirements and gain recognition through listing and trading on the London

pencatatan dan perdagangan di bursa logam London Metal Exchange (LME). Sebelum dipasarkan, produk akan melalui serangkaian proses pengendalian kualitas yang melibatkan berbagai divisi/unit terkait, di antaranya:

- Unit Metalurgi Muntok dan Unit Metalurgi Kundur memproduksi logam timah yang sesuai dengan spesifikasi yang dibutuhkan oleh Divisi Processing and Refinery, berdasarkan acuan Standar LME BS EN 610:1996 dan Peraturan Menteri Perdagangan Nomor 9 Tahun 2025 tentang Perubahan Ketiga atas Peraturan Menteri Perdagangan Nomor 23 Tahun 2023 tentang Kebijakan dan Pengaturan Ekspor. Logam timah ini kemudian dianalisis oleh surveyor independen yang ditunjuk oleh Kementerian Perdagangan, yaitu PT Sucofindo;
- Divisi Commercial & Business Development memastikan bahwa semua logam yang akan diperdagangkan memenuhi spesifikasi yang diminta oleh masing-masing pelanggan;
- Asesmen terhadap sistem manajemen mutu dilakukan setiap satu tahun sekali dan perpanjangan sertifikasi dilakukan setiap tiga tahun sekali sesuai dengan standar ISO 9001:2015. Selain itu, terdapat sertifikasi ISO 14001: 2015 tentang Sistem Manajemen Lingkungan, ISO 45001:2018 tentang Sistem Manajemen Keselamatan dan Kesehatan Kerja, ISO 50001:2018 tentang Sistem Manajemen Energi (EnMS), dan ISO 17025:2017 tentang Kompetensi Laboraturium Pengujian dan Kalibrasi.

Perseroan memastikan bahwa seluruh produk yang akan dipasarkan (100%) telah melalui proses penilaian mutu serta evaluasi aspek keamanan secara menyeluruh, sehingga konsumen dapat memperoleh produk dengan standar kualitas yang seragam dan terjamin keamanannya. Proses pengawasan dan pengendalian kualitas yang dilaksanakan tersebut bertujuan untuk memastikan bahwa setiap produk tidak menimbulkan dampak yang merugikan terhadap kesehatan maupun keselamatan pelanggan. Sebagai bentuk nyata komitmen Perseroan dalam menjaga dan menjamin mutu produk, sepanjang tahun 2025 Perseroan tidak menghadapi maupun terlibat dalam insiden apa pun yang berkaitan dengan kesehatan dan keselamatan atas produk dan jasa yang ditawarkan.

## PEMASARAN DAN PELABELAN PRODUK DAN JASA [GRI 417-1, 417-2, 417-3]

Perseroan secara konsisten memastikan bahwa setiap produk yang dihasilkan dilengkapi dengan logo merek PT TIMAH (Persero) Tbk serta mencantumkan informasi mengenai berat bersih dan tingkat kemurnian pada setiap batangan timah. Selain itu, informasi terkait produk timah juga dicantumkan pada kemasan pada saat pengiriman kepada pelanggan, sesuai dengan ketentuan Standar LME BS EN 610:1996 dan Peraturan Menteri Perdagangan Nomor 9 Tahun 2025 tentang Kebijakan dan Pengaturan Ekspor.

Metal Exchange (LME). Prior to being marketed, products will undergo a series of quality control processes involving various relevant divisions/units, including:

- The Muntok Metallurgical Unit and Kundur Metallurgical Unit produce tin metal in accordance with the specifications required by the Processing and Refinery Division, based on the LME BS EN 610:1996 standard and the Ministry of Trade Regulation Number 9 of 2025 concerning the Third Amendment to Ministry of Trade Regulation Number 23 of 2023 on Export Policies and Arrangements. The tin metal is then analyzed by an independent surveyor appointed by the Ministry of Trade, namely PT Sucofindo;
- The Commercial & Business Development Division ensures that all metals to be traded meet the specifications required by each customer;

- Assessments of the quality management system are conducted annually, and certification renewals are carried out every three years in accordance with ISO 9001:2015 standards. In addition, the company holds ISO 14001:2015 certification for Environmental Management Systems (EMS), ISO 45001:2018 certification for Occupational Health and Safety Management Systems, ISO 50001:2018 certification for Energy Management Systems (EnMS), and ISO 17025:2017 certification for the competence of testing and calibration laboratories

The Company ensures that all products to be marketed (100%) have undergone quality assessment processes as well as comprehensive safety evaluations, enabling customers to obtain products with consistent quality standards and assured safety. These monitoring and quality control processes are intended to ensure that each product does not pose any adverse impact on customer health and safety. As a tangible manifestation of the Company's commitment to maintaining and ensuring product quality, throughout 2025 the Company did not encounter or become involved in any incidents related to the health and safety of its products and services.

## PRODUCT AND SERVICE MARKETING AND LABELING [GRI 417-1, 417-2, 417-3]

The Company consistently ensures that each product produced is equipped with the PT TIMAH (Persero) Tbk brand logo and includes information on net weight and purity level on each tin ingot. In addition, product-related information is also stated on the packaging at the time of delivery to customers, in accordance with the LME BS EN 610:1996 standard and the Ministry of Trade Regulation Number 9 of 2025 concerning Export Policies and Arrangements.

Aspek pemasaran dan penjualan memainkan peran penting dalam pencapaian kinerja keuangan dan keberlanjutan bisnis. Oleh karena itu, Perseroan perlu menerapkan strategi pemasaran yang tepat, dengan fokus pada kebutuhan pelanggan. Strategi komunikasi pemasaran dilakukan melalui kunjungan pelanggan (*Customer Visit*). Komunikasi pemasaran yang efektif memberikan dampak besar terhadap kinerja penjualan Perseroan.

Marketing and sales aspects play a crucial role in achieving financial performance and business sustainability. Therefore, the Company implements appropriate marketing strategies with a focus on customer needs. Marketing communication strategies are carried out through Customer Visits. Effective marketing communication has a significant impact on the Company's sales performance.

Pada 2025, pangsa pasar masih didominasi oleh ekspor sebesar 95%, sementara penjualan domestik mencapai 5%. Total penjualan logam timah pada tahun tersebut mencapai 16.634 metrik ton, menurun 5% dibandingkan dengan tahun 2024 yang tercatat 17.507 metrik ton, tapi mengalami peningkatan 16% dibandingkan dengan tahun 2023 yang tercatat 14.385 metrik ton. Namun, pencapaian penjualan pada 2025 masih di bawah target yang ditetapkan, yaitu sebesar 19.065 metrik ton. Sampai dengan akhir Desember 2025, tidak terdapat insiden ketidakpatuhan dalam komunikasi pemasaran.

In 2025, exports continued to dominate the market share at 95%, while domestic sales accounted for 5%. Total tin metal sales for that year reached 16,634 metric tons, a 5% decrease compared to 2024, which recorded 17,507 metric tons, but a 16% increase compared to 2023, which recorded 14,385 metric tons. However, sales in 2025 still fell short of the set target of 19,065 metric tons. As of the end of December 2025, there were no instances of non-compliance in marketing communications.

**Tabel Wilayah Penjualan Logam Timah**
Table of Tin Metal Sales Area

| Wilayah Penjualan<br>Sales Area | 2023 | | 2024 | | 2025 | |
|---|---|---|---|---|---|---|
| | QTY (MT) | % | QTY (MT) | % | QTY (MT) | % |
| Domestik<br>Domestic | 1.152 | 8% | 2.068 | 12% | 885 | 5% |
| Asia | 8.025 | 56% | 10.775 | 62% | 12.390 | 74% |
| Eropa<br>Europe | 4.035 | 28% | 3.160 | 18% | 2.940 | 18% |
| Amerika<br>America | 1.173 | 8% | 1.504 | 9% | 419 | 3% |
| **Jumlah**<br>**Total** | **14.385** | **100%** | **17.507** | **100%** | **16.634** | **100%** |

Selama tahun 2025, tidak terdapat pelanggaran terkait informasi dan pelabelan produk dan layanan.

Throughout 2025, there were no violations related to product and service information and labeling.

## DAMPAK PRODUK/JASA [OJK F.28]

Produk yang dihasilkan oleh Perseroan telah memberikan dampak positif diantaranya produk timah menjadi pendorong ekonomi lokal dan nasional serta penciptaan lapangan kerja. Timah merupakan salah satu komoditas ekspor utama yang memberikan kontribusi besar terhadap pendapatan negara dan meningkatkan devisa nasional. Industri timah menciptakan banyak lapangan kerja, baik di sektor pertambangan, pengolahan, pemurnian, maupun dalam industri terkait seperti manufaktur dan pengolahan produk. Oleh karenanya, industri timah memberikan dampak peningkatan kualitas hidup dan lapangan pekerjaan bagi masyarakat.

## IMPACT OF PRODUCT/SERVICE [OJK F.28]

The products produced by the Company have generated positive impacts, including serving as a driver of local and national economic growth and creating employment opportunities. Tin is one of the main export commodities that contributes significantly to state revenue and increases national foreign exchange earnings. The tin industry creates numerous job opportunities, not only in mining, processing, and refining, but also in related industries such as manufacturing and product processing. Therefore, the tin industry contributes to improving quality of life and employment opportunities for communities.

Perseroan menyadari potensi dampak lingkungan dari aktivitas penambangan timah, seperti potensi gangguan terhadap keanekaragaman hayati, degradasi tanah, dan pencemaran air. Selain itu, proses produksi timah juga menghasilkan emisi gas rumah kaca yang dampaknya berkontribusi pada perubahan iklim. Atas potensi dampak negatif yang ditimbulkan, Perseroan berkomitmen untuk melakukan pengelolaan lingkungan secara bertanggung jawab melalui penerapan praktik penambangan yang baik *(good mining practices)*, pengelolaan limbah secara terpadu, serta penerapan teknologi yang lebih efisien dan ramah lingkungan dalam proses operasional. Perseroan juga secara berkala melakukan pemantauan kualitas lingkungan, pengendalian emisi, serta upaya efisiensi energi untuk mengurangi jejak karbon dari kegiatan operasional.

Selain itu, Perseroan berkomitmen untuk mematuhi seluruh ketentuan peraturan perundang-undangan di bidang lingkungan hidup serta menerapkan prinsip kehati-hatian dalam setiap kegiatan operasional. Perseroan juga melakukan program reklamasi dan rehabilitasi lahan pasca-penambangan secara berkelanjutan guna memulihkan fungsi ekologis lahan serta meminimalkan dampak terhadap ekosistem dan kesehatan masyarakat di sekitar wilayah operasional.

Melalui berbagai upaya tersebut, Perseroan berupaya memastikan bahwa kegiatan usaha yang dijalankan tidak hanya memberikan manfaat ekonomi, tetapi juga tetap memperhatikan aspek keberlanjutan lingkungan dan sosial.

The Company recognizes the potential environmental impacts of tin mining activities, such as disturbances to biodiversity, land degradation, and water pollution. In addition, tin production processes generate greenhouse gas emissions that contribute to climate change. In response to these potential negative impacts, the Company is committed to responsible environmental management through the implementation of good mining practices, integrated waste management, and the application of more efficient and environmentally friendly technologies in its operations. The Company also regularly conducts environmental quality monitoring, emission control, and energy efficiency initiatives to reduce the carbon footprint of its operations.

Furthermore, the Company is committed to complying with all applicable environmental laws and regulations and applying the precautionary principle in all operational activities. The Company also carries out land reclamation and post-mining rehabilitation programs on an ongoing basis to restore ecological functions and minimize impacts on ecosystems and the health of communities surrounding its operational areas.

Through these various efforts, the Company strives to ensure that its business activities not only deliver economic benefits but also uphold environmental and social sustainability.

## JUMLAH PRODUK YANG DITARIK KEMBALI [OJK F.29]

Selama tahun 2025, tidak terdapat produk yang ditarik kembali.

## NUMBER OF PRODUCTS RECALLED [OJK F.29]

Throughout 2025, there were no product recalls.

## SURVEI KEPUASAN PELANGGAN TERHADAP PRODUK DAN/ATAU JASA [OJK F.30]

PT TIMAH (Persero) Tbk senantiasa berupaya mempertahankan kualitas produk dan meningkatkan layanan demi mencapai tingkat kepuasan pelanggan yang optimal. Sebagai perusahaan di sektor industri pertambangan dan pengolahan timah, kualitas produk serta layanan yang diberikan menjadi faktor krusial untuk menjaga daya saing Perseroan di pasar global. Oleh karena itu, Perseroan secara konsisten mendorong inovasi dan melakukan perbaikan berkelanjutan untuk memastikan produk dan layanan tetap memenuhi standar tertinggi serta ekspektasi pelanggan.

Perseroan secara rutin melaksanakan survei *Customer Engagement* setiap tahun untuk memastikan kualitas produk dan layanan yang diberikan sesuai dengan harapan pelanggan. Survei ini bertujuan mengukur tingkat keterlibatan

## CUSTOMER SATISFACTION SURVEY ON PRODUCTS AND/OR SERVICES [OJK F.30]

PT TIMAH (Persero) Tbk continuously strives to maintain product quality and enhance services in order to achieve optimal customer satisfaction. As a company operating in the tin mining and processing industry, the quality of products and services provided is a crucial factor in maintaining the Company's competitiveness in the global market. Therefore, the Company consistently promotes innovation and continuous improvement to ensure that its products and services meet the highest standards and customer expectations.

The Company regularly conducts an annual Customer Engagement survey to ensure that the quality of products and services delivered aligns with customer expectations. This survey aims to measure the level of customer

pelanggan serta sejauh mana mereka merasa puas terhadap produk dan layanan yang diterima. Dengan mengumpulkan data dan umpan balik dari pelanggan, Perseroan memperoleh wawasan yang lebih mendalam mengenai kebutuhan dan ekspektasi pelanggan, yang selanjutnya digunakan sebagai dasar untuk meningkatkan kualitas produk, layanan, dan pengalaman pelanggan secara berkelanjutan.

Pelaksanaan Survei Kepuasan Pelanggan PT TIMAH (Persero) Tbk dilakukan menggunakan metode kuesioner. Kuesioner ini disebarkan kepada sejumlah responden untuk mendapatkan masukan mengenai produk, pengiriman barang dan layanan selama periode tersebut. Survei ini disebarkan melalui tautan SurveyMonkey yang dikirimkan ke business email pelanggan, dilanjutkan dengan *follow-up* telepon oleh tim Trader untuk penjelasan dan pengingat. Setelah data terkumpul, tim commercial memeriksa kelengkapan jawaban, kemudian mengunduh hasil ke Microsoft Excel untuk analisis lebih lanjut dan pemeriksaan error. Analisis juga dilakukan menggunakan fitur SurveyMonkey Analytics. Perhitungan tingkat kepuasan dilakukan secara terpisah antara pelanggan luar negeri dan dalam negeri, kemudian digabungkan dengan menghitung rata-rata penilaian pada setiap kriteria untuk mendapatkan hasil keseluruhan.

Hasil dari survei ini menjadi dasar bagi perusahaan untuk merumuskan strategi perbaikan yang tepat, baik dalam hal kualitas produk maupun layanan. Tindak lanjut dari survei ini diharapkan dapat membantu Perseroan dalam meningkatkan kepuasan pelanggan secara berkelanjutan, serta memperkuat posisi perusahaan di pasar. Melalui upaya tersebut, Perseroan tidak hanya berfokus pada pencapaian kepuasan pelanggan, tetapi juga berupaya menciptakan hubungan jangka panjang yang saling menguntungkan dengan para pelanggan.

engagement and the extent to which customers are satisfied with the products and services they receive. By collecting data and feedback from customers, the Company gains deeper insights into customer needs and expectations, which are then used as a basis for continuously improving product quality, services, and overall customer experience.

PT TIMAH (Persero) Tbk Customer Satisfaction Survey was conducted using a questionnaire. The questionnaire was distributed to a number of respondents to gather feedback on products, product delivery, and services during the survey period. The survey was distributed via a SurveyMonkey link sent to customers' business email addresses, followed by a follow-up phone call from the Trader team to provide explanations and reminders. After the data was collected, the commercial team checked the completeness of the responses, then downloaded the results to Microsoft Excel for further analysis and error checking. Analysis was also performed using the SurveyMonkey Analytics feature. Satisfaction levels were calculated separately for international and domestic customers, then combined by calculating the average rating for each criterion to obtain the overall result.

The results of this survey serve as the foundation for formulating appropriate improvement strategies, both in terms of product quality and service delivery. Follow-up actions from the survey are expected to help the Company enhance customer satisfaction on an ongoing basis and strengthen its market position. Through these efforts, the Company not only focuses on achieving customer satisfaction but also strives to build long-term, mutually beneficial relationships with its customers.

**Tabel Survei Kepuasan Pelanggan**
Table of Customer Satisfaction Survey

(Skala 5) (5-Point Scale)

| **Indikator Survei**<br>Survey Indicator | **Hasil Survei Dalam Negeri**<br>Domestic Survey Results | | | **Hasil Survei Luar Negeri**<br>Overseas Survey Results | | |
|---|---|---|---|---|---|---|
| | **2025** | **2024** | **2023** | **2025** | **2024** | **2023** |
| Pengiriman Dokumen<br>Document Delivery | 4,33 | 4,55 | 4,33 | 4,43 | 4,67 | 4,64 |
| Akurasi & Kesesuaian Produk yang Dikirim (Tipe, Kuantitas, Tujuan)<br>Accuracy & Conformity of Delivered Products (Type, Quantity, Destination) | 4,33 | 4,64 | 4,50 | 4,65 | 4,71 | 4,80 |
| Kualitas Hubungan Bisnis<br>Quality of Business Relationship | 4,33 | 4,64 | 4,50 | 4,57 | 4,71 | 4,72 |

**Tabel Survei Kepuasan Pelanggan**
Table of Customer Satisfaction Survey

(Skala 5) (5-Point Scale)

| Indikator Survei<br>Survey Indicator | Hasil Survei Dalam Negeri<br>Domestic Survey Results | | | Hasil Survei Luar Negeri<br>Overseas Survey Results | | |
|---|---|---|---|---|---|---|
| | 2025 | 2024 | 2023 | 2025 | 2024 | 2023 |
| Kecepatan dan Efisiensi dalam Menangani Pertanyaan, Masalah, atau Masalah Purna Jual<br>Speed and Efficiency in Handling Inquiries, Issues, or After-Sales Matters | 4,11 | 4,27 | 4,25 | 4,35 | 4,57 | 4,32 |
| Pengiriman Tepat Waktu<br>On-Time Delivery | 4,22 | 4,18 | 3,92 | 3,96 | 4,19 | 4,04 |
| Kemasan Produk<br>Product Packaging | 4,33 | 4,55 | 4,50 | 4,70 | 4,81 | 4,84 |
| Kualitas dan Konsistensi Produk<br>Product Quality and Consistency | 4,56 | 4,64 | 4,58 | 4,61 | 4,81 | 4,84 |

## PRAKTIK PENGADAAN BARANG DAN JASA [GRI 204-1, 14.9.5, ICMM 9.2]

PT TIMAH (Persero) Tbk senantiasa menunjukkan komitmennya dalam melaksanakan proses pengadaan barang dan jasa secara profesional serta transparan. Komitmen untuk mewujudkan proses pengadaan barang dan jasa yang profesional dan transparan tersebut dituangkan dalam Peraturan Direksi Nomor 0010/Tbk/PER-0000/23-S11.1 mengenai Pedoman Pengadaan Barang/Jasa PT TIMAH (Persero) Tbk. Dalam setiap pelaksanaan kegiatan pengadaan barang dan jasa, Perseroan wajib menerapkan berbagai prinsip dasar, yaitu prinsip efisien, efektif, kompetitif, transparan, adil dan wajar, serta akuntabel. Selain itu, Perseroan juga senantiasa memprioritaskan penggunaan produk dalam negeri sebagai bagian dari dukungan terhadap pengembangan industri nasional. Dalam rangka memastikan kualitas proses pengadaan, Perseroan telah menetapkan sejumlah persyaratan yang harus dipenuhi oleh calon mitra usaha yang akan bekerja sama dengan Perseroan, yang seluruhnya disusun dengan mengacu pada ketentuan peraturan perundang-undangan yang berlaku. Penetapan persyaratan tersebut merupakan salah satu langkah strategis yang dilakukan oleh Perseroan untuk memperoleh barang dan jasa yang memiliki kualitas terbaik dengan harga yang paling optimal.

Pada tahun 2025, Perseroan telah bekerja sama dengan 253 pemasok yang terdiri dari 70 pemasok lokal, 181 pemasok nasional dan 2 pemasok internasional. Pemasok lokal merupakan pemasok yang berdomisili di wilayah provinsi Bangka Belitung, Riau, dan Kepulauan Riau. Pemasok nasional merupakan pemasok yang berdomisili di wilayah selain provinsi Bangka Belitung, Riau, dan Kepulauan Riau dan masih di wilayah negara Republik Indonesia. Sedangkan, pemasok internasional merupakan pemasok yang berasal dari luar negeri.

## PROCUREMENT PRACTICES [GRI 204-1, 14.9.5, ICMM 9.2]

PT TIMAH (Persero) Tbk consistently demonstrates its commitment to conducting procurement processes for goods and services in a professional and transparent manner. This commitment is outlined in Board of Directors Regulation Number 0010/Tbk/PER-0000/23-S11.1 concerning the Procurement Guidelines for Goods/Services of PT TIMAH (Persero) Tbk. In every procurement activity, the Company is required to apply fundamental principles, namely efficiency, effectiveness, competitiveness, transparency, fairness, and accountability. Moreover, the Company prioritizes the use of domestic products as part of its support for the development of national industries. To ensure the quality of the procurement process, the Company has established a set of requirements that must be fulfilled by prospective business partners, all of which are formulated in accordance with applicable laws and regulations. The establishment of these requirements represents one of the Company's strategic measures to obtain goods and services of the highest quality at the most optimal cost.

In 2025, the Company collaborated with 253 suppliers, consisting of 70 local suppliers, 181 national suppliers, and 2 international suppliers. Local suppliers are those domiciled in the provinces of Bangka Belitung, Riau, and the Riau Islands. National suppliers are those domiciled in regions outside the provinces of Bangka Belitung, Riau, and the Riau Islands but still within the territory of the Republic of Indonesia. Meanwhile, international suppliers are those originating from outside Indonesia.

**Tabel Pemasok Barang dan Jasa Tahun 2023-2025**
Table of Supplier of Goods and Services 2023 - 2025

| Keterangan Description | Jumlah Pemasok Total Suppliers | | | | | | Nilai Kontrak Pekerjaan Work Contract Value | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 2025 | | 2024 | | 2023 | | 2025 | | 2024 | | 2023 | |
| | Jumlah Total | % | Jumlah Total | % | Jumlah Total | % | Jumlah Total | % | Miliar Rupiah Billion Rupia | % | Miliar Rupiah Billion Rupia | % |
| Lokal Local | 70 | 28% | 42 | 20% | 77 | 28% | 322,09 | 20% | 189,98 | 17% | 372,03 | 19% |
| Nasional National | 181 | 72% | 169 | 79% | 190 | 70% | 1.280,17 | 78% | 871,8 | 80% | 1.404,02 | 73% |
| Internasional International | 2 | 1% | 2 | 1% | 4 | 1% | 28,94 | 2% | 31,58 | 3% | 143,68 | 7% |
| **Total** | **253** | **100%** | **213** | **100%** | **271** | **100%** | **1.631,20** | **100%** | **1.093,36** | **100%** | **1.919,72** | **100%** |

Catatan:
1. Kategori lokal yang dimaksud merujuk pada provinsi Bangka Belitung, Riau, dan Kepulauan Riau
2. Kategori nasional yang dimaksud merujuk selain provinsi Bangka Belitung, Riau, dan Kepulauan Riau
3. Lokasi operasional yang signifikan adalah daerah Muntok, Bangka Belitung

Notes:
1. The "local" category refers to the provinces of Bangka Belitung, Riau, and the Riau Islands.
2. The "national" category refers to regions outside the provinces of Bangka Belitung, Riau, and the Riau Islands.
3. A significant operational location is Muntok, Bangka Belitung.

**Tabel Persentase Kategori Pemasok**
Table of Percentage of Supplier Category

| Keterangan Description | Persentase Percentage | | |
|---|---|---|---|
| | 2025 | 2024 | 2023 |
| Lokal Local | 27,67 | 17,37 | 19,28 |
| Nasional National | 71,54 | 79,74 | 73,14 |
| Internasional International | 0,79 | 2,89 | 7,48 |

## PENILAIAN LINGKUNGAN DAN SOSIAL PEMASOK [GRI 308-1, 308-2, 414-1, 14.17.9, 14.18.3, 14.19.3, 414-2, 14.17.10]

Pemasok merupakan salah satu pemangku kepentingan yang sangat penting bagi Perseroan dan memiliki peran yang krusial dalam rantai bisnis. Oleh karena itu, Perseroan berkomitmen untuk menjaga hubungan yang baik dengan pemasok guna mendukung praktik keberlanjutan, serta memastikan persaingan usaha yang sehat sesuai dengan peraturan perundang-undangan yang berlaku. Perusahaan berpegang pada prinsip efisiensi, efektivitas, kompetisi yang sehat, transparansi, keadilan, kewajaran, keterbukaan, dan akuntabilitas dalam menjalankan hubungan dengan pemasok.

Dalam proses pengadaan barang dan jasa, Perseroan melaksanakan mekanisme pengadaan barang dan jasa dengan mengacu pada Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia No. PER-2/MBU/03/2023

## ENVIRONMENTAL AND SOCIAL ASSESSMENT OF SUPPLIER [GRI 308-1, 308-2, 414-1, 14.17.9, 14.18.3, 14.19.3, 414-2, 14.17.10]

Suppliers are one of the Company's key stakeholders and play a crucial role in the business value chain. Therefore, the Company is committed to maintaining strong relationships with suppliers to support sustainable practices and ensure fair business competition in accordance with applicable laws and regulations. The Company adheres to the principles of efficiency, effectiveness, fair competition, transparency, fairness, propriety, openness, and accountability in managing its relationships with suppliers.

In the procurement process of goods and services, the Company implements procurement mechanisms in accordance with the Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia No.

tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara dan mengacu Peraturan Direksi No. 0010/Tbk/PER-0000/23-S11.1 tentang Pedoman Pengadaan Barang/Jasa PT TIMAH Tbk. Perseroan melakukan berbagai upaya mitigasi untuk memastikan kelancaran proses operasional tidak mengalami gangguan terkait pengadaan barang dan jasa. Salah satu upaya yang dilakukan adalah menjalin kerjasama jangka panjang yang berkelanjutan dengan pemasok, mencari pemasok baru sebagai alternatif untuk meningkatkan efisiensi dan efektivitas target produksi, serta rutin melaksanakan sistem manajemen vendor (Vendor Management System). Seluruh pemasok yang mengikuti proses pengadaan barang dan jasa harus menyerahkan dokumen Pakta Integritas.

Sosialisasi proses pengadaan dilakukan secara internal sejak awal, khususnya ketika terdapat perubahan regulasi maupun pembaruan sistem *e-procurement (E-proc)*, yang disampaikan melalui berbagai media seperti pertemuan tatap muka *(offline)* dan komunikasi melalui *email* agar informasi dapat diterima secara menyeluruh dan tepat waktu. Selain itu, Perseroan telah menyediakan kontak person yang secara khusus bertugas untuk melayani dan menindaklanjuti berbagai kendala yang dihadapi oleh *vendor*, terutama yang berkaitan dengan penggunaan sistem *e-proc*. Dalam rangka meningkatkan kepatuhan terhadap peraturan serta memperkuat hubungan dengan penyedia barang/jasa, Perseroan juga mengadakan kegiatan *vendor gathering* yang dilaksanakan secara berkala sesuai kebutuhan dengan pembahasan topik yang relevan, termasuk diskusi dan konsultasi bersama *vendor* guna memastikan keselarasan pemahaman, peningkatan kualitas proses, serta terciptanya pengadaan yang efektif dan efisien.

Dalam rangka pelaksanaan kegiatan pengadaan barang dan jasa ataupun kegiatan penambangan di lingkungan Perseroan, serta sebagai komitmen Perseroan dalam penerapan prinsip ESG, Perseroan menegaskan bahwa seluruh mitra usaha diharapkan untuk menjalankan kegiatan usaha secara bertanggung jawab, etis, dan sejalan dengan prinsip keberlanjutan, dengan memperhatikan hal-hal sebagai berikut:

1. **Kepatuhan terhadap Hukum**
   Mitra Usaha wajib mematuhi seluruh peraturan perundangan yang berlaku di Indonesia, termasuk ketenagakerjaan, keselamatan dan kesehatan kerja (K3), perlindungan lingkungan, serta tanggung jawab sosial perusahaan.
2. **Hak Asasi dan Ketenagakerjaan**
   - Melarang segala bentuk kerja paksa, pekerja mempekerjakan anak dibawah umur, dan perdagangan manusia.
   - Menghormati hak pekerja untuk berserikat dan berunding bersama.
   - Tidak melakukan diskriminasi berdasarkan suku, agama, ras, gender, usia, atau status sosial.

PER-2/MBU/03/2023 concerning Governance Guidelines and Significant Corporate Activities of State-Owned Enterprises, as well as the Board of Directors Regulation No. 0010/Tbk/PER-0000/23-S11.1 concerning the Procurement Guidelines for Goods/Services of PT TIMAH Tbk. The Company undertakes various mitigation efforts to ensure that operational processes are not disrupted due to procurement-related issues. One of the efforts is establishing long-term and sustainable partnerships with suppliers, identifying new suppliers as alternatives to enhance efficiency and effectiveness in achieving production targets, and regularly implementing a Vendor Management System. All suppliers participating in the procurement process are required to submit an Integrity Pact document.

Internal communication regarding the procurement process has been conducted from the outset, particularly when there are regulatory changes or updates to the e-procurement (E-proc) system, which are communicated through various channels such as in-person meetings (offline) and email to ensure that information is received comprehensively and in a timely manner. In addition, the Company has designated a contact person specifically tasked with assisting and addressing various challenges faced by vendors, particularly those related to the use of the e-procurement system. To enhance compliance with regulations and strengthen relationships with goods and service providers, the Company also organizes vendor gatherings held periodically as needed, covering relevant topics, including discussions and consultations with vendors to ensure a shared understanding, improve process quality, and achieve effective and efficient procurement.

In carrying out procurement activities for goods and services as well as mining operations within the Company, and as part of the Company's commitment to implementing ESG principles, the Company emphasizes that all business partners are expected to conduct their operations responsibly, ethically, and in alignment with sustainability principles, with due consideration to the following:

1. **Compliance with Laws**
   Business Partners must comply with all applicable laws and regulations in Indonesia, including those related to labour, occupational health and safety (OHS), environmental protection, and corporate social responsibility.
2. **Human Rights and Labor**
   - Prohibiting all forms of forced labour, child labour, and human trafficking.
   - Respecting workers' rights to freedom of association and collective bargaining.
   - Refraining from discrimination based on ethnicity, religion, race, gender, age, or social status.

- Memberikan upah dan jam kerja yang adil, minimal sesuai ketentuan standar upah minimum dan mendukung prinsip *living wage*.

3. **Keselamatan dan Kesehatan Kerja *(Safety and Health)***
   - Mitra Usaha wajib menyediakan lingkungan kerja yang aman dan sehat sesuai standar K3.
   - Melakukan identifikasi dan pengendalian risiko terhadap kecelakaan dan penyakit akibat kerja.
   - Menyediakan pelatihan K3, alat pelindung diri (APD), serta fasilitas darurat yang memadai.
   - Menjamin pekerja memiliki akses terhadap air bersih, sanitasi, dan layanan kesehatan dasar.
   - Mitra Usaha wajib menyediakan tempat pengelolaan limbah berbahaya dan non-berbahaya sesuai standar yang berlaku.
   - Jika Mitra Usaha menyediakan tempat tinggal bagi pekerja, fasilitas tersebut harus memenuhi *acceptable living conditions*, yaitu aman, bersih, dan layak huni.
4. **Disiplin dan Perlakuan Terhadap Pekerja**
   - Mitra Usaha wajib memperlakukan seluruh pekerja dengan martabat dan rasa hormat.
   - Dilarang keras menggunakan *corporal punishment* (hukuman fisik), pelecehan verbal, atau tindakan intimidasi dalam bentuk apapun.
   - Tindakan disiplin harus dilakukan secara adil, transparan, dan sesuai ketentuan hukum yang berlaku.
5. **Etika dan Integritas**
   - Mitra Usaha wajib menjunjung tinggi integritas, transparansi, dan kejujuran dalam setiap kegiatan bisnis.
   - Mitra Usaha menghindari terjadinya pertentangan kepentingan (*conflict of interest*).
   - Dilarang melakukan korupsi, penyuapan, gratifikasi, atau praktik curang lainnya.
   - Setiap pelanggaran dapat dikenai sanksi termasuk penghentian kerja sama.
6. **Tanggung Jawab Sosial dan Komunitas**
   - Mendorong kontribusi positif terhadap masyarakat lokal di sekitar wilayah operasi.
   - Menghindari kegiatan yang berdampak negatif terhadap komunitas atau hak-hak masyarakat adat.

Perseroan berkomitmen untuk bekerjasama dengan pemasok yang menerapkan prinsip-prinsip keberlanjutan dan tanggung jawab sosial tersebut. Perseroan juga berhak melakukan evaluasi kepatuhan terhadap ketentuan ini sebagai bagian dari proses manajemen risiko dan pemantauan kinerja pemasok. Komitmen tersebut juga ditegaskan kembali dalam Perjanjian pada saat pemasok menjadi pelaksana pekerjaan. Seluruh (100%) pemasok baru telah diseleksi berdasarkan kriteria lingkungan dan sosial yang tercantum dalam Perjanjian Kerja Sama (PKS).

Sampai dengan akhir tahun 2025, tidak terdapat dampak lingkungan dan sosial negatif yang berasal dari pemasok sehingga tidak ada hubungan kerja dengan pemasok yang diakhiri dengan alasan tersebut.

- Providing fair wages and working hours, at a minimum in accordance with applicable minimum wage standards, and support the principle of a living wage.

3. **Occupational Health and Safety (OHS)**
   - Business Partners must provide a safe and healthy working environment in accordance with OHS standards.
   - Conducting risk identification and control related to workplace accidents and occupational diseases.
   - Providing OHS training, personal protective equipment (PPE), and adequate emergency facilities.
   - Ensuring workers have access to clean water, sanitation, and basic healthcare services.
   - Business Partners must provide facilities for the management of hazardous and non-hazardous waste in accordance with applicable standards.
   - If Business Partners provide accommodation for workers, such facilities must meet acceptable living conditions, namely being safe, clean, and habitable.
4. **Discipline and Treatment of Workers**
   - Business Partners must treat all workers with dignity and respect.
   - The use of corporal punishment, verbal abuse, or any form of intimidation is strictly prohibited.
   - Disciplinary actions must be carried out fairly, transparently, and in accordance with applicable laws and regulations.
5. **Ethics and Integrity**
   - Business Partners must uphold integrity, transparency, and honesty in all business activities.
   - Business Partners must avoid conflicts of interest.
   - Corruption, bribery, gratuities, and other fraudulent practices are strictly prohibited.
   - Any violations may result in sanctions, including termination of cooperation.
6. **Social and Community Responsibility**
   - Encouraging positive contributions to local communities surrounding operational areas.
   - Avoiding activities that negatively impact communities or the rights of indigenous peoples.

The Company is committed to collaborating with suppliers who implement sustainability and social responsibility principles. The Company also reserves the right to evaluate compliance with these provisions as part of its risk management process and supplier performance monitoring. This commitment is reaffirmed in the Agreement upon the supplier's appointment. All (100%) new suppliers have been selected based on the environmental and social criteria outlined in the Cooperation Agreement (PKS).

As of the end of 2025, there had been no negative environmental or social impacts from suppliers, and therefore no employment relationships with suppliers had been terminated for these reasons.

# PILAR 3: Sumber Daya Manusia

PILLAR 3: People




**Prinsip-prinsip ICMM:**
*Human Rights*
*Health and Safety*
*Social Performance*
*Stakeholder Engagement*

**ICMM Principles:**
Human Rights
Health and Safety
Social Performance
Stakeholder Engagement

## ASPEK KETENAGAKERJAAN

### KESETARAAN KESEMPATAN BEKERJA [OJK F.18, GRI 405-1, 14.21.5, 14.9.6, 406-1, 14.21.7, ICMM 3.8]

Perseroan senantiasa menjunjung tinggi kesetaraan kesempatan bekerja sebagaimana tertuang dalam Kebijakan Hak Asasi Manusia PT TIMAH Tbk yang disahkan pada 27 September 2022. Dalam kebijakan tersebut memuat komitmen Peseroan pada kesetaraan dan tanpa diskriminasi, komitmen pada kesetaraan gender, komitmen pada pemberian kesempatan kerja bagi kaum disabilitas, komitmen untuk tidak mempekerjakan anak, komitmen pada hak berserikat, komitmen pada pemenuhan hak dasar ketenagakerjaan, dan komitmen pada peningkatan keahlian secara setara.

Perseroan memberikan kesempatan yang sama kepada seluruh calon pelamar pada pelaksanaan rekrutmen tanpa memandang suku, agama, ras, kelas atau jenis kelamin. Perseroan juga memberikan kesempatan yang setara kepada seluruh karyawan untuk mengembangkan kompetensi dan karirnya, serta mendapatkan remunerasi. Komitmen Perseroan dalam memberikan kesempatan yang setara tercantum dalam Surat Keputusan Direksi No. 0221/Tbk/SK-0000/2020-S11.2 tentang Penetapan kembali Ketentuan Penerimaan Tenaga Kerja, Pengangkatan, Penempatan, Kenaikan Jabatan, Jenjang Jabatan, Golongan Karyawan PT Timah Tbk. Selain itu, kesetaraan kesempatan juga tertuang dalam Perjanjian kerja Bersama periode 2023-2025.

## EMPLOYMENT ASPECTS

### EQUAL EMPLOYMENT OPPORTUNITY [OJK F.18, GRI 405-1, 14.21.5, 14.9.6, 406-1, 14.21.7, ICMM 3.8]

The Company consistently upholds equal employment opportunity as outlined in PT TIMAH Tbk's Human Rights Policy, ratified on September 27, 2022. This policy reflects the Company's commitment to equality and non-discrimination, gender equality, employment opportunities for persons with disabilities, prohibition of child labor, freedom of association, fulfillment of fundamental labor rights, and equal access to skills development.

The Company provides equal opportunities to all applicants during the recruitment process, regardless of ethnicity, religion, race, social class, or gender. Employees are also given equal opportunities to develop their competencies and careers, as well as to receive fair remuneration. The Company's commitment to equal opportunity is stipulated in the Board of Directors' Decision Letter No. 0221/Tbk/SK-0000/2020-S11.2 on the Re-establishment of Provisions for Recruitment, Appointment, Placement, Promotion, Career Levels, and Employee Classification at PT TIMAH Tbk. Besides, equal opportunity is also embedded in the Collective Labor Agreement for the 2023–2025 period.

Perseroan menghormati kesetaraan gender dan mendukung keberagaman. Perseroan senantiasa berupaya untuk meningkatkan inklusivitas dan peran perempuan di dalam lingkungan kerja, terutama di wilayah pertambangan, yang didukung oleh seluruh Direksi sejalan dengan dukungan Perseroan terhadap kebijakan dari Kementerian BUMN. Untuk mencapai target tersebut, Perseroan telah mengembangkan program *Women in* TINS yang telah diimplementasikan di 2024. Dalam program *Women in* TINS, Perseroan telah melakukan *workshop* dengan membahas kesetaraan gender, *leadership* dan lainnya. Divisi Sumber Daya Manusia *(Human Capital)* bertanggung jawab atas pemantauan dan evaluasi terhadap aksi Perseroan dalam meningkatkan keberagaman, kemudian melaporkannya kepada Direktur Sumber Daya Manusia. Perseroan berkomitmen untuk memastikan keterlibatan perempuan dengan menetapkan proporsi minimal sebesar 25% dalam struktur organisasi dan kegiatan operasional.

Pada tahun 2025, Perseroan telah mencatatkan jumlah karyawan tetap perempuan sebanyak 245 orang atau 6,32% dari jumlah karyawan tetap dan 95 (37,25%) orang di antaranya menduduki jabatan di level managerial.

The Company respects gender equality and supports diversity. The Company continuously strives to enhance inclusivity and the role of women in the workplace, particularly in the mining sector, with the full support of the Board of Directors in line with the Company's endorsement of policies from the Ministry of State-Owned Enterprises. To achieve these goals, the Company has developed the "Women in TINS" program, which was implemented in 2024. As part of the Women in TINS program, the Company has conducted workshops addressing gender equality, leadership, and other topics. The Human Capital Division is responsible for monitoring and evaluating the Company's actions to enhance diversity, and subsequently reporting these findings to the Human Resources Director. The Company is committed to ensuring women's participation by establishing a minimum proportion of 25% in the organizational structure and operational activities.

In 2025, the Company recorded 245 permanent female employees or 6.32% of the total permanent workforce, with 95 (37.25%) of them holding managerial positions.

**Tabel Keberagaman Bagan Tata Kelola dan Karyawan Tetap Berdasarkan Level Organisasi, Usia, dan Jenis Kelamin Tahun 2025** [GRI 405-1]
Table of Diversity of Governance Structure and Permanent Employees by Organizational Level, Age, and Gender in 2025 [GRI 405-1]

| Rentang Usia<br>Age Range | Jenis Kelamin<br>Gender | | | | |
|---|---|---|---|---|---|
| | Pria<br>Male | % | Wanita<br>Female | % | Jumlah<br>Total |
| **Direktur Entitas Anak**<br>Directors of Subsidiaries | | | | | |
| < 30 tahun \| years old | 0 | 0 | 0 | 0 | 0 |
| 30-50 tahun \| years old | 5 | 0,13% | 1 | 0,03% | 6 |
| >50 tahun \| years old | 2 | 0,05% | 0 | 0 | 2 |
| **President (SVP)** | | | | | |
| < 30 tahun \| years old | 0 | 0 | 0 | 0 | 0 |
| 30-50 tahun \| years old | 5 | 0,13% | 0 | 0 | 5 |
| >50 tahun \| years old | 1 | 0,03% | 0 | 0 | 1 |
| **Vice President (VP)** | | | | | |
| < 30 tahun \| years old | 0 | 0 | 0 | 0 | |
| 30-50 tahun \| years old | 22 | 0,57% | 4 | 0,10% | 26 |
| >50 tahun \| years old | 9 | 0,23% | 0 | 0 | 9 |
| **Assistant Vice President** | | | | | |
| < 30 tahun \| years old | 0 | 0 | 0 | 0 | 0 |
| 30-50 tahun \| years old | 133 | 3,43% | 13 | 0,34% | 146 |
| >50 tahun \| years old | 17 | 0,44% | 3 | 0,08% | 20 |

**Tabel Keberagaman Bagan Tata Kelola dan Karyawan Tetap Berdasarkan Level Organisasi, Usia, dan Jenis Kelamin Tahun 2025 [GRI 405-1]**
Table of Diversity of Governance Structure and Permanent Employees by Organizational Level, Age, and Gender in 2025 [GRI 405-1]

| Rentang Usia<br>Age Range | Jenis Kelamin<br>Gender | | | | |
|---|---|---|---|---|---|
| | Pria<br>Male | % | Wanita<br>Female | % | Jumlah<br>Total |
| **Manager** | | | | | |
| < 30 tahun \| years old | 2 | 0,05% | 0 | 0 | 2 |
| 30-50 tahun \| years old | 415 | 10,71% | 74 | 1,91% | 489 |
| >50 tahun \| years old | 50 | 1,29% | 1 | 0,03% | 51 |
| **Assistant Manager** | | | | | |
| < 30 tahun \| years old | 9 | 0,23% | 2 | 0,05% | 11 |
| 30-50 tahun \| years old | 551 | 14,22% | 85 | 2,19% | 636 |
| >50 tahun \| years old | 74 | 1,91% | 2 | 0,05% | 76 |
| **Assistant** | | | | | |
| < 30 tahun \| years old | 0 | 0 | 0 | 0 | 0 |
| 30-50 tahun \| years old | 1.537 | 39,67% | 49 | 1,26% | 1586 |
| >50 tahun \| years old | 136 | 3,51% | 0 | 0 | 136 |
| **Officer** | | | | | |
| < 30 tahun \| years old | 3 | 0,08% | 2 | 0.05% | 5 |
| 30-50 tahun \| years old | 604 | 15,59% | 8 | 0,21% | 612 |
| >50 tahun \| years old | 54 | 1,39% | 1 | 0,03% | 55 |
| **Jumlah**<br>Total | **3.629** | **93,68** | **245** | **6,32%** | **3.874** |

Perseroan juga telah memberikan kesempatan untuk minoritas yaitu kaum disabilitas untuk bekerja. Perseroan menjalankan Program Rekrutmen Reguler dan Program Rekrutmen Khusus Disabilitas. Sampai dengan akhir 2025, Perseroan telah mempekerjakan 15 karyawan penyandang disabilitas.

The Company also provides opportunities for minorities, including persons with disabilities, through both the Regular Recruitment Program and the Special Recruitment Program for Persons with Disabilities. By the end of 2025, the Company had employed 15 employees with disabilities.

**Tabel Komposisi Karyawan Penyandang Disabilitas 2025 [GRI 405-1]**
Table of Composition of Employees with Disabilities in 2025 [GRI 405-1]

(Dalam Orang) (In Persons)

| Jenis Penyandang Disabilitas<br>Type of Disability | Jenis Kelamin<br>Gender | | | | | Kelompok Usia<br>Age Group | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Pria<br>Male | % | Wanita<br>Female | % | Jumlah<br>Total | <30 | % | 30-50 | % | >51 | % | Jumlah<br>Total |
| Tuna Daksa<br>Physical Disabilities | 9 | 60% | 1 | 7% | 10 | 0 | 0% | 9 | 60% | 1 | 7% | 10 |
| Tuna Netra<br>Visual Impairments | 3 | 20% | 0 | 0% | 3 | 0 | 0% | 2 | 13% | 1 | 7% | 3 |
| Tuna Rungu<br>Hearing Impairments | 2 | 13% | 0 | 0% | 2 | 0 | 0% | 1 | 7% | 1 | 7% | 2 |

**Tabel Komposisi Karyawan Penyandang Disabilitas 2025 [GRI 405-1]**
Table of Composition of Employees with Disabilities in 2025 [GRI 405-1]

(Dalam Orang) (In Persons)

| Jenis Penyandang Disabilitas<br>Type of Disability | Jenis Kelamin<br>Gender | | | | | Kelompok Usia<br>Age Group | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Pria<br>Male | % | Wanita<br>Female | % | Jumlah<br>Total | <30 | % | 30-50 | % | >51 | % | Jumlah<br>Total |
| Tuna Wicara<br>Speech Impairments | 0 | 0% | 0 | 0% | 0 | 0 | 0% | 0 | 0% | 0 | 0% | 0 |
| **Jumlah**<br>**Total** | **14** | **93%** | **1** | **7%** | **15** | **0** | **0%** | **12** | **80%** | **3** | **20%** | **15** |

**Tabel Komposisi Karyawan Penyandang Disabilitas 2024 [GRI 405-1]**
Table of Composition of Employees with Disabilities in 2024 [GRI 405-1]

(Dalam Orang) (In Persons)

| Jenis Penyandang Disabilitas<br>Type of Disability | Jenis Kelamin<br>Gender | | | | | Kelompok Usia<br>Age Group | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Pria<br>Male | % | Wanita<br>Female | % | Jumlah<br>Total | <30 | % | 30-50 | % | >51 | % | Jumlah<br>Total |
| Tuna Daksa<br>Physical Disabilities | 9 | 60% | 1 | 7% | 10 | 0 | 0% | 9 | 60% | 1 | 7% | 10 |
| Tuna Netra<br>Visual Impairments | 3 | 20% | 0 | 0% | 3 | 0 | 0% | 2 | 13% | 1 | 7% | 3 |
| Tuna Rungu<br>Hearing Impairments | 2 | 13% | 0 | 0% | 2 | 0 | 0% | 1 | 7% | 1 | 7% | 2 |
| Tuna Wicara<br>Speech Impairments | 0 | 0% | 0 | 0% | 0 | 0 | 0% | 0 | 0% | 0 | 0% | 0 |
| **Jumlah**<br>**Total** | **14** | **93%** | **1** | **7%** | **15** | **0** | **0%** | **12** | **80%** | **3** | **20%** | **15** |

Atas komitmen Perseroan atas penghormatan terhadap HAM mencakup praktik kesetaraan dan nondiskriminasi di lingkungan kerja, selama tahun 2025, tidak terdapat insiden terkait diskriminasi yang terjadi sehingga tidak terdapat pula informasi tindakan yang diambil untuk mengatasi adanya insiden tersebut.

In recognition of the Company's commitment to human rights, including equality and non-discrimination practices in the workplace, throughout 2025, there were no incidents of discrimination reported, and therefore no corrective actions to the incident were required.

## *WOMEN IN TINS*, KOMITMEN PT TIMAH (PERSERO) TBK SIAPKAN KARTINI TAMBANG MENJADI PEMIMPIN

Industri pertambangan umumnya didominasi oleh laki-laki. Namun, saat ini perempuan juga sudah mulai memainkan peran dan berkarya pada sektor yang kerap dianggap maskulin ini.

Perseroan salah satu perusahaan pertambangan timah di dunia yang telah melantai di bursa sejak tahun 1995 terus mendukung peran perempuan untuk bertumbuh, berkarya dan berkontribusi di industri pertambangan Indonesia. Saat ini, sejumlah kartini tambang Perseroan

## WOMEN IN TINS, PT TIMAH (PERSERO) TBK'S COMMITMENT TO PREPARING KARTINI OF MINING AS FUTURE LEADERS

The mining industry has traditionally been dominated by men. However, women are now increasingly playing active roles and making meaningful contributions in this sector, which has often been perceived as masculine.

The Company, one of the world's tin mining companies that has been listed on the stock exchange since 1995, continues to support women in growing, achieving, and contributing to Indonesia's mining industry. At present, several of the Company's kartini of mining hold strategic

menduduki posisi strategis berkaitan dengan pengelolaan keuangan seperti Direktur Keuangan, VP Keuangan dan VP Akuntansi. Di beberapa anak perusahaan, kartini tambang juga menduduki posisi sebagai Direksi.

Untuk mendukung para pekerja perempuannya, Perseroan juga memiliki sejumlah kebijakan yang ramah perempuan seperti cuti haid, cuti melahirkan, kesetaraan gaji, dan utamanya program pengembangan untuk para pekerja perempuan, optimalisasi talenta perempuan di level manajemen. Perseroan melibatkan perempuan dalam upaya keberlanjutan dan tanggung jawab sosial perusahaan untuk meningkatkan kinerja dalam hal kepatuhan peraturan lingkungan dan mendukung pembangunan berkelanjutan.

Dari sisi kepemimpinan, Perseroan mendorong perempuan untuk mengambil peran kepemimpinan dalam perusahaan tambang tidak hanya memperluas bakat dan potensi dalam organisasi, tetapi juga menciptakan lingkungan kerja yang lebih inklusif dan beragam. Dari sisi keterwakilan dan kreativitas, melibatkan lebih banyak perempuan dalam keputusan dan perencanaan strategis dapat membawa perspektif baru dan kreativitas dalam mengatasi tantangan dan menemukan solusi inovatif.

Perseroan telah terus mendorong inklusivitas serta pemberdayaan gender di sektor pertambangan. Pembentukan komunitas karyawan perempuan - 'Women in TINS' bertujuan untuk menciptakan keseimbangan gender, serta memperkuat peran kepemimpinan perempuan pada posisi strategis.

Melalui komunitas perempuan di Perseroan diharapkan dapat memfasilitasi para Perempuan untuk mengeksplorasi potensi dan mengembangkan diri baik aspek personal maupun professional sehingga mampu menjadi pemimpin di masa depan. Hal ini juga sejalan dengan Tujuan Pembangunan Berkelanjutan (SDGs) poin 5, yakni kesetaraan gender dan poin 8 yakni, Mendukung pertumbuhan ekonomi yang inklusif dan berkelanjutan, tenaga kerja penuh produktif, serta pekerjaan yang layak.

positions in financial management, including the Director of Finance, Vice President of Finance, and Vice President of Accounting. In several subsidiaries, women leaders also serve as members of the Board of Directors.

In order to support its female workforce, the Company has implemented a number of women-friendly policies, such as menstrual leave, maternity leave, pay equity, and, most importantly, development programs for female employees, including initiatives to optimize female talent at the management level. The Company also actively involves women in sustainability and corporate social responsibility initiatives to enhance environmental compliance performance and support sustainable development.

From a leadership perspective, the Company encourages women to take on leadership roles within the mining business, thereby expanding the pool of talent and fostering a more inclusive and diverse work environment. In terms of representation and creativity, involving more women in decision-making and strategic planning can bring new perspectives and creativity in addressing challenges and identifying innovative solutions.

The Company has consistently promoted inclusivity and gender empowerment in the mining sector. The establishment of the female employee community, "Women in TINS," aims to create gender balance and strengthen women's leadership roles in strategic positions.

Through this women's community within the Company, female employees are expected to be empowered to explore their potential and develop themselves both personally and professionally, enabling them to become future leaders. This initiative is also aligned with the Sustainable Development Goals (SDGs), particularly Goal 5 on gender equality and Goal 8 on promoting inclusive and sustainable economic growth, full and productive employment, and decent work for all.

## *DIVERSITY MONITORING*

Laporan pemenuhan aspek *diversity* dalam *Selected Talent* dan Daftar Rencana Suksesi Grup MIND ID tahun 2025 menunjukkan progres yang sangat signifikan, khususnya pada level kepemimpinan strategis BOD-1. Perusahaan berhasil memenuhi target keterwakilan perempuan sebesar 33%, yang menegaskan komitmen Perseroan dalam menciptakan lingkungan kerja yang inklusif dan memberikan peluang setara bagi talenta perempuan di posisi kunci. Pencapaian ini menjadi fondasi kuat bagi Perseroan dalam menjaga keseimbangan gender pada struktur kepemimpinan masa depan.

## DIVERSITY MONITORING

The 2025 report on the fulfillment of diversity aspects within the Selected Talent pool and the MIND ID Group Succession Planning List demonstrates highly significant progress, particularly at the strategic leadership level of BOD-1. The Company successfully achieved its 33% female representation target, reaffirming its commitment to fostering an inclusive work environment and providing equal opportunities for female talent in key positions. This achievement serves as a strong foundation for maintaining gender balance within the Company's future leadership structure.

Di sisi lain, Perseroan mencatatkan pencapaian luar biasa dalam aspek regenerasi kepemimpinan, di mana persentase karyawan milenial (usia di bawah 42 tahun) dalam *Selected Talent* BOD-1 mencapai 67%, melampaui target yang ditetapkan sebesar 33%. Angka ini mencerminkan keberhasilan strategi manajemen talenta dalam mempercepat pengembangan pemimpin muda yang adaptif dan inovatif.

On the other hand, the Company recorded outstanding progress in leadership regeneration, with the percentage of millennial employees (under 42 years old) in the BOD-1 Selected Talent pool reaching 67%, significantly exceeding the established target of 33%. This figure reflects the success of the Company's talent management strategy in accelerating the development of young, adaptive, and innovative leaders.

## KEBERADAAN PASAR [GRI 202-2, 14.21.2]

Sebagai bagian dari upaya Perseroan dalam meningkatkan kontribusi dan peran aktifnya terhadap perekonomian masyarakat yang berada di sekitar wilayah operasional, PT TIMAH (Persero) Tbk berkomitmen untuk memberikan kesempatan yang setara kepada masyarakat lokal atau putra daerah agar dapat berkontribusi dan berkarya di lingkungan Perseroan. Dalam implementasinya, Perseroan membuka peluang yang sama bagi masyarakat lokal untuk menempati berbagai jenjang jabatan di dalam organisasi, mulai dari posisi Senior Manajemen, Manajemen, hingga tingkat Staff. Perseroan mendefinisikan masyarakat lokal sebagai warga yang memiliki Kartu Tanda Penduduk (KTP) lahir dan bertempat tinggal di provinsi yang sama dengan lokasi operasional Perseroan, yaitu yang berlokasi di Bangka Belitung dan Kepulauan Riau.

## MARKET PRESENCE [GRI 202-2, 14.21.2]

As part of its efforts to enhance contribution and active participation in the local economy surrounding its operational areas, PT TIMAH (Persero) Tbk is committed to providing equal opportunities for local communities to contribute and work within the Company. In its implementation, the Company offers equal opportunities to local residents to occupy positions across the organization, from Senior Management and Management to Staff levels. The Company defines local communities as individuals holding Identity Cards (KTP) who were born and reside in the same province as the Company's operational areas, specifically Bangka Belitung and the Riau Islands.

**Tabel Rekrutmen Karyawan Baru Berdasarkan Kelompok Usia**
Table of the Percentage of Employees from the Local Community

| | Senior Manajemen (BOD-1) | Management (BOD-2 dan BOD-3) | Staff (BOD-5 & BOD-4) |
|---|---|---|---|
| Jumlah Karyawan Tetap<br>Number of Permanent Employees | 44 | 685 | 3.233 |
| Masyarakat Lokal<br>Local Community | 12 | 433 | 2.563 |
| Persentase<br>Percentage | 27% | 63% | 79% |

## REKRUTMEN DAN PERPUTARAN KARYAWAN [GRI 401-1, 14.17.3]

Seiring dengan pesatnya perkembangan industri pertambangan serta meningkatnya kebutuhan akan tenaga kerja yang memiliki kompetensi dan profesionalisme yang tinggi, Perseroan secara konsisten dan berkesinambungan melaksanakan proses rekrutmen untuk mendukung kelancaran kegiatan operasional sekaligus menunjang pertumbuhan bisnis perusahaan. Kegiatan rekrutmen tersebut juga merupakan bagian dari strategi Perseroan dalam memastikan adanya proses regenerasi karyawan yang berkelanjutan, meningkatkan tingkat produktivitas kerja, serta mendorong terciptanya inovasi pada setiap lini operasional perusahaan.

## EMPLOYEE RECRUITMENT AND TURNOVER [GRI 401-1, 14.17.3]

In line with the rapid development of the mining industry and the increasing demand for a workforce with high levels of competence and professionalism, the Company consistently and continuously conducts recruitment processes to support the smooth execution of operational activities while also supporting business growth. These recruitment activities form part of the Company's strategy to ensure sustainable employee regeneration, improve workforce productivity, and encourage innovation across all operational lines.

Melalui kegiatan rekrutmen ini, Perseroan membuka kesempatan bagi putra-putri terbaik bangsa untuk bergabung dan berkembang bersama perusahaan, sekaligus berkontribusi dalam pengelolaan sumber daya alam yang bertanggung jawab dan berkelanjutan. Dengan hadirnya talenta-talenta baru diharapkan membawa semangat baru, serta mampu menjawab tantangan industri pertambangan di era transformasi digital dan keberlanjutan. Data yang disajikan merupakan data *parent (holding)* saja dan belum mencakup data *subsidiaries* (non-konsolidasi). Pada tahun 2025, Perseroan telah merekrut 27 orang karyawan baru.

Through these recruitment activities, the Company provides opportunities for the nation's best talents to join and grow with the Company, while contributing to the responsible and sustainable management of natural resources. The presence of new talents is expected to bring renewed energy and the capability to address challenges in the mining industry in the era of digital transformation and sustainability. The data presented consists solely of parent company (holding) data and does not yet include data from subsidiaries (non-consolidated). In 2025, the Company hired 27 new employees.

**Tabel Rekrutmen Karyawan Baru Berdasarkan Kelompok Usia**
Table of New Employee Recruitment by Age Group

(Dalam Orang) (In Persons)

| Kelompok Usia<br>Age Group | 2025 | 2024 | 2023 |
|---|---|---|---|
| < 30 tahun \| years old | 8 | 4 | 9 |
| 30 – 50 tahun \| years old | 10 | 2 | 11 |
| >50 tahun \| years old | 9 | 2 | 3 |
| **Total** | **27** | **8** | **23** |

**Tabel Komposisi Karyawan Baru Berdasarkan Jenis Kelamin**
Table of New Employee Recruitment by Gender

(Dalam Orang) (In Persons)

| Uraian<br>Description | 2025 | 2024 | 2023 |
|---|---|---|---|
| Pria \| Male | 25 | 4 | 22 |
| Wanita \| Female | 2 | 4 | 1 |
| **Total** | **27** | **8** | **23** |

**Tabel Rekrutmen Karyawan Baru Berdasarkan Wilayah Kerja**
Table of New Employee Recruitment by Working Area

(Dalam Orang) (In Persons)

| Wilayah<br>Area | 2025 | 2024 | 2023 |
|---|---|---|---|
| Bangka | 24 | 7 | 20 |
| Belitung | - | - | - |
| Kundur | - | - | - |
| Jakarta dan lainnya \| Jakarta and others | 3 | 1 | 3 |
| **Total** | **27** | **8** | **23** |

**Tabel Komposisi Karyawan Berhenti Bekerja Berdasarkan Kelompok Usia**
Table of Composition of Employee Resignation by Age Group

(Dalam Orang) (In Persons)

| Kelompok Usia<br>Age Group | 2025 | 2024 | 2023 |
|---|---|---|---|
| < 30 tahun \| years old | 4 | 2 | 6 |
| 30 – 50 tahun \| years old | 73 | 68 | 44 |
| >50 tahun \| years old | 80 | 54 | 39 |
| **Total** | **157** | **124** | **89** |

### Tabel Komposisi Karyawan Berhenti Bekerja Berdasarkan Jenis Kelamin
Table of Composition of Employee Resignation by Gender

(Dalam Orang) (In Persons)

| Uraian<br>Description | 2025 | 2024 | 2023 |
|---|---|---|---|
| Pria \| Male | 149 | 111 | 85 |
| Wanita \| Female | 8 | 13 | 4 |
| **Total** | **157** | **124** | **89** |

### Tabel Komposisi Karyawan Berhenti Bekerja Berdasarkan Wilayah Kerja
Table of Composition of Employee Resignation by Working Area

(Dalam Orang) (In Persons)

| Wilayah<br>Area | 2025 | 2024 | 2023 |
|---|---|---|---|
| Bangka | 120 | 97 | 60 |
| Belitung | 6 | 5 | 2 |
| Kundur | 20 | 18 | 14 |
| Jakarta dan lainnya \| Jakarta and others | 11 | 4 | 10 |
| **Total** | **157** | **124** | **89** |

### Tabel Latar Belakang Karyawan Berhenti Bekerja
Table of Background of Employee Resignation

(Dalam Orang) (In Persons)

| Uraian<br>Description | 2025 | 2024 | 2023 |
|---|---|---|---|
| Pensiun \| Retirement | 65 | 54 | 39 |
| Meninggal Dunia \| Deceased | 14 | 8 | 9 |
| Pelanggaran \| Misconduct | 15 | 14 | 17 |
| Mengundurkan Diri \| Resignation | 16 | 14 | 24 |
| Program Pensiun Sukarela \| Voluntary Retirement Program | 47 | 34 | - |
| **Total** | **157** | **124** | **89** |

Data *turnover* karyawan menggunakan jumlah karyawan yang pensiun alami dan meninggal. Adapun data turnover karyawan sebagai berikut.

Employee turnover data is calculated based on the number of employees who retired naturally and passed away. The employee turnover data is as follow

### Tabel *Turnover Rate* Karyawan Berdasarkan Usia
Table of Employee Turnover by Age

| Keterangan<br>Description | 2025 | 2024 | 2023 |
|---|---|---|---|
| < 30 tahun \| years old | 0,05 | 6,67 | 12,24 |
| 30 – 50 tahun \| years old | 0,80 | 1,86 | 1,16 |
| >50 tahun \| years old | 1,86 | 15,47 | 11,96 |

**Tabel *Turnover Rate* Karyawan Berdasarkan Jenis Kelamin**
Table of Employee Turnover by Gender

| Keterangan<br>Description | 2025 | 2024 | 2023 |
|---|---|---|---|
| Pria \| Male | 2,61 | 2,85 | 2,18 |
| Wanita \| Female | 0,10 | 5,09 | 1,49 |

**Tabel *Turnover Rate* Karyawan Berdasarkan Wilayah Kerja**
Table of Employee Turnover by Working Area

| Keterangan<br>Description | 2025 | 2024 | 2023 |
|---|---|---|---|
| Bangka | 2,09 | 3,25 | 1,95 |
| Belitung | 0,05 | 3,33 | 1,27 |
| Kundur | 0,39 | 2,17 | 1,62 |
| Jakarta dan lainnya \| Jakarta and others | 0,18 | 5,41 | 14,93 |

## PELATIHAN DAN PENGEMBANGAN KOMPETENSI [OJK F.22, GRI 404-1, 14.17.7, 14.21.4, 404-2, 14.8.3, 14.17.8, 404-3]

Perseroan telah menjalankan program pengembangan kompetensi karyawan yang didasarkan pada *Learning Architecture* dan selaras dengan Rencana Jangka Panjang Perusahaan (RJPP) dan Kebijakan Pelaksanaan Pembelajaran Karyawan Dalam Rangka Pengembangan SDM di Lingkungan PT TIMAH (Persero) Tbk & Entitas Anak. Pengembangan kompetensi mencakup lima aspek, yaitu *Leadership competency, Core competency, Critical competency, Technical competency, Certification competency* Metode pengembangan kompetensi yang dilaksanakan terdiri dari pelatihan tatap muka, *workshop*, *webinar*, sertifikasi, *e-Learning*, dan *on the job training*.

Pada tahun 2025, jumlah karyawan yang memperoleh pelatihan adalah 3.848 orang dengan total jam pelatihan 149.050 Rata-rata jam pelatihan adalah 39 jam per karyawan.

## TRAINING AND COMPETENCY DEVELOPMENT [OJK F.22, GRI 404-1, 14.17.7, 14.21.4, 404-2, 14.8.3, 14.17.8, 404-3]

The Company has implemented employee competency development programs based on a structured Learning Architecture and aligned with the Company's Long-Term Plan (RJPP) and the Policy on Employee Learning Implementation for HC Development within PT TIMAH (Persero) Tbk and its Subsidiaries. Competency development encompasses five key aspects, namely Leadership, Core, Critical, Technical, and Certification competencies. The competency development methods implemented include classroom training, workshops, webinars, certification programs, e-learning, and on the job training.

In 2025, the total number of employees who received training was 3.848 individuals, with a total of 149.050 training hours. The average training duration was 39 hours per employee.

**Tabel Rata-Rata Jam Pelatihan [OJK F.22, GRI 404-1]**
Table of Average Training Hours [OJK F.22, GRI 404-1]

| Uraian<br>Description | Jumlah Karyawan yang Memperoleh Pelatihan (Orang)<br>Total Employees Receiving Training (Persons) | | | Jam Pelatihan (Jam)<br>Training Hours (Hours) | | | Rata-rata Jam Pelatihan Setiap Karyawan (Jam/Orang)<br>Average Training Hours per Employee (Hours/Person | | |
|---|---|---|---|---|---|---|---|---|---|
| | 2025 | 2024 | 2023 | 2025 | 2024 | 2023 | 2025 | 2024 | 2023 |
| Keseluruhan<br>Overall | 3.848 | 4.036 | 4.161 | 149.050 | 210.960 | 190.028 | 39 | 52 | 45,67 |
| **Berdasarkan Jenis Kelamin**<br>By Gender | | | | | | | | | |
| Pria \| Male | 3.607 | 3.781 | 3.893 | 135.808 | 189.688 | 170.291 | 38 | 50 | 43,74 |
| Wanita\| Female | 241 | 255 | 268 | 13.242 | 21.272 | 19.737 | 55 | 84 | 73,65 |

**Tabel Rata-Rata Jam Pelatihan [OJK F.22, GRI 404-1]**
Table of Average Training Hours [OJK F.22, GRI 404-1]

| Uraian<br>Description | Jumlah Karyawan yang Memperoleh Pelatihan (Orang)<br>Total Employees Receiving Training (Persons) | | | Jam Pelatihan (Jam)<br>Training Hours (Hours) | | | Rata-rata Jam Pelatihan Setiap Karyawan (Jam/Orang)<br>Average Training Hours per Employee (Hours/Person | | |
|---|---|---|---|---|---|---|---|---|---|
| | 2025 | 2024 | 2023 | 2025 | 2024 | 2023 | 2025 | 2024 | 2023 |
| **Berdasarkan Kategori Jabatan yang Mengikuti Pelatihan**<br>By Job Category Participating in Training | | | | | | | | | |
| Senior Management (BOD -1) | 46 | 55 | 60 | 3.585 | 3.590 | 3.252 | 78 | 65 | 54,18 |
| Management (BOD -3 & BOD- 2) | 704 | 726 | 733 | 34.956 | 52.501 | 42.943 | 51 | 72 | 58,58 |
| Staff (BOD-5 & BOD-4) | 3.098 | 3.255 | 3.368 | 110.509 | 154.869 | 143.833 | 36 | 48 | 42,71 |

Perseroan telah melakukan pelatihan-pelatihan yang bertujuan untuk mengembangkan kompetensi dan menunjang peningkatan karir karyawan, di antaranya sebagai berikut.

The Company has conducted various training programs aimed at developing competencies and supporting employee career advancement, including the following.

**Tabel Pelatihan dan Pendidikan**
Table of Training and Education

| Jenis Pelatihan dan Pendidikan<br>Types of Training and Education | Jumlah Karyawan<br>Total Employees | Jumlah Jam Pelatihan dan Pendidikan Karyawan<br>Total Hours of Employee Training and Education |
|---|---|---|
| *Leadership Competency* | 3.032 | 476 |
| *Core Competency* | 3.877 | 243 |
| *Critical Competency* | 3.194 | 3.037 |
| *Technical Competency* | 3.235 | 2.122 |

Di samping itu, Perseroan juga memberikan pelatihan kepada karyawan memasuki masa purnabakti/pensiun. Program ini diharapkan karyawan dapat dirinya untuk mempersiapkan masa purna bakti. Pada tahun 2025, Perseroan telah memberikan pelatihan kepada 47 orang karyawan yang akan memasuki masa purnabakti dan atau mengikuti program pensiun sukarela. Pelatihan yang diberikan bertujuan untuk memberikan pembekalan mental dan spiritual serta pemahaman investasi bagi karyawan dalam mempersiapkan masa purnabakti. Pelatihan ini diadakan pada tanggal 25-26 November 2025 di Graha Timah Pangkalpinang.

In addition, the Company also provides training to employees approaching retirement. This program is intended to help employees prepare for retirement. In 2025, the Company provided training to 47 employees who were approaching retirement or participating in the voluntary retirement program. The training aims to provide mental and spiritual preparation as well as investment knowledge to help employees prepare for retirement. The training was held on November 25–26, 2025, at Graha Timah in Pangkalpinang.

## PENILAIAN KINERJA KARYAWAN [GRI 404-3]

Setiap tahunnya, Perseroan menerapkan sistem penilaian kinerja kepada karyawan yang mencakup dua aspek, yaitu penilaian perilaku dan *personal objective* (KPI Individu). Dari hasil evaluasi dan penilaian kinerja, Perseroan dapat menentukan pengembangan kompetensi sesuai kebutuhan karyawan hingga penentuan jenjang karier. Penilaian

## EMPLOYEE PERFORMANCE ASSESSMENT [GRI 404-3]

Each year, the Company implements a performance assessment system for employees covering two aspects, namely behavioral assessment and personal objectives (Individual KPIs). Based on the results of performance evaluations and assessments, the Company determines competency development needs and career progression pathways for employees. The

Kinerja bertujuan untuk membentuk dan mengelola budaya berbasis kinerja atau performa individu, sehingga dapat terus meningkatkan produktivitas Perusahaan serta peningkatan kualitas dan efektivitas pengelolaan manajemen talenta.

performance assessment system aims to establish and sustain a performance-based culture centered on individual performance, thereby continuously enhancing the Company's productivity and improving the quality and effectiveness of talent management.

**Tabel Penilaian Kinerja Karyawan Berdasarkan Jenis Kelamin dan Status Kepegawaian**
Table of Employee Performance Assessment by Gender and Employment Status

| Status Kepegawaian<br>Employment Status | 2025 | | | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total |
| Karyawan Tetap<br>Permanent Employees | 3.714 | 245 | 3.959 | 3.771 | 248 | 4.019 | 3.777 | 260 | 4.037 |
| Karyawan Tidak Tetap<br>Non-Permanent Employees | 35 | 9 | 44 | 37 | 6 | 43 | 34 | 7 | 41 |
| **Total** | **3.749** | **254** | **4.003** | **3.808** | **254** | **4.062** | **3.811** | **267** | **4.078** |

**Tabel Tinjauan Rutin Karyawan dan Jenjang Karir**
Table of Employee Regular Reviews and Career Levels

| Tahun<br>Year | Total Jumlah Karyawan yang Telah Menerima Penilaian Kinerja<br>Total Number of Employees Who Have Received Performance Assessment | Total Jumlah Karyawan pada Tahun Pelaporan<br>Total Number of Employees in the Reporting Year | Persentase Karyawan yang Telah Menerima Penilaian Kinerja<br>Percentage of Employees Who Have Received Performance Assessment |
|---|---|---|---|
| 2025 | 4.003 orang \| persons | 4.102 orang \| persons | 98% |
| 2024 | 4.062 orang \| persons | 4.094 orang \| persons | 99% |
| 2023 | 4.078 orang \| persons | 4.161 orang \| persons | 98% |

Hasil evaluasi kinerja karyawan menjadi pertimbangan dalam pemberian penghargaan yang berbasis performa, baik *intangible reward (Benefit, Wellbeing, Recognition, Development), tangible reward* (penyesuaian besaran gaji pokok atau pemberian insentif) maupun *impact* lainnya.

Performance assessment results serve as a key consideration in awarding performance-based recognition, including intangible rewards (Benefits, Wellbeing, Recognition, and Development), tangible rewards (adjustments to base salary levels or the provision of incentives), as well as other related impacts.

## KEWAJIBAN PROGRAM PENSIUN MANFAAT PASTI DAN PROGRAM PENSIUN LAINNYA [GRI 201-3]

Bagi karyawan yang memasuki masa usia 56 tahun, karyawan akan diikutsertakan dalam Program Purnabakti. Perseroan memberikan imbalan pascakerja berupa Uang Purnabakti sesuai dengan Surat Keputusan Direksi No. 1579/Tbk/SK-0000/2010-B1. Pada tahun 2025, terdapat 63 karyawan yang akan memasuki masa pensiun belum mengikuti program persiapan pensiun.

Perseroan telah mendaftarkan seluruh karyawan tetapnya dalam Program Jaminan Hari Tua (JHT) yang dikelola melalui Perusahaan Asuransi Jiwa. Skema iuran JHT tersebut menetapkan bahwa Perseroan menanggung kontribusi sebesar 13,5% dari total Gaji Pokok dan

## DEFINED BENEFIT PLAN OBLIGATIONS AND OTHER RETIREMENT PLANS [GRI 201-3]

Employees who reach the age of 56 are enrolled in the Retirement Preparation Program. The Company provides post-employment benefits in the form of a Retirement Benefit Payment in accordance with the Board of Directors' Decision Letter No. 1579/Tbk/SK-0000/2010-B1. In 2025, there were 63 employees who would enter retirement but had not yet participated in the retirement preparation program.

The Company has enrolled all permanent employees in the Old-Age Security (JHT) Program administered through a Life Insurance Company. Under the JHT contribution scheme, the Company contributes 13.5% of the total Base Salary and Position Allowance, while employees

Tunjangan Jabatan, sedangkan karyawan menanggung kontribusi sebesar 4% dari Gaji Pokok dan Tunjangan Jabatan. Hingga saat ini, total dana pensiun yang telah terkumpul mencapai Rp35,426 miliar. Dari jumlah dana tersebut, Perseroan memiliki kemampuan untuk memenuhi kewajiban pembayaran pensiun bagi 50 orang karyawan yang akan pensiun pada tahun 2025.

contribute 4% of the Base Salary and Position Allowance. To date, the total accumulated pension fund has reached Rp35.426 billion. Based on this amount, the Company has the financial capacity to meet pension payment obligations for 50 employees scheduled to retire in 2025.

**Tabel Jumlah Karyawan yang Diikutsertakan dalam Program Pensiun**
Table of Number of Employees Enrolled in Pension Programs

| Program<br>Programs | 2025 | 2024 | 2023 |
|---|---|---|---|
| Program Pensiun Manfaat Pasti<br>Defined Benefit Pension Program | 3.811 | 3.971 | 4.089 |
| Program Pensiun Iuran Pasti<br>Defined Contribution Pension Program | 3.811 | 3.971 | 4.089 |
| Program Jaminan Hari Tua<br>Defined Contribution Pension Program | 3.811 | 3.971 | 4.089 |

## UPAH MINIMUM REGIONAL [OJK F.20, GRI 202-1, 14.17.2, 401-2, 14.17.4, 405-2, 14.21.6, ICMM 3.5]

Perseroan dalam memberikan remunerasi kepada karyawan selalu berpedoman pada kebijakan yang berlaku di Indonesia terkait sistem pengupahan. Selain itu, Perseroan menetapkan gaji pokok yang berada di atas upah minimum provinsi, upah minimum kabupaten, dan minimum sektor pertambangan serta melengkapinya dengan berbagai fasilitas tambahan bagi karyawan. Kebijakan ini merupakan bagian dari komitmen Perseroan untuk meningkatkan kesejahteraan serta produktivitas karyawan, yang pada akhirnya diharapkan dapat memberikan kontribusi positif terhadap pertumbuhan perekonomian masyarakat secara lebih luas.

Di samping itu, Perseroan juga memastikan bahwa para pekerja *outsourced* memperoleh gaji pokok paling rendah sesuai dengan upah minimum provinsi, upah minimum kabupaten, dan minimum sektor pertambangan sebagaimana diatur dalam ketentuan pemerintah daerah yang berlaku. Sistem kompensasi yang diterapkan oleh Perseroan disusun berdasarkan kriteria penentuan rasio gaji yang mempertimbangkan kompetensi karyawan serta jenjang jabatan yang dimiliki. Dengan demikian, remunerasi yang diberikan bersifat adil dan setara, serta tidak terdapat perbedaan rasio gaji pokok antara karyawan perempuan dan laki-laki.

Di seluruh provinsi telah diatur upah minimum provinsi, upah minimum kabupaten, dan minimum sektor pertambangan oleh Pemerintah Daerah setempat. Tidak ada perbedaan kompensasi yang diterima antara laki-laki dan perempuan di level yang sama.

## REGIONAL MINIMUM WAGE [OJK F.20, GRI 202-1, 14.17.2, 401-2, 14.17.4, 405-2, 14.21.6, ICMM 3.5]

In providing compensation to employees, the Company always adheres to the policies in effect in Indonesia regarding the wage system. In addition, the Company sets a base salary that exceeds the provincial minimum wage, the regency minimum wage, and the minimum wage for the mining sector and supplements it with various additional benefits for employees. This policy is part of the Company's commitment to improving employee welfare and productivity, which is ultimately expected to make a positive contribution to broader economic growth in the community.

Furthermore, the Company ensures that outsourced workers receive a base salary that meets at least the provincial minimum wage, regency minimum wage, and minimum wage for the mining sector as stipulated by applicable local government regulations. The compensation system implemented by the Company is structured based on salary ratio criteria that take into account employee competencies and job levels. Thus, the remuneration provided is fair and equitable, and there is no difference in the base salary ratio between female and male employees.

Provincial minimum wages, district minimum wages, and minimum wages for the mining sector have been established by local governments throughout the province. There is no difference in compensation between men and women at the same level.

**Tabel Rasio Gaji Karyawan Pria dan Wanita Berdasarkan Level Jabatan Tahun 2025**
Table of Male-to-Female Employee Salary Ratio by Job Level in 2025

| **Level Jabatan**<br>Job Level | **Rasio Gaji Pokok (Pria:Wanita)**<br>Basic Salary Ratio (Male:Female) |
|---|---|
| Direktur Entitas Anak<br>Director of Subsidiary | 1:1 |
| *President* (SVP) | 1:1 |
| *Vice President* (VP) | 1:1 |
| *Assistant Vice President* | 1:1 |
| *Manager* | 1:1 |
| *Assistant Manager* | 1:1 |
| *Assistant* | 1:1 |
| *Officer* | 1:1 |

Karyawan tingkat terendah bukan merupakan karyawan baru di Perseroan, namun Perseroan memastikan bahwa karyawan baru akan mendapatkan upah sesuai upah minimum provinsi, sektoral untuk sektor pertambangan, dan kabupaten. Selain itu, gaji yang diterima oleh karyawan baru mengikuti kategori posisi yang ditempatkan.

Employees at the lowest job level are not newly hired employees, however, the Company ensures that new employees receive wages in accordance with the applicable minimum wage in the provincial, sectoral (for the mining sector), and district. Furthermore, salaries received by new employees are aligned with the category of the position to which they are assigned.

**Tabel Rasio Gaji Karyawan Tingkat Terendah dengan Upah Minimum Provinsi Setempat**
Table of Ratio of the Lowest-Level Employee Salary to the Applicable Provincial Minimum Wage

| **Wilayah Kerja**<br>Working Area | **Upah Minimum Provinsi (Rp)**<br>Provincial Minimum Wage (Rp) | | | **Imbal Jasa Karyawan Tingkat Terendah (Rp)**<br>Lowest-Level Employee Compensation (Rp) | | | **Rasio Gaji/UMP**<br>Salary/UMP Ratio | | |
|---|---|---|---|---|---|---|---|---|---|
| | **2025** | **2024** | **2023** | **2025** | **2024** | **2023** | **2025** | **2024** | **2023** |
| Bangka** | 3.880.000 | 3.640.000 | 3.498.479 | 3.880.000 | 3.764.000 | 3.711.000 | 1,00 | 1,03 | 1,06 |
| Belitung** | 3.880.000 | 3.640.000 | 3.498.479 | 3.880.000 | 3.764.000 | 3.711.000 | 1,00 | 1,03 | 1,06 |
| Kundur*** | 3.956.475 | 3.715.000 | 3.592.019 | 4.586.000 | 4.526.000 | 4.526.000 | 1,16 | 1,22 | 1,26 |
| Jakarta dan Lainnya*<br>Jakarta and others | 5.396.761 | 5.067.381 | 4.901.798 | 5.399.000 | 5.069.000 | 4.906.000 | 1,00 | 1,00 | 1,00 |

Keterangan:
* : Upah MInimum Provinsi
** : Upah Minimum Sektoral untuk Sektor Pertambagan
*** : Upah Minimum Kabupaten
(wilayah kundur menggunakan acuan UMK Karimun karena tidak ada SK Gubernur yang menetapkan Upah Minimum Pertambangan timah)
Notes:
* : Provincial Minimum Wage
** : Sectoral Minimum Wage for the Mining Sector
*** : Regional Minimum Wage
(The Kundur region uses the Karimun Regency Minimum Wage as a reference because there is no Governor's Decree establishing a minimum wage for the tin mining industry)

Selain gaji pokok, Perseroan juga memberikan tunjangan kepada karyawan dengan status PKWTT (tetap) dan PKWT (tidak tetap). Adapun tunjangan yang diberikan kepada karyawan tetap namun tidak diberikan kepada karyawan tidak tetap adalah asuransi jiwa, tunjangan pensiun, tunjangan listrik, tunjangan kemahalan, dan tunjangan cuti. Meskipun demikian, Perseroan menjamin bahwa karyawan tidak tetap (PKWT) terlindung oleh asuransi

In addition to basic salary, the Company provides benefits to employees with permanent employment status (PKWTT) and fixed-term employment status (PKWT). Benefits provided to permanent employees but not to fixed-term employees include life insurance, pension benefits, an electricity allowance, a cost-of-living allowance, and a leave allowance. Nevertheless, the Company ensures that fixed-term employees (PKWT) are covered by BPJS

BPJS Jaminan Kecelakaan Kerja (JKK), Jaminan Kematian (JKM), Jaminan Hari Tua (JHT), dan Jaminan Pensiun (JP). Berikut rincian tunjangan yang diberikan kepada karyawan tetap dan tidak tetap.

employment insurance programs, including Employment Injury Security (JKK), Death Security (JKM), Old-Age Security (JHT), and Pension Security (JP).

**Tabel Manfaat yang Diterima Karyawan**
Table of Employee Benefits

| Bentuk Manfaat<br>Type of Benefit | Karyawan Tetap (PKWTT)<br>Permanent Employees (PKWTT) | Karyawan Tidak Tetap (PKWT)<br>Non-Permanent Employees (PKWT) |
|---|---|---|
| Gaji pokok<br>Basic Salary | √ | √ |
| Asuransi jiwa (BPJS)<br>Life Insurance | √ | - |
| Tunjangan kesehatan<br>Health Allowance | √ | √ |
| Tunjangan disabilitas<br>Disability Allowance | - | - |
| Tunjangan kelahiran<br>Maternity Allowance | - | - |
| Tunjangan kecelakaan kerja<br>Occupational Accident Allowance | - | - |
| Tunjangan pensiun<br>Pension Allowance | √ | - |
| Kesempatan memiliki saham<br>Stock Ownership Opportunity | - | - |
| Tunjangan hari raya<br>Religious Holiday Allowance | √ | √ |
| Hak Cuti<br>Leave Entitlement | √ | √ |
| Tunjangan Transportasi<br>Transportation Allowance | √ | √ (sesuai kontrak kerja)<br>according to employment contract |
| Tunjangan Listrik<br>Electricity Allowance | √ | - |
| Tunjangan Kemahalan<br>High-Cost Allowance | √ | - |
| Tunjangan Cuti<br>Leave Allowance | √ | - |

## CUTI MELAHIRKAN [GRI 401-3, 14.17.5, 14.21.3]

Perseroan selalu memastikan pemenuhan hak-hak karyawan, salah satunya adalah pemberian hak cuti. Hak-hak cuti, termasuk cuti melahirkan, diatur secara jelas dalam Perjanjian Kerja Bersama (PKB) yang berlaku bagi seluruh karyawan. Untuk karyawan wanita, Perseroan memberikan cuti melahirkan selama 3 (tiga) bulan. Sementara itu, karyawan pria yang mendampingi proses persalinan istri mereka diberikan cuti selama 3 (tiga) hingga 5 (lima) hari. Pada tahun 2025, tercatat tidak ada karyawan wanita yang mengambil cuti parental, sedangkan 154 karyawan pria memanfaatkan hak cuti tersebut. Seluruh karyawan yang mengambil cuti telah kembali bekerja setelah masa cuti mereka berakhir. Data yang disajikan merupakan data *parent (holding)* dan tidak mencakup data *subsidiaries* secara konsolidasi.

## MATERNITY LEAVE [GRI 401-3, 14.17.5, 14.21.3]

The Company consistently ensures the fulfillment of employees' rights, including the provision of leave entitlements. Leave entitlements, including maternity leave, are clearly regulated in the Collective Labor Agreement (CLA) applicable to all employees. Female employees are granted maternity leave for 3 (three) months. Meanwhile, male employees accompanying their spouses during childbirth are granted 3 (three) to 5 (five) days of leave. In 2025, there were no female employees who took parental leave, while 154 male employees utilized this leave entitlement. All employees who took leave returned to work after their leave period ended. The data presented is parent company data and does not include consolidated data for subsidiaries.

**Tabel Cuti Melahirkan**
Table of Maternity Leave

| Uraian<br>Description | 2025 | | | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total | Pria<br>Male | Wanita<br>Female | Total |
| Jumlah karyawan yang berhak untuk mengambil cuti parental<br>Number of employees entitled to parental leave | 3.629 | 245 | **3.874** | 3.781 | 255 | **4.036** | 3.893 | 268 | **4.161** |
| Jumlah karyawan yang menggunakan hak cuti parental<br>Number of employees who utilized parental leave | 154 | 0 | **154** | 193 | 10 | **203** | 261 | 9 | **270** |
| Jumlah karyawan yang kembali bekerja di tahun pelaporan setelah berakhirnya masa cuti parental yang diambil<br>Number of employees who returned to work in the reporting year after the parental leave period ended | 154 | 0 | **154** | 193 | 10 | **203** | 261 | 9 | **270** |
| Jumlah karyawan yang kembali bekerja setelah masa cuti parental berakhir dan masih bekerja untuk 12 bulan setelah kembali bekerja<br>Number of employees who returned to work after parental leave and remained employed for 12 months after returning | 154 | 0 | **154** | 193 | 10 | **203** | 261 | 9 | **270** |
| Jumlah karyawan yang mengambil cuti parental dan akan kembali bekerja setelah masa cuti berakhir<br>Number of employees who took parental leave and are expected to return to work after the leave period ends | 154 | 0 | **154** | 193 | 10 | **203** | 261 | 9 | **270** |
| Jumlah karyawan yang kembali bekerja setelah masa cuti parental berakhir pada tahun pelaporan sebelumnya<br>Number of employees who returned to work after parental leave ended in the previous reporting year | 193 | 10 | **203** | 193 | 10 | **203** | 264 | 10 | **274** |
| *Return to work rate* | 100% | 100% | **100%** | 100% | 100% | **100%** | 100% | 100% | **100%** |
| *Retention rate* | 100% | 100% | **100%** | 100% | 100% | **100%** | 98,9% | 90% | **98,5%** |

## HUBUNGAN TENAGA KERJA/MANAJEMEN [GRI 402-1, 14.8.2, 14.17.6]

Dalam rangka membangun hubungan yang harmonis dengan karyawan, Perseroan senantiasa memastikan untuk menjalin komunikasi yang baik dan efektif kepada karyawan sehingga tidak menimbulkan perselisihan antara manajemen dan karyawan. Perseroan tidak secara spesifik memuat ketentuan "Periode pemberitahuan minimum terkait perubahan operasional" dalam Perjanjian Kerja Bersama (PKB), Peraturan Perusahaan (PP), atau keputusan manajemen, seperti Keputusan Direksi. Namun, dalam praktiknya setiap ada kebijakan baru, Perseroan mengadakan sosialisasi di setiap wilayah operasional atau unit kerja. Bila terjadi perubahan kebijakan operasional,

## LABOR/MANAGEMENT RELATIONS [GRI 402-1, 14.8.2, 14.17.6]

In order to build harmonious relationships with employees, the Company consistently ensures effective and constructive communication to prevent disputes between management and employees. The Company does not explicitly stipulate a "minimum notice period regarding operational changes" in the Collective Labor Agreement (CLA), the Company Regulations (PP), or in management decisions, such as Board of Directors' Decision Letters. However, in practice, whenever new policies are introduced, the Company conducts dissemination and communication sessions in each operational area or work unit. Suppose there are changes in operational policies,

perubahan struktur organisasi, atau perubahan strategis lainnya, karyawan diberitahu beberapa bulan sebelum pelaksanaan kebijakan. Ketentuan ini diatur dalam PKB Pasal 5.

Selain melalui PKB, Perseroan juga menyediakan berbagai media komunikasi dan pertemuan antara manajemen dan karyawan untuk memastikan penyampaian informasi berjalan efektif dan transparan. Salah satunya adalah melalui kegiatan town hall meeting yang diselenggarakan secara berkala, baik secara bulanan maupun triwulanan, untuk menyampaikan informasi strategis dan hal-hal penting dari Direksi kepada seluruh karyawan. Pelaksanaan *town hall meeting* dilakukan secara *offline* bagi karyawan di kantor pusat, serta secara *hybrid* untuk menjangkau karyawan di luar kantor pusat agar tetap dapat berpartisipasi.

Selain itu, Perseroan juga memanfaatkan media komunikasi internal seperti email untuk menyampaikan informasi penting secara rutin maupun insidental. Melalui berbagai kanal ini, Perseroan memastikan adanya komunikasi dua arah yang efektif antara manajemen dan karyawan, serta memberikan ruang bagi karyawan untuk memahami arah kebijakan dan perkembangan Perseroan.

## KEBEBASAN BERSERIKAT [GRI 2-30, 407-1, 14.20.2, 14.20.3, EM-MM-310A.1, EM-MM-310A.2]

Perseroan senantiasa berkomitmen untuk menjamin dan memberikan kebebasan berserikat kepada seluruh karyawan sebagai bagian dari pemenuhan hak-hak dasar pekerja. Kebebasan berserikat ini memberikan kesempatan kepada karyawan untuk membentuk serikat pekerja yang berfungsi sebagai wadah perwakilan dalam menyampaikan aspirasi serta melakukan negosiasi dengan manajemen. Melalui keberadaan serikat pekerja tersebut, diharapkan dapat mendorong peningkatan kesejahteraan pekerja, menciptakan hubungan industrial yang harmonis, serta memastikan terjalinnya dialog yang konstruktif antara pekerja dan pemberi kerja. Komitmen Perseroan terhadap kebebasan berserikat ini juga telah secara jelas tercantum dalam Kebijakan Hak Asasi Manusia PT TIMAH Tbk yang disahkan pada tanggal 27 September 2022.

Perseroan telah memiliki 2 (dua) serikat pekerja yaitu Ikatan Karyawan Timah (IKT) dan Persatuan Karyawan Timah (PKT). Sebanyak 90,66% karyawan Perseroan telah bergabung sebagai anggota IKT, sementara itu 6,47% lainnya merupakan anggota PKT. Dengan adanya dua organisasi serikat pekerja, Perseroan berharap dapat

organizational structures, or other strategic decisions, employees are informed several months before the implementation of such policies. These provisions are regulated under Article 5 of the CLA.

In addition to the Collective Labor Agreement (CLA), the Company also provides various communication channels and forums for interaction between management and employees to ensure that information is conveyed effectively and transparently. One such channel is the town hall meeting, held on a regular basis—either monthly or quarterly—to convey strategic information and important updates from the Board of Directors to all employees. Town hall meetings are conducted in person for employees at the headquarters, as well as in a hybrid format to reach employees outside the headquarters so they can still participate.

In addition, the Company also utilizes internal communication channels such as email to convey important information on a routine or ad hoc basis. Through these various channels, the Company ensures effective two-way communication between management and employees, and provides a space for employees to understand the Company's policy direction and developments.

## FREEDOM OF ASSOCIATION [GRI 2-30, 407-1, 14.20.2, 14.20.3, EM-MM-310A.1, EM-MM-310A.2]

The Company remains committed to ensuring and upholding freedom of association for all employees as part of fulfilling fundamental labor rights. Freedom of association provides employees with the opportunity to establish labor unions that serve as representative bodies to convey aspirations and engage in negotiations with management. The presence of labor unions is expected to improve employee welfare, foster harmonious industrial relations, and ensure constructive dialogue between employees and employers. The Company's commitment to freedom of association is clearly stated in the Human Rights Policy of PT TIMAH Tbk, which was ratified on September 27, 2022.

The Company has two labor unions: the Timah Employees Association (IKT) and the Timah Workers Union (PKT). As of November 2025, a total of 3,223 members (+89.66%) have joined IKT, while 664 members (+10%) as of November 2025 are members of PKT. With these two labor unions, the Company hopes to foster a dignified industrial

tercipta hubungan industrial yang bermartabat antara perusahaan dan karyawan. Hal ini juga mendukung produktivitas kerja yang lebih baik serta menjamin kesejahteraan karyawan. Perseroan juga memberikan ruang bagi karyawan untuk menyampaikan pendapat, usulan perbaikan, atau kritik melalui Perjanjian Kerja Bersama (PKB) yang diperbarui setiap dua tahun. Pada tahun 2024, seluruh karyawan (100%) telah tercakup dalam PKB, termasuk hak dan kewajibannya, memastikan adanya kesetaraan dan perlindungan bagi seluruh karyawan dalam lingkungan kerja.

Dalam hal menjaga harmonisasi dengan serikat pekerja, perseroan juga melaksanakan perundingan setiap 1 (satu) bulan sekali melalui Lembaga Kerja Sama Bipartit (LKS Bipartit) yang dibentuk melalui Surat Keputusan No. 1103/Tbk/SK-0000/24—S11.2 tanggal 17 Oktober 2024 Tentang Pembentukan Susunan Lembaga Kerja Sama Bipartit PT TIMAH Tbk Periode Tahun 2024 – 2027, berperan dalam menggali informasi serta isu-isu terkait perseroan, kekaryawanan, isu-isu lainnya yang berhubungan dengan perseroan serta meminimalisir terjadinya perselisihan antara karyawan dengan Perseroan.

LKS Bipartit merupakan wadah untuk mengakomodir Aspirasi karyawan. Perseroan telah membentuk Forum komunikasi dalam bentuk Lembaga Kerja Sama Bipartit (LKS Bipartit) dalam bentuk Surat Keputusan Direksi PT TIMAH Tbk No. 1103/Tbk/SK-0000/24-S11.2 Tanggal 17 Oktober 2024.LKS Bipartit dilaksanakan minimal 1x setiap bulan. Terkait penyelesaian pengaduan dan penyelesaian pelanggaran sudah ditangani dengan baik dan pelaksanaannya disesuaikan dengan PKB, dan sanksi yang diberikan kepada karyawan yang melanggar PKB tercantum didalam pasal-pasal PKB. Terkait dengan PKB saat ini sedang diagendakan untuk dilakukan Perundingan Tahap 2 dengan Serikat Pekerja IKT. PKB Periode 2023-2025 telah berakhir dan diperpanjang selama 1 (satu) tahun.

Atas komitmen Perseroan dalam memberikan kebebasan berserikat kepada karyawan, Perseroan tidak menemukan adanya lokasi, pemasok, kontraktor, atau vendor lain yang menunjukkan risiko signifikan terkait pelanggaran hak-hak pekerja, pemberian upah minimum, lembur, praktik pekerja anak dan pekerja paksa, maupun pelanggaran HAM lainnya. Perseroan terus berupaya untuk meningkatkan penegakan HAM dengan melakukan uji tuntas HAM terhadap pemasok, kontraktor, dan vendor lainnya, sebagai langkah proaktif untuk mengantisipasi dan mengurangi risiko pelanggaran HAM di tahun-tahun mendatang. Untuk meminimalkan potensi konflik antara pekerja dan manajemen, Perseroan melakukan

relationship between the company and its employees. This also supports better work productivity and ensures employee welfare. The Company also provides a platform for employees to voice their opinions, suggestions for improvement, or criticism through the Labor Union, as outlined in the Collective Labor Agreement (CLA), which is renewed every two years. As of 2024, all employees (100%) are covered by the CBA, including their rights and obligations, ensuring equality and protection for all employees in the workplace.

To maintain harmonious relations with labor unions, the company also conducts negotiations once a month through the Bipartite Cooperation Body (LKS Bipartit), which was established by Decree No. 1103/Tbk/SK-0000/24—S11. 2 dated October 17, 2024, Regarding the Formation of the Composition of the Bipartite Cooperation Body of PT TIMAH Tbk for the 2024–2027 Period, plays a role in gathering information and addressing issues related to the company, employees, and other matters pertaining to the company, as well as minimizing disputes between employees and the Company.

The Bipartite Cooperation Body (LKS Bipartit) serves as a platform to accommodate employee aspirations. The Company has established a communication forum in the form of the Bipartite Cooperation Body (LKS Bipartit) pursuant to PT TIMAH Tbk Board of Directors Decision No. 1103/Tbk/SK-0000/24-S11.2 dated October 17, 2024. The Bipartite Cooperation Body meets at least once a month. The resolution of complaints and violations has been handled effectively, and its implementation aligns with the Collective Labor Agreement (CLA); sanctions imposed on employees who violate the CLA are outlined in the relevant clauses of the CLA. Regarding the CBA, Phase 2 negotiations with the IKT Labor Union are currently scheduled. The 2023–2025 CBA period has ended and has been extended for 1 (one) year.

In line with the Company's commitment to ensuring employees' freedom of association, the Company has not identified any locations, suppliers, contractors, or other vendors that present significant risks related to violations of workers' rights, minimum wage compliance, overtime, child labor and forced labor practices, or other human rights violations. The Company continues to strive to improve human rights enforcement by conducting human rights due diligence on suppliers, contractors, and other vendors, as a proactive step to anticipate and mitigate the risk of human rights violations in the coming years. To minimize potential conflicts between employees

pertemuan rutin dengan serikat pekerja melalui forum PKB setiap satu bulan sekali. Selama tahun 2025, tidak terdapat pemogokan kerja dan penghentian kerja. Hal ini dikarenakan Perseroan terus mengedepankan semangat kebersamaan dan kepercayaan, membangun komitmen bersama guna mewujudkan kemitraan yang baik antara Perusahaan dengan Serikat Pekerja. Terciptanya kondisi hubungan industrial dinamis, kondusif, harmonis dan berkeadilan, sehingga Serikat Pekerja yakin akan berdampak positif dalam peningkatan produktivitas pekerja menuju kejayaan perusahaan.

and management, the Company holds regular meetings with the labor union through the Collective Bargaining Agreement (CBA) forum once a month. During 2025, there were no strikes or work stoppages. This is because the Company continues to prioritize a spirit of unity and trust, building a shared commitment to foster a strong partnership between the Company and the Labor Union. The creation of dynamic, conducive, harmonious, and equitable industrial relations has led the Labor Union to believe this will positively impact worker productivity, contributing to the Company's success.

## IKATAN KARYAWAN TIMAH

Ikatan Karyawan Timah (IKT) didirikan pada tanggal 2 Mei 1999 berdasarkan Keputusan Musyawarah Karyawan. Sebagai perusahaan kelas dunia, PT TIMAH (Persero) Tbk beserta Anak Perusahaan dituntut untuk selalu memiliki daya saing dan mampu meningkatkan kinerja secara berkesinambungan dengan bertumpu pada karyawan sebagai sumber daya utama yang harus didudukkan sebagai mitra sejajar pemegang saham. Penempatan karyawan sebagai aset utama perusahaan ini mengandung konsekuensi berupa pemenuhan segala hak dan kewajibannya secara adil dan merata, sehingga kegiatan usaha yang dilakukan dapat menguntungkan semua pihak secara proporsional. Ikatan Karyawan Timah didirikan dengan tujuan yaitu:

1. Menghimpun dan mempersatukan para karyawan guna mewujudkan rasa kesetiakawanan dan persaudaraan antara sesama karyawan Tetap PT TIMAH (Persero) Tbk dalam rangka mewujudkan kesejahteraan karyawan secara adil.
2. Meningkatkan kondisi ketenagakerjaan yang baik, harmonis dan damai.

Adapun struktur kepengurusan IKT sebagai berikut.

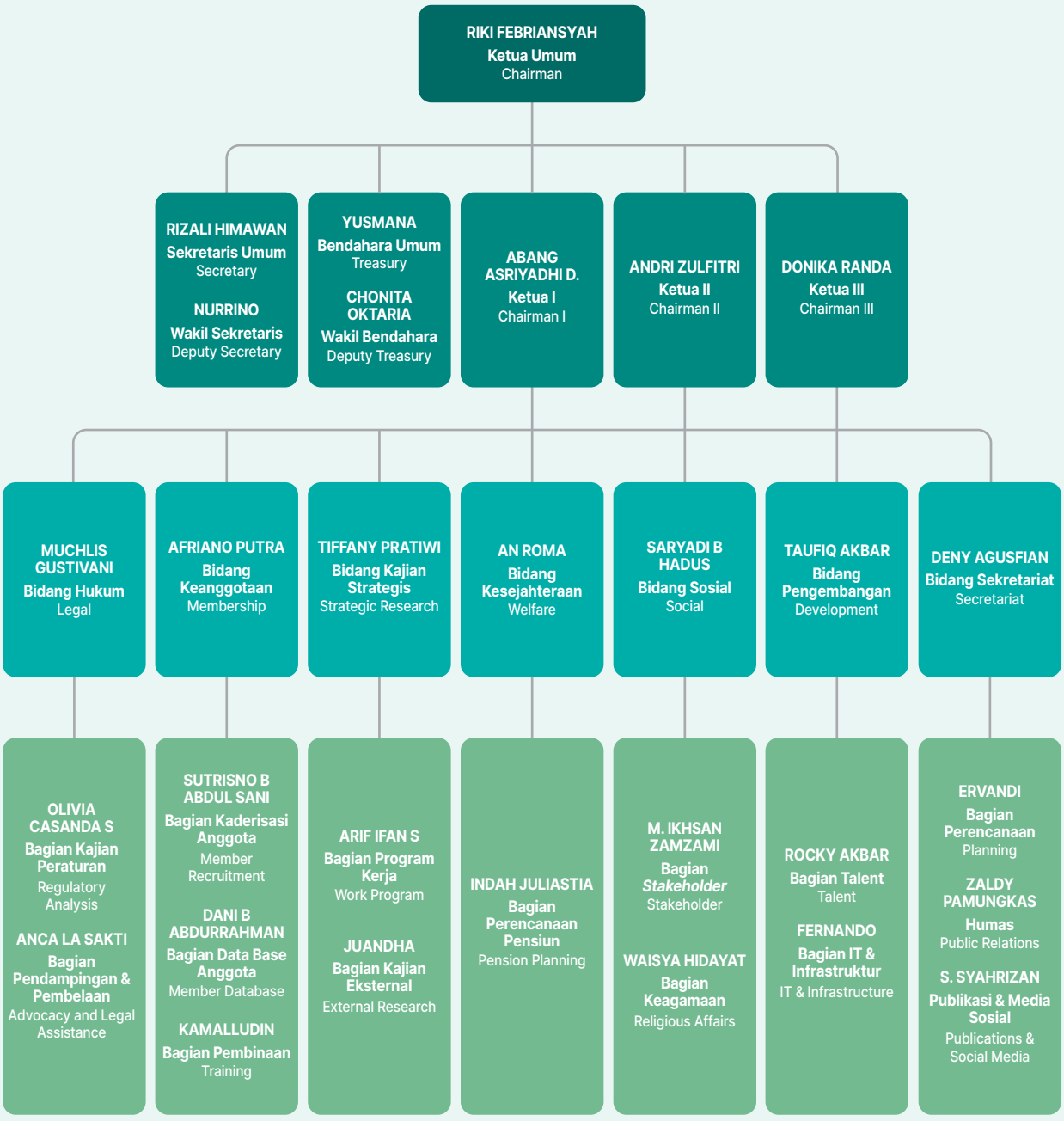
## TIMAH EMPLOYEES ASSOCIATION

Timah Employees Association was established on May 2, 1999, based on a resolution of the Employee Assembly. As a world-class company, PT TIMAH (Persero) Tbk and its subsidiaries are required to remain competitive and capable of continuously improving performance by relying on employees as their primary resource, who must be treated as equal partners alongside shareholders. Positioning employees as the company's primary asset entails the obligation to fulfill all their rights and obligations fairly and equitably, ensuring that business activities benefit all parties proportionally. The objectives of Timah Employees Association are:

1. To collect and unite employees to foster a sense of solidarity and brotherhood among permanent employees of PT TIMAH (Persero) Tbk, in order to ensure equitable employee welfare.
2. To promote good, harmonious, and peaceful employment conditions.

The organizational structure of IKT is as follows.

## Struktur Kepengurusan IKT
IKT Organizational Structure



## TENAGA KERJA ANAK DAN TENAGA KERJA PAKSA [OJK F.19, GRI 408-1, 14.18.2, 409-1, 14.19.2, ICMM 3.4]

Dalam menjalankan seluruh kegiatan operasionalnya, Perseroan senantiasa berkomitmen untuk memastikan bahwa tidak terdapat praktik kerja paksa maupun pekerja anak di lingkungan kerja. Komitmen ini diwujudkan melalui berbagai kebijakan dan pengaturan ketenagakerjaan yang berlaku di Perseroan. Dalam Perjanjian Kerja Bersama (PKB), misalnya, diterapkan sistem kerja shift pada beberapa wilayah operasional yang disesuaikan dengan kondisi kerja serta pengaturan jam lembur yang mengikuti ketentuan peraturan yang berlaku. Selain itu, Perseroan juga menetapkan kebijakan mengenai batas usia minimal bagi calon karyawan, yaitu sekurang-kurangnya 18 tahun, sebagai langkah untuk memastikan bahwa tidak ada pekerja anak yang terlibat dalam kegiatan operasional Perseroan. Kebijakan tersebut merupakan bagian dari upaya Perseroan dalam menjaga praktik ketenagakerjaan yang adil serta sesuai dengan regulasi yang berlaku, dan komitmen untuk tidak mempekerjakan anak ini juga telah secara tegas tercantum dalam Kebijakan Hak Asasi Manusia PT TIMAH (Persero) Tbk yang disahkan pada 27 September 2022.

Sepanjang tahun 2025, Perseroan tidak menemukan adanya lokasi, pemasok, kontraktor, atau vendor lain yang menunjukkan risiko signifikan terkait pelanggaran hak-hak pekerja, pemberian upah minimum, lembur, praktik pekerja anak dan pekerja paksa, atau pelanggaran HAM lainnya. Perseroan terus berupaya untuk meningkatkan penegakan HAM dengan melaksanakan uji tuntas HAM terhadap pemasok, kontraktor, dan vendor lainnya, sebagai langkah proaktif untuk mengurangi risiko pelanggaran HAM di tahun-tahun mendatang.

## LINGKUNGAN BEKERJA YANG LAYAK DAN AMAN [OJK F.21]

Perseroan berkomitmen untuk menciptakan lingkungan kerja yang aman, sehat, dan layak bagi seluruh karyawan. Lingkungan kerja yang aman dan layak diyakini dapat mendukung produktivitas karyawan, sehingga Perseroan berupaya seoptimal mungkin untuk mewujudkannya. Selain itu, Perseroan juga berkomitmen untuk memastikan tidak terjadi kecelakaan tambang yang menimbulkan kematian atau cedera serius, mencegah penyakit akibat kerja, menghindari polusi, serta meminimalkan dampak negatif terhadap lingkungan, sebagaimana diatur dalam Kebijakan K3LH PT TIMAH (Persero) Tbk.

Perusahaan berkomitmen penuh untuk menyediakan lingkungan kerja yang aman, sehat, dan layak bagi seluruh pekerja. Komitmen ini diwujudkan melalui penyediaan berbagai fasilitas dan program yang menjamin kesehatan, keselamatan, dan kesejahteraan pekerja.

## CHILD LABOR AND FORCED LABOR [OJK F.19, GRI 408-1, 14.18.2, 409-1, 14.19.2, ICMM 3.4]

In carrying out all operational activities, the Company remains committed to ensuring that there are no practices involving forced or child labor in its workplaces. This commitment is implemented through various employment policies and labor regulations applicable within the Company. For example, under the Collective Labor Agreement (PKB), a shift work system is implemented in certain operational areas based on working conditions, along with overtime arrangements that comply with applicable regulations. Besides, the Company has established a policy regarding the minimum age requirement for prospective employees, which is set at least 18 years old, as a measure to ensure that no child labor is involved in the Company's operations. This policy forms part of the Company's efforts to maintain fair labor practices in compliance with applicable regulations, and the commitment not to employ child labor has also been explicitly stated in the Human Rights Policy of PT TIMAH (Persero) Tbk, which was formally adopted on September 27, 2022.

Throughout 2025, the Company did not identify any locations, suppliers, contractors, or other vendors that presented significant risks related to violations of labor rights, minimum wage compliance, overtime practices, child labor or forced labor practices, or other human rights (HR) violations. The Company continues to strengthen HR enforcement by conducting HR due diligence on suppliers, contractors, and other vendors as a proactive measure to reduce the risk of HR violations in the years ahead.

## DECENT AND SAFE WORKING ENVIRONMENT [OJK F.21]

The Company is committed to creating a safe, healthy, and decent working environment for all employees. A safe and supportive work environment is believed to enhance employee productivity, therefore, the Company strives to achieve this objective to the fullest extent possible. In addition, the Company is committed to preventing mining accidents that may result in fatalities or serious injuries, preventing occupational diseases, avoiding pollution, and minimizing negative environmental impacts, as stipulated in the OHSE Policy of PT TIMAH (Persero) Tbk.

The Company is fully committed to providing a safe, healthy, and decent working environment for all workers. This commitment is demonstrated through the provision of various facilities and programs that ensure the health, safety, and well-being of workers.

1. **Jaminan Kesehatan Pekerja:**
   - Asuransi Kesehatan: Perusahaan menyediakan jaminan kesehatan melalui BPJS Kesehatan dan COB perusahaan yang mencakup rawat jalan, rawat inap, dan tindakan medis lainnya.
   - Klinik Kesehatan: Tersedia klinik kesehatan di lingkungan kerja yang dilengkapi dengan tenaga medis profesional sejumlah 8 dokter dan 18 paramedis untuk memberikan pelayanan kesehatan dasar, pertolongan pertama, dan konsultasi kesehatan bagi pekerja.
   - Pemeriksaan Kesehatan Berkala: Perusahaan secara rutin menyelenggarakan pemeriksaan kesehatan berkala bagi seluruh pekerja untuk memantau kondisi kesehatan dan mendeteksi potensi risiko kesehatan sejak dini.
   - Program Kesehatan: Perusahaan menyelenggarakan berbagai program promosi kesehatan, seperti penyuluhan kesehatan, senam pagi, untuk meningkatkan kesadaran dan perilaku hidup sehat di kalangan pekerja.

2. **Fasilitas Kerja yang Aman, Bersih, dan Nyaman:**
   - Toilet: Tersedia toilet yang bersih dan terawat dengan jumlah yang memadai sesuai dengan standar kesehatan dan keselamatan kerja.
   - Ruang Makan: Disediakan ruang makan yang bersih, nyaman, dan dilengkapi dengan fasilitas memadai, seperti meja, kursi untuk menunjang kenyamanan pekerja saat istirahat makan.
   - Alat Deteksi Asap dan Fasilitas Pemadam Kebakaran: Perusahaan memasang alat deteksi asap dan menyediakan fasilitas pemadam kebakaran yang memadai, serta secara rutin melakukan pelatihan penggunaan alat pemadam kebakaran bagi pekerja.
   - Tempat Ibadah: Tersedia tempat ibadah yang bersih dan nyaman bagi pekerja untuk menjalankan ibadah sesuai dengan keyakinan masing-masing.
   - Tempat Parkir: Disediakan tempat parkir yang aman dan tertib bagi kendaraan pekerja.
   - Ergonomi: Perusahaan memperhatikan aspek ergonomi dalam penataan tempat kerja untuk meminimalkan risiko gangguan muskuloskeletal akibat posisi kerja yang tidak tepat.
   - Ventilasi dan Pencahayaan: Sistem ventilasi dan pencahayaan di tempat kerja dirancang untuk memastikan sirkulasi udara yang baik dan pencahayaan yang memadai, sehingga menciptakan lingkungan kerja yang sehat dan nyaman.

Selain itu, Perseroan berkomitmen untuk memastikan tidak terjadinya kecelakaan tambang yang mengakibatkan kematian atau cedera serius, mencegah penyakit akibat kerja, serta menghindari polusi. Perseroan juga secara berkelanjutan berupaya meminimalkan dampak negatif terhadap lingkungan, sesuai dengan ketentuan yang tercantum dalam Kebijakan K3LH PT TIMAH (Persero) Tbk.

1. **Employee Health Protection**
   - Health Insurance: The Company provides health coverage through the BPJS Kesehatan program and the Company's COB scheme, covering outpatient care, inpatient care, and other medical treatments.
   - Workplace Health Clinics: Health clinics are available within the workplace, staffed by professional medical personnel consisting of 8 physicians and 18 paramedics, to provide basic healthcare services, first aid, and health consultations for workers.
   - Periodic Medical Check-Ups: The Company routinely conducts periodic medical examinations for all workers to monitor health conditions and detect potential health risks at an early stage.
   - Health Promotion Programs: The Company organizes various health promotion initiatives, such as health education sessions and morning exercise programs, to increase awareness and encourage healthy lifestyles among workers.

2. **Safe, Clean, and Comfortable Workplace Facilities**
   - Toilets: Clean and well-maintained toilet facilities are provided in sufficient numbers in accordance with occupational health and safety standards.
   - Dining Facilities: Clean and comfortable dining areas are provided and equipped with adequate facilities, such as tables and chairs, to support employee comfort during meal breaks.
   - Smoke Detection and Fire Protection Systems: The Company installs smoke detection systems and provides adequate firefighting equipment, while regularly conducting fire safety training for employees on the proper use of firefighting equipment.
   - Places of Worship: Clean and comfortable places of worship are available to enable employees to practice their religious activities in accordance with their respective beliefs.
   - Parking Facilities: Safe and orderly parking areas are provided for employees' vehicles.
   - Ergonomics: The Company considers ergonomic principles in workplace design to minimize the risk of musculoskeletal disorders resulting from improper working positions.
   - Ventilation and Lighting: Workplace ventilation and lighting systems are designed to ensure proper air circulation and adequate illumination, thereby creating a healthy and comfortable working environment.

In addition, the Company remains committed to preventing mining accidents that may result in fatalities or serious injuries, preventing occupational diseases, and avoiding pollution. The Company also continuously strives to minimize negative environmental impacts in accordance with the provisions set forth in the OHSE Policy of PT TIMAH (Persero) Tbk.

## SISTEM MANAJEMEN KESEHATAN DAN KESELAMATAN KERJA (K3) [GRI 403-1, 14.16.2, 403-8, 14.16.9, EM-MM-320A.1, ICMM 4.3, ICMM 5.1]

Perseroan mengimplementasikan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3), Sistem Manajemen Keselamatan Pertambangan (SMKP), serta standar ISO 45001:2018 tentang Sistem Manajemen Kesehatan dan Keselamatan Kerja. Dalam pengelolaan aspek Keselamatan dan Kesehatan Kerja (K3) di lingkungan operasionalnya, Perseroan secara berkelanjutan dan konsisten melaksanakan program transformasi budaya K3, melakukan penerapan sekaligus pengukuran kinerja SMK3 dan SMKP, serta mengadopsi dan menjalankan ISO 45001:2018 di Division Processing and Refinery di site Mentok dan Kundur sebagai bagian dari komitmen peningkatan kinerja keselamatan kerja. Pelaksanaan dan evaluasi kinerja Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) berpedoman pada Peraturan Pemerintah Republik Indonesia Nomor 50 Tahun 2012 mengenai Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja. Sementara itu, implementasi dan pengukuran kinerja Sistem Manajemen Keselamatan Pertambangan (SMKP) mengacu pada Peraturan Menteri Energi dan Sumber Daya Mineral Republik Indonesia Nomor 26 Tahun 2018 tentang Pelaksanaan Kaidah Teknik Pertambangan yang Baik serta Pengawasan Pertambangan Mineral dan Batubara. Selain itu, Perseroan juga melaksanakan audit ISO 45001:2018 dengan merujuk pada ketentuan standar internasional yang berlaku.

Cakupan dari penerapan sistem Keselamatan dan Kesehatan Kerja ini meliputi seluruh entitas pertambangan dan operasional Perseroan, mulai dari operator di lapangan, manajemen, hingga kontraktor pihak ketiga yang terlibat dengan kegiatan Perseroan, tanpa terkecuali, termasuk pihak luar yang berkunjung. Seluruh pekerja (100%) telah tercakup dalam implementasi sistem Keselamatan dan Kesehatan Kerja yang dilaksanakan secara konsisten di seluruh area operasional. Perseroan melakukan audit internal maupun eksternal terhadap kinerja penerapan sistem Keselamatan dan Kesehatan Kerja secara berkala. Proses audit dilaksanakan untuk memastikan kualitas penerapan sistem Keselamatan dan Kesehatan Kerja telah diakui secara nasional dan internasional.

## OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT (OHS) SYSTEM [GRI 403-1, 14.16.2, 403-8, 14.16.9, EM-MM-320A.1, ICMM 4.3, ICMM 5.1]

The Company implements the Occupational Health and Safety Management System (SMK3), the Mining Safety Management System (SMKP), and the ISO 45001:2018 standard on Occupational Health and Safety Management Systems. In managing Occupational Health and Safety (OHS) aspects across its operations, the Company consistently and continuously implements an OHS culture transformation program, applies and measures the performance of the SMK3 and SMKP, and adopts and implements ISO 45001:2018 di Division Processing and Refinery di site Mentok dan Kundur as part of its commitment to improving occupational safety performance. The implementation and performance evaluation of the Occupational Health and Safety Management System (SMK3) are guided by Government Regulation of the Republic of Indonesia Number 50 of 2012 on the Implementation of Occupational Health and Safety Management Systems. Meanwhile, the implementation and performance measurement of the Mining Safety Management System (SMKP) are regulated by the Regulation of the Minister of Energy and Mineral Resources of the Republic of Indonesia No. 26 of 2018 on the Implementation of Good Mining Practices and Supervision of Mineral and Coal Mining. In addition, the Company conducts ISO 45001:2018 audits in accordance with applicable international standards.

The scope of the implementation of the Occupational Health and Safety system covers all mining entities and operational activities of the Company, including field operators, management personnel, and third-party contractors involved in the Company's activities, without exception, including external visitors. All workers (100%) are covered by the consistent implementation of the Occupational Health and Safety system across all operational areas. The Company conducts periodic internal and external audits of the Occupational Health and Safety system performance. These audits are carried out to ensure that the quality of system implementation is recognized both nationally and internationally. The audit process is conducted to ensure that the quality of the implementation of the Occupational Health and Safety management system is recognized at both the national and international levels.

## IDENTIFIKASI DAN PENILAIAN RISIKO K3 [403-2, 14.16.3]

PT TIMAH (Persero) Tbk menerapkan manajemen risiko K3 yang mencakup identifikasi bahaya, penilaian, dan pengendalian risiko mengacu pada Prosedur Manajemen Risiko dan Prosedur Identifikasi Bahaya, Penilaian dan Pengendalian Risiko. Manajemen risiko K3 berada di bawah tanggung jawab pada setiap Area Operasi dan berkoordinasi dengan Division HSE & Sustainability serta Division Risk Management & Compliance. Hasil identifikasi digunakan untuk mengendalikan risiko yang berkaitan dengan K3. Proses identifikasi bahaya dan penilaian risiko terkait pekerjaan mencakup penetapan risiko melalui risk observation; identifikasi potensi bahaya yang berdampak langsung pada pekerja maupun peralatan; melakukan analisis dan penilaian risiko; serta melakukan pengendalian risiko dengan langkah *risk containment, critical control verification* serta pemantauan dan peninjauan kembali risiko. Dalam memitigasi pekerjaan dengan risiko tinggi dilakukan *Permit to Work* terlebih dahulu, serta membuat *Job Safety Analysis* untuk pekerjaan baru. Seluruh *risk owner* dan perwakilan Division HSE & Sustainability telah melakukan pelatihan *Operational risk assessment* (ORA).

Perusahaan menyediakan saluran pelaporan kondisi tidak aman melalui SMS *Channel* (Pangkalpinang 0822-8121-0530, Bangka Barat 0877-6674-0279, Bangka Utara 0811-7175-950, Belitung 0819-9561-9101, dan Kundur 0822-8314-4740) sebagai bagian dari upaya peningkatan keselamatan kerja. Selain itu, operator diwajibkan melakukan *checklist* pengecekan dan pemeriksaan harian (P2H) sebelum menggunakan peralatan untuk memastikan kondisi operasional yang aman. Perusahaan juga menerapkan kebijakan bahwa tidak terdapat denda, ancaman, maupun tindakan hukum terhadap pelaporan kondisi berbahaya (*Stop Work Authority*/SWA), guna mendorong budaya keselamatan yang terbuka dan partisipatif.

Selain itu, Perseroan memastikan penyediaan alat pelindung diri (APD) yang sesuai dengan kebutuhan gender di antaranya sepatu dan helm bagi seluruh pekerja dan menerapkan prosedur identifikasi serta pelaporan insiden terkait kekerasan seksual dan berbasis gender, termasuk tindakan korektif yang diperlukan untuk melindungi pekerja dan mencegah terulangnya insiden serupa. Adapun jenis bahaya/risiko serta upaya mitigasi terkait K3 sebagai berikut.

## OHS RISK IDENTIFICATION AND ASSESSMENT [403-2, 14.16.3]

PT TIMAH (Persero) Tbk implements OHS risk management that includes hazard identification, risk assessment, and risk control in accordance with the Risk Management Procedure and the Hazard Identification, Risk Assessment, and Risk Control Procedure. OHS risk management is the responsibility of each Operational Area and is coordinated with the HSE & Sustainability Division and the Risk Management & Compliance Division. The results of hazard identification are used to control OHS-related risks. The hazard identification and job-related risk assessment process includes risk determination through risk observation; identification of potential hazards that directly impact workers and equipment; risk analysis and assessment; and risk control through risk containment measures, critical control verification, as well as ongoing monitoring and risk review. To mitigate high-risk activities, a Permit to Work must be issued in advance, and a Job Safety Analysis must be conducted for new work activities. All risk owners and representatives from the HSE & Sustainability Division have completed Operational Risk Assessment (ORA) training.

The company provides a reporting channel for unsafe conditions via SMS Channel (Pangkalpinang 0822-8121-0530, West Bangka 0877-6674-0279, North Bangka 0811-7175-950, Belitung 0819-9561-9101, and Kundur 0822-8314-4740) as part of its efforts to improve workplace safety. Additionally, operators are required to complete a daily inspection and check-list (P2H) before using equipment to ensure safe operational conditions. The Company also enforces a policy prohibiting fines, threats, or legal action against reports of hazardous conditions (Stop Work Authority/SWA), to foster an open and participatory safety culture.

Furthermore, the Company ensures the provision of personal protective equipment (PPE) tailored to gender-specific needs, including shoes and helmets for all workers, and implements procedures for identifying and reporting incidents of sexual and gender-based violence, including necessary corrective actions to protect workers and prevent the recurrence of similar incidents. The types of hazards/risks and related occupational safety and health (OSH) mitigation efforts are as follows.

**Tabel Jenis Bahaya dan Upaya Mitigasi**
Table of Hazard Types and Mitigation Measures

| **Jenis Bahaya/Risiko**<br>Type of Hazard/Risk | **Mitigasi**<br>Mitigation |
|---|---|
| Kegagalan Lereng<br>Slope Failure | • *Engineering Control*<br>• *Administrative Control*<br>• *Work Practice*<br>• Personal Protective Equipment |
| Tabrakan Alat Berat<br>Heavy Equipment Collision | |
| Tenggelam di Kolong Kerja<br>Drowning in Work Pit | |
| Tersengat Listrik<br>Electrocution | |
| Kebakaran dan Ledakan<br>Fire and Explosion | |
| *Shipwreck* | |
| Jatuh ke Laut dan Tenggelam<br>Falling into the Sea and Drowning | |
| Benda Jatuh Saat Pengangkatan<br>Falling Objects During Lifting Operations | |
| Jatuh dari Ketinggian<br>Fall from Height | |
| Ledakan Furnace<br>Furnace Explosion | |
| *Ladder* Kapal Isap Produksi Terjepit<br>Production Suction Vessel Ladder Pinched | |
| Terjepit Benda Berputar<br>Caught in Rotating Equipment | |
| Tersambar Petir<br>Lightning Strike | |
| Terpapar Debu<br>Exposure to Dust | |
| Serangan Hewan Berbahaya<br>Attack by Dangerous Animals | |
| Kecelakaan Lalu Lintas<br>Traffic Accident | |
| *Lost of Containment* Logam Cair<br>Loss of Containment of Molten Metal | |
| Terpapar Material Panas<br>Exposure to Hot Materials | |
| Terpapar Bahan Kimia<br>Exposure to Chemicals | |

Perseroan juga telah menetapkan prosedur pelaporan kejadian berbahaya dan kecelakaan serta pelaksanaan investigasi, yang mengatur tata cara pelaporan *accident* dan Insiden, serta pelaksanaan investigasi untuk memastikan kecelakaan yang sama tidak terulang, dengan menentukan akar masalah dan pelaksanaan tindakan perbaikan.

Perseroan secara berkala melaksanakan evaluasi terhadap seluruh kejadian kecelakaan kerja yang terjadi

The Company has also established procedures for reporting hazardous occurrences and accidents, as well as conducting investigations, which regulate reporting mechanisms for accidents and incidents and the investigation process to ensure that similar accidents do not recur by identifying root causes and implementing corrective actions.

The Company periodically evaluates all occupational accidents that occur as part of its efforts to improve

sebagai upaya untuk meningkatkan kinerja dalam aspek Keselamatan dan Kesehatan Kerja (K3). Setiap rangkaian investigasi yang dilakukan telah dilaksanakan sesuai dengan prosedur yang telah ditetapkan, dengan tujuan memperoleh kesimpulan yang komprehensif mengenai akar penyebab dari setiap insiden yang terjadi selama periode pelaporan.

Hasil dari proses investigasi tersebut berupa rekomendasi perbaikan yang akan ditindaklanjuti oleh pihak-pihak terkait guna mengurangi dan mencegah kemungkinan terulangnya insiden serupa di masa mendatang. Implementasi atas rekomendasi tersebut selanjutnya akan diawasi dan dimonitor secara langsung oleh manajemen puncak, serta dilaporkan secara berkala dalam rapat Komite Keselamatan Pertambangan (KKP).

## PENCEGAHAN DAN MITIGASI INSIDEN K3 [GRI 403-2, 14.16.3, 403-7, 14.16.8]

PT TIMAH (Persero) Tbk memiliki Prosedur Mitigasi Risiko serta Pemantauan dan Peninjauan dengan nomor SOP/DK3LH&S/BID-K3/01, Prosedur Manajemen Risiko nomor SOP/DK3LH&S/BID-K3/28, serta Prosedur Identifikasi Bahaya, Penilaian dan Pengendalian Risiko dengan nomor SOP/DK3LH&S/BID-K3/02. Seluruh prosedur tersebut diberlakukan sebagai pedoman dalam mengendalikan risiko sekaligus mengelola dampak yang berkaitan dengan aspek Keselamatan dan Kesehatan Kerja (K3) yang timbul dari aktivitas penambangan maupun kegiatan operasional lainnya.

Dalam Kebijakan K3LH PT TIMAH (Persero) Tbk yang telah ditandatangani oleh manajemen puncak, tercantum salah satu komitmen untuk melaksanakan identifikasi serta pengendalian terhadap aspek Keselamatan dan Kesehatan Kerja, Keselamatan Operasi, dan Lingkungan Hidup. Komitmen tersebut diwujudkan melalui berbagai upaya pengendalian terhadap seluruh risiko dan dampak yang muncul, sehingga potensi terjadinya kecelakaan kerja, penyakit akibat kerja, maupun pencemaran lingkungan dapat dicegah sedini mungkin. Kebijakan tersebut juga dilakukan peninjauan dan evaluasi secara berkala sekurang-kurangnya satu kali dalam jangka waktu satu tahun.

PT TIMAH (Persero) Tbk memiliki Standar Tanggap Darurat serta prosedur Manajemen Keadaan Darurat, yang mencakup pencegahan, penanggulangan dan penanganan pasca keadaan darurat. Untuk memastikan kesiapsiagaan penanganan keadaan darurat, Tim Tanggap Darurat beserta seluruh pekerja yang terlibat melakukan simulasi tanggap darurat paling sedikit 2 (dua) kali dalam setahun. PT TIMAH (Persero) Tbk juga menetapkan tingkatan keadaan darurat dengan menentukan kriteria keadaan darurat, mekanisme dan penanggung jawab penanganan keadaan darurat.

performance in Occupational Health and Safety (OHS). Each investigation conducted follows established procedures aiming at ensuring comprehensive conclusions regarding the root causes of incidents that occurred during the reporting period.

The results of these investigation processes take the form of improvement recommendations that are followed up by relevant parties to reduce and prevent the likelihood of similar incidents in the future. The implementation of these recommendations is subsequently supervised and monitored directly by senior management and reported periodically in meetings of the Mining Safety Committee (KKP).

## OHS INCIDENT PREVENTION AND MITIGATION [GRI 403-2, 14.16.3, 403-7, 14.16.8]

PT TIMAH (Persero) Tbk has established Risk Mitigation and Monitoring and Review Procedures under reference number SOP/DK3LH&S/BID-K3/01, Risk Management Procedures under reference number SOP/DK3LH&S/BID-K3/28, and Hazard Identification, Risk Assessment, and Risk Control Procedures under reference number SOP/DK3LH&S/BID-K3/02. All of these procedures serve as guidelines for controlling risks and managing impacts related to Occupational Health and Safety (OHS) arising from mining and other operational activities.

In the OHS and Environmental Policy of PT TIMAH (Persero) Tbk, which has been formally endorsed by top management, one of the stated commitments is to carry out identification and control of Occupational Health and Safety, Operational Safety, and Environmental aspects. This commitment is implemented through various control measures addressing all risks and impacts that may arise, thereby enabling the early prevention of workplace accidents, occupational illnesses, and environmental pollution. The policy is also subject to periodic review and evaluation at least once within a one-year period.

PT TIMAH (Persero) Tbk has established Emergency Response Standards and Emergency Management procedures that cover prevention, response, and post-emergency handling. To ensure preparedness in emergency response, the Emergency Response Team, together with all involved personnel, conducts emergency response simulations at least 2 (two) times per year. PT TIMAH (Persero) Tbk has also defined emergency levels by establishing emergency criteria, response mechanisms, and responsible parties for emergency management.

Perseroan memastikan bahwa penerapan aspek-aspek K3 pada tingkat operasional sampai hubungan bisnis yang terkait secara langsung, telah mengikuti pedoman yang ditetapkan dengan tindakan pencegahan, meliputi:

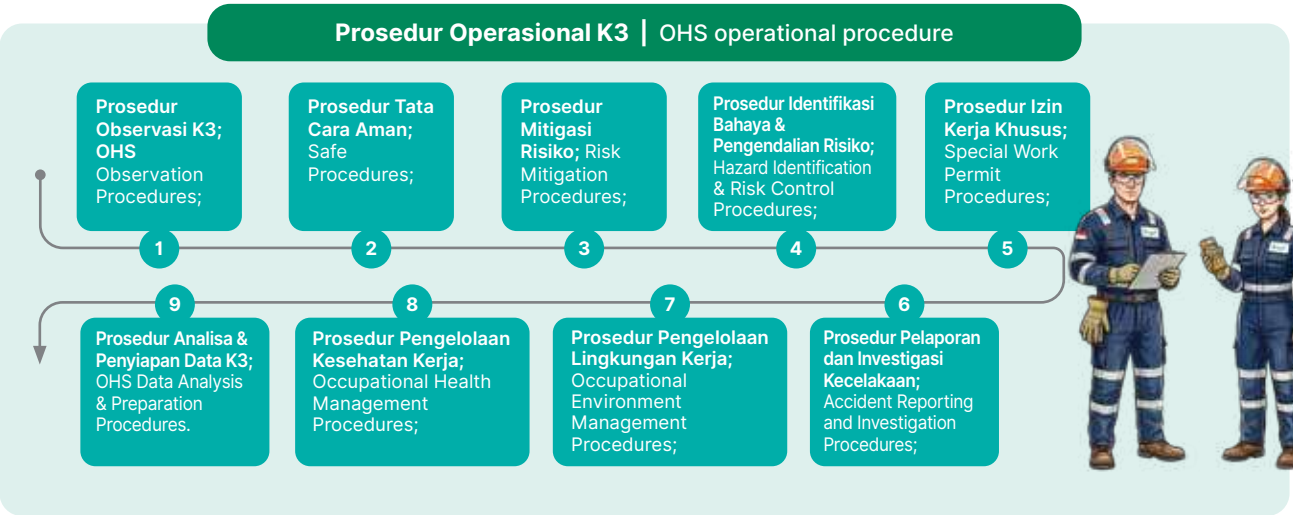
- Penerapan kebijakan K3 & Lingkungan Hidup;
- Peningkatan derajat kesehatan tenaga kerja;
- Peningkatan kualitas dan kuantitas SDM dalam bidang K3;
- Peningkatan pengujian, pelayanan teknis, dan informasi dalam bidang K3;
- Peningkatan kualitas dan kuantitas penerapan SMKP sesuai kebijakan K3 Perseroan;
- Peningkatan analisis, pengkajian, dan rekayasa teknologi K3; dan
- Transformasi budaya K3 oleh seluruh karyawan dan manajemen Perseroan.

Dalam rangka mencegah insiden K3, Perseroan menerapkan beberapa prosedur operasional K3, di antaranya:

The Company ensures that the implementation of OHS aspects at the operational level, as well as within directly related business relationships, complies with established guidelines through preventive measures, including:

- Implementation of OHS & Environmental policies;
- Improvement of employees' health standards;
- Enhancement of the quality and quantity of HC in the field of OHS;
- Improvement of testing, technical services, and information in the field of OHS;
- Enhancement of the quality and quantity of the implementation of SMKP in accordance with the Company's OHS policy;
- Advancement of analysis, assessment, and engineering of OHS technologies; and
- Transformation of the OHS culture across all employees and management of the Company.

In order to prevent OHS incidents, the Company implements several OHS operational procedures, including:




## PELIBATAN KARYAWAN DAN PROTOKOL KOMUNIKASI K3 [GRI 403-4, 14.16.5, 403-5, 14.16.6, ICMM 5.2]

PT TIMAH (Persero) Tbk telah memiliki prosedur partisipasi dan konsultasi dalam implementasi serta pengembangan Sistem Manajemen Keselamatan Pertambangan (SMKP) guna memastikan keterlibatan aktif pekerja dalam setiap tahapan pengelolaan keselamatan. Komitmen tersebut diwujudkan melalui pelaksanaan *safety committee meeting* secara berkala sebagai forum komunikasi dua arah antara manajemen dan pekerja dalam membahas isu keselamatan, menyampaikan masukan, serta mendorong perbaikan berkelanjutan pada aspek Keselamatan Pertambangan. Selain itu, Perseroan juga menetapkan prosedur penyampaian informasi yang berdampak terhadap Keselamatan dan Kesehatan Kerja (K3), termasuk informasi mengenai potensi bahaya, perubahan proses kerja, hasil

## EMPLOYEE ENGAGEMENT AND OHS COMMUNICATION PROTOCOLS [GRI 403-4, 14.16.5, 403-5, 14.16.6, ICMM 5.2]

PT TIMAH (Persero) Tbk has established participation and consultation procedures for the implementation and development of the Mining Safety Management System (SMKP) to ensure workers' active involvement at every stage of safety management. This commitment is demonstrated through the regular conduct of safety committee meetings as a two-way communication forum between management and employees to discuss safety issues, provide feedback, and promote continuous improvement in Mining Safety practices. Moreover, the Company has established procedures for communicating information that may impact Occupational Health and Safety (OHS), including information on potential hazards, changes in work processes, incident investigation results,

investigasi insiden, serta langkah pengendalian yang harus diterapkan, yang disampaikan secara sistematis dan terdokumentasi sebagai bagian dari upaya pencegahan kecelakaan kerja.

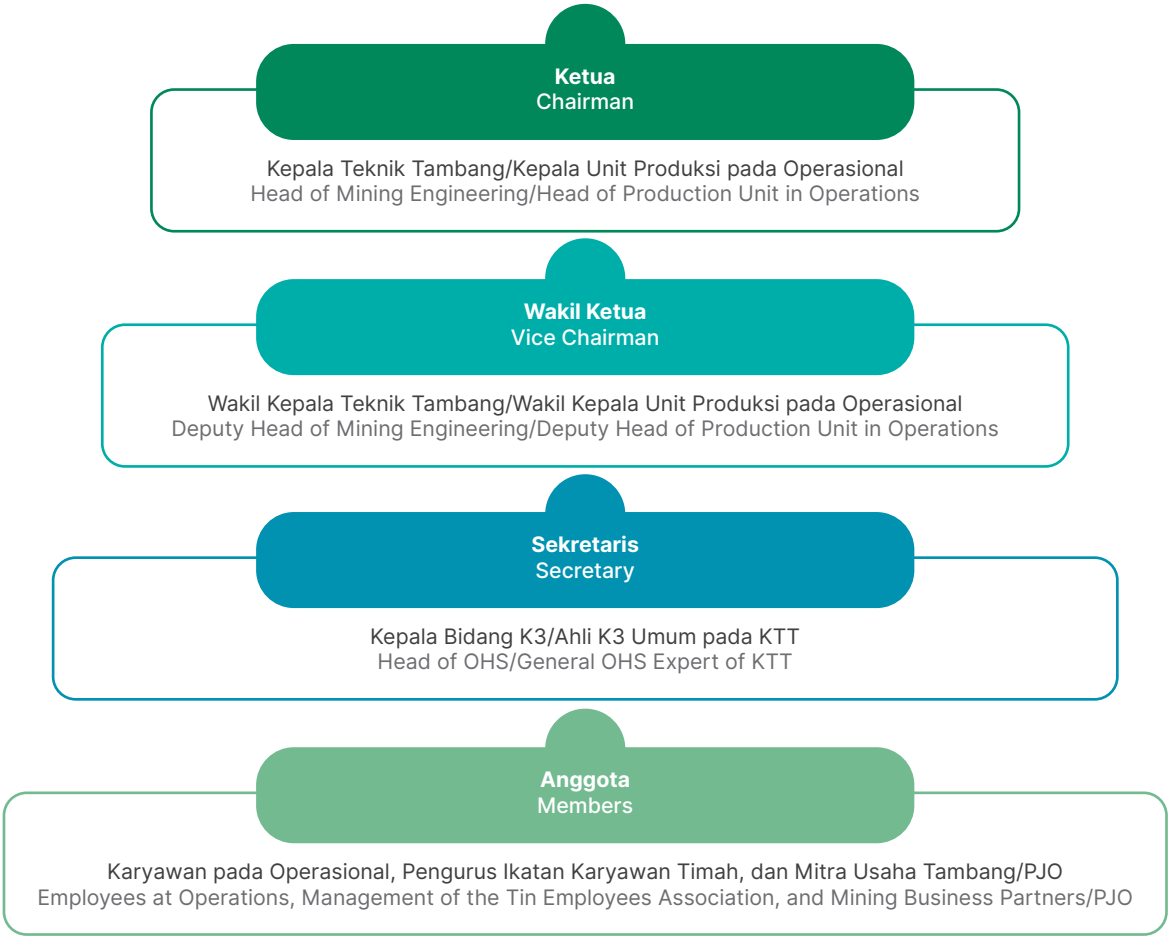
and required control measures. Such information is communicated systematically and documented as part of efforts to prevent workplace accidents.

Mengacu pada KEPDIRJEN Minerba no. 185 tahun 2018, Perseroan membentuk Komite Keselamatan Pertambangan pada masing-masing Area Operasi & Produksi. Serta dalam upaya peningkatan transformasi Budaya K3, membentuk *safety committee* secara berjenjang dari level Direksi hingga Departemen. Hal ini dilakukan seluruh masalah, masukan dan pengembangan mengenai K3 dibahas oleh seluruh pihak mulai dari level tertinggi hingga terendah.

In accordance with the Decree of the Director General of Mineral and Coal No. 185 of 2018, the Company has established Mining Safety Committees within each Operations and Production Area. Furthermore, as part of efforts to strengthen the transformation of the OHS culture, safety committees at multiple organizational levels were established, ranging from the Board of Directors to departmental units. This approach ensures that all OHS-related issues, feedback, and developments are discussed by all parties, from the highest to the lowest organizational levels.

Kepengurusan Komite Keselamatan Pertambangan terdiri dari perwakilan dari anggota K3 dan KO Pertambangan; Bagian Operasional Pertambangan; dan Wakil dari Pekerja. Secara struktural, keanggotaan Komite Keselamatan Pertambangan yaitu:

The composition of the Mining Safety Committee consists of representatives from OHS and Mining Operations Safety personnel; the Mining Operations Division; and worker representatives. Structurally, the membership of the Mining Safety Committee comprises:




Partisipasi wanita sebesar 6,33% di dalam Komite Keselamatan Pertambangan. Perseroan secara berkala memberikan kesempatan kepada seluruh karyawan untuk

Partisipasi wanita sebesar 6,33% di dalam Komite Keselamatan Pertambangan. Perseroan periodically provides opportunities for all employees to actively

berpartisipasi secara aktif dalam penerapan, konsultasi, dan komunikasi terkait Keselamatan dan Kesehatan Kerja (K3) bersama manajemen yang difasilitasi oleh Komite K3. Melalui berbagai forum K3 yang diselenggarakan, pekerja dapat menyampaikan pengamatan, masukan, maupun melaporkan kondisi dan tindakan tidak aman yang berpotensi menimbulkan kecelakaan kerja, sebagai bagian dari upaya memperkuat budaya keselamatan dan mendorong perbaikan berkelanjutan di lingkungan kerja.

participate in the implementation, consultation, and communication of Occupational Health and Safety (OHS) matters with management, facilitated by the OHS Committee. Through various OHS forums organized by the Company, employees are able to submit observations, provide feedback, and report unsafe conditions or unsafe actions that may potentially lead to workplace accidents, as part of efforts to strengthen the safety culture and promote continuous improvement within the work environment.

**Tabel Forum Komunikasi dan Koordinasi K3 bersama Manajemen, Karyawan, dan Kontraktor**
Table of OHS Communication and Coordination Forum with Management, Employees, and Contractors

| **Nama Forum K3** OHS Forum Name | **Aspek K3 yang Menjadi Fokus Bahasan** OHS Aspects in Focus | **Frekuensi Penyelenggaraan per Tahun** Frequency of Implementation per Year | **Peserta** | | |
|---|---|---|---|---|---|
| | | | **Manajemen** Management | **Karyawan** Employee | **Kontraktor** Contractor |
| Komite Keselamatan Pertambangan Mining Safety Committee | KTA/TTA, Hasil Inspeksi, Audit SMKP, Tindak Lanjut Inspeksi & Audit, Statistik Kecelakaan, *Lesson Learn*, Pencegahan Risiko KTA/TTA, Inspection Results, SMKP Audit, Inspection and Audit Follow-Up, Accident Statistics, Lessons Learned, Risk Prevention | 1 Bulan Sekali (12 kali per tahun) Once a Month (12 times per year) | √ | √ | √ |
| SCM Berjenjang dari Unit/Divisi hingga Direksi Tiered SCM from Unit/ Division to Board of Directors | KTA/ TTA, Statistik Kecelakaan, *Lesson Learn*, Pemantauan Bahaya & Risiko, Pencegahan Risiko KTA/TTA, Accident Statistics, Lessons Learned, Hazard and Risk Monitoring, Risk Prevention | 1 Bulan Sekali (12 kali per tahun) Once a Month (12 times per year) | √ | √ | √ |
| Tim Mucak Mucak Team | Hasil observasi, KTA/ TTA, Statistik Kecelakaan, *Lesson Learn*, Pencegahan Risiko Observation Results, KTA/TTA, Accident Statistics, Lessons Learned, Risk Prevention | 1 Bulan Sekali (12 kali per tahun) Once a Month (12 times per year) | √ | √ | x |
| Pertemuan Pelaporan Kinerja Keselamatan dan Kesehatan Kerja Anak Perusahaan Occupational Health and Safety Performance Reporting Meeting of Subsidiaries | SOC, KTA/TTA, Drill Test, Audit SMKP, Tindak Lanjut Inspeksi & Audit, Statistik Kecelakaan, *Lesson Learn*, Pencegahan Risiko SOC, KTA/TTA, Drill Test, SMKP Audit, Inspection and Audit Follow-Up, Accident Statistics, Lessons Learned, Risk Prevention | 1 Bulan Sekali 12 kali per tahun) Once a Month (12 times per year) | √ | √ | x |

## PELATIHAN K3 [GRI 403-5, 14.16.6, ICMM 5.2]

Perseroan terus meningkatkan kesadaran karyawan dengan cara mensosialisasikan budaya K3 dan rutin memberikan pelatihan K3 kepada seluruh karyawan termasuk karyawan kontrak dan *outsourcing*. Sepanjang 2025, sebanyak 3.794 orang karyawan telah mengikuti pelatihan K3, dengan komposisi karyawan laki-laki 93,75 % dan perempuan 6,25 % dengan jumlah rata-rata jam pelatihan sebesar 17,49 jam/karyawan. Topik-topik pelatihan di antaranya:

1. *On Job Training* (OJT) Identifikasi Bahaya dan Penilaian Resiko (IPBR) Biologi

## OHS TRAINING [GRI 403-5, 14.16.6, ICMM 5.2]

The Company continuously enhances employee awareness by promoting an OHS culture and routinely providing OHS training to all employees, including contract and outsourced personnel. Throughout 2025, a total of 3,794 employees participated in OHS training programs, consisting of 93.75% male employees and 6.25% female employees, with an average training duration of 17.49 hours per employee. The training topics included, among others:

1. On the Job Training (OJT) on Biological Hazard Identification and Risk Assessment (HIRA)

2. *Job Safety Analysis* (JSA) & Identifikasi Bahaya Penilaian Risiko (IBPR)
3. Pelatihan *Fire Fighting, First Aid & Basic Life Support*
4. Sertifikasi Operator *Crane*
5. Sertifikasi Operator *Forklift*
6. Sertifikasi Operator *Wheel Loader*
7. Sertifikasi Ahli K3 Lingkungan Kerja
8. Pelatihan *Contractor Safety Management System*
9. *Refreshment* Sertifikasi Pengawas Operasional Pertama (POP)
10. Refreshment Sertifikasi Pengawas Operasional Madya (POM)
11. Pelatihan Sertifikasi K3 Operator *Overhead Crane*
12. Pelatihan Sertifikasi K3 Operator *Forklift*
13. Uji Kompetensi Tenaga Teknik Ketenagalistrikan Bidang Pembangkit
14. Bimbingan Teknis Usaha Jasa Pertambangan PT TIMAH (Persero) Tbk
15. Pelatihan *Comptia Security+*
16. Pelatihan Alat Pengukuran Lingkungan Kerja
17. Pelatihan Sertifikasi *International Maritime Organization*
18. Pelatihan Alat Pengukuran Lingkungan Kerja
19. Revalidasi *Basic Safety Training* (BST)
20. Pelatihan & Sertifikasi Manager Energi
21. Pelatihan & Sertifikasi Auditor Energi
22. OLNB3 (Operator Pengelolaan Limbah Padat non B3)
23. PLPNB3 (Penanggung Jawab Limbah Padat Non B3)
24. POIPPU (Penanggung Jawab Operasional Instalasi Pengendalian Pencemaran Udara)
25. PPPU (Penanggung Jawab Pengendalian Pencemaran Udara)
26. OPLB3 (Operator Pengelolaan Penyimpanan Limbah B3)
27. PPLB3 (Penanggung Jawab Penyimpanan Limbah B3)
28. POPAL (Penanggung Jawab Operasional Pengelolaan Air Limbah)
29. PPPA (Penanggung Jawab Pengendalian Pencemaran Air)
30. Pelatihan Sertifikasi *Life Cycle Assesment* (LCA)
31. Pelatihan Proses Desain Lereng Tambang Terbuka
32. *Job Safety Analysist* & Identifikasi Bahaya Penilaian Risiko
33. Bimbingan Teknis Simulasi / *Water Rescue Drill*
34. Sertifikasi Pengawas Operasional Utama (POU)
35. Upgrade Pengawas Operasional Utama (POU)
36. *Refreshment Gas Detection Basic*
37. Sertifikasi K3 Operator Pesawat Angkat Angkut & Alat Berat
38. Operasional Pengelolaan LB3 (Operator/Pelaksana)
39. *Training Operation Forklift* DP30PT
40. Penyegaran Petugas Proteksi Radiasi (PPR) Industri

2. Job Safety Analysis (JSA) & Hazard Identification and Risk Assessment (HIRA)
3. Firefighting, First Aid, and Basic Life Support Training
4. Crane Operator Certification
5. Forklift Operator Certification
6. Wheel Loader Operator Certification
7. Workplace Environmental OHS Specialist Certification
8. Contractor Safety Management System Training
9. Refresher Certification for First-Line Operational Supervisors (POP)
10. Refresher Certification for Intermediate Operational Supervisors (POM)
11. OHS Certification Training for Overhead Crane Operators
12. OHS Certification Training for Forklift Operators
13. Competency Testing for Electrical Engineering Personnel in Power Generation
14. Technical Guidance for Mining Services Business of PT TIMAH (Persero) Tbk
15. CompTIA Security+ Training
16. Workplace Environmental Measurement Equipment Training
17. International Maritime Organization Certification Training
18. Work Environment Measurement Equipment Training
19. Revalidation of Basic Safety Training (BST)
20. Energy Manager Training & Certification
21. Energy Auditor Training & Certification
22. OLNB3 (Non-Hazardous Solid Waste Management Operator Training)
23. PLPNB3 (Non-Hazardous Solid Waste Management Supervisor Training)
24. POPPU (Air Pollution Control Installation Operations Supervisor Training)
25. PPPU (Air Pollution Control Supervisor Training)
26. OPLB3 (Hazardous Waste Storage Management Operator Training)
27. PPLB3 (Hazardous Waste Storage Management Supervisor Training)
28. POPAL (Wastewater Management Operations Supervisor Training)
29. PPPA (Water Pollution Control Supervisor Training)
30. Life Cycle Assessment (LCA) Certification Training
31. Open Pit Slope Design Process Training
32. Job Safety Analysis & Hazard Identification and Risk Assessment Training
33. Technical Guidance on Simulation / Water Rescue Drill
34. Chief Operational Supervisor (POU) Certification
35. Upgrade Training for Chief Operational Supervisors (POU)
36. Basic Gas Detection Refresher Training
37. OHS Certification for Lifting & Heavy Equipment Operators
38. Hazardous Waste Management Operations Training (Operator/Executor)
39. Forklift Operation Training DP30PT
40. Industrial Radiation Protection Officer (RPO) Refresher Training

41. Resertifikasi Ahli Higiene Industri Muda (HIMU)
42. *Training of Trainer* (ToT) Standardisasi investigasi Kecelakaan Kerja
43. *Training of Trainer* (ToT) Standardisasi investigasi Kecelakaan Kerja
44. Pelatihan Petugas Proteksi Radiasi (PPR) Industri & Medik
45. Diklat & Sertifikasi Pelaksanaan Reklamasi
46. Pelatihan ISPS *CODE Training* IMO *Model Course* 3.24
47. *Remote Pilot Drone Certification* (Initial)

Selain itu, Perseroan juga melaksanakan program-program unggulan yang meliputi: melakukan tinjauan Sistem Manajemen Keselamatan dan Kesehatan serta Perlindungan Lingkungan (SMKP) yang mencakup reviu Manual, Standar, dan IBPR; menerapkan prinsip *stop work authority*; mengendalikan risiko melalui pelaksanaan risk containment serta verifikasi pengendalian risiko; memberikan sosialisasi dan edukasi terkait K3; serta rutin melakukan observasi sebagai upaya pencegahan kecelakaan.

## KINERJA K3 [GRI 403-9, 14.16.10]

Perseroan terus berupaya untuk mencapai target *zero fatality* dan tidak ada kecelakaan tambang yang berakibat cedera berat, serta menghindari kecelakaan tambang berakibat cedera ringan, serta mengurangi jumlah insiden dengan terus meningkatkan penerapan Sistem Manajemen Kesehatan dan Keselamatan Pertambangan (SMKP) dan Sistem Manajemen K3 (SMK3), yang didukung oleh aktivitas pemantauan di seluruh area operasional. Hal ini sesuai dengan Kebijakan K3LH PT TIMAH (Persero) Tbk. Untuk mencapai target *zero fatality* dan mengurangi jumlah insiden, Perseroan telah melakukan pengukuran kinerja, mengkaji ulang secara berkala, serta melakukan perbaikan terhadap sistem manajemen dan pelaksanaan K3, keselamatan operasi, dan pengelolaan lingkungan hidup. Selain itu, Perseroan juga mencatat dan melakukan tindak lanjut perbaikan atas setiap kejadian K3 yang terjadi. Perseroan telah menetapkan sistem *Contractor Safety Management System*, dalam upaya pencegahan kecelakaan tambang khususnya pada mitra usaha.

Jika terjadi dampak negatif terkait kecelakaan kerja, karyawan yang berada di lokasi harus segera melaporkan ke pimpinan minimal setingkat Kepala Divisi untuk ditindaklanjuti. Selanjutnya, perusahaan membentuk tim investigasi awal guna mengidentifikasi penyebab kejadian secara cepat.

Kepala Teknik Tambang (KTT) juga memiliki kewajiban untuk segera melaporkan kejadian tersebut melalui media komunikasi (*WhatsApp*) ke nomor kepala inspektur lapangan khusus (kementerian ESDM), MIND ID, kemudian membuat laporan awal kecelakaan disertai dengan

41. Junior Industrial Hygiene Expert (JIHE) Recertification
42. Training of Trainers (ToT) on Standardization of Occupational Accident Investigation
43. Training of Trainers (ToT) on Standardization of Occupational Accident Investigation
44. Industrial & Medical Radiation Protection Officer (RPO) Training
45. Training and Certification in Reclamation Implementation
46. ISPS Code Training IMO Model Course 3.24
47. Remote Pilot Drone Certification (Initial)

In addition, the Company implemented several flagship programs, including: conducting reviews of the Occupational Health, Safety, and Environmental Protection Management System (SMKP), covering reviews of manuals, standards, and HIRA; applying the stop work authority principle; controlling risks through the implementation of risk containment and verification of risk control measures; providing OHS awareness and education programs; and conducting routine observations as part of accident prevention efforts.

## OHS PERFORMANCE [GRI 403-9, 14.16.10]

The Company continuously strives to achieve a zero fatality target and prevent mining accidents resulting in serious injuries, while also avoiding minor injury incidents and reducing the overall number of incidents by strengthening the implementation of the Mining Occupational Health and Safety Management System (SMKP) and the Occupational Health and Safety Management System (SMK3), supported by monitoring activities across all operational areas. This approach aligns with PT TIMAH (Persero) Tbk's OHSE Policy. In order to achieve the zero fatality target and reduce the number of incidents, the Company conducts performance measurements, periodic reviews, and continuous improvements to the management system and the implementation of OHS, operational safety, and environmental management practices. In addition, the Company records and follows up with corrective actions for every OHS incident that occurs. The Company has also established a Contractor Safety Management System as part of its efforts to prevent mining accidents, particularly among business partners.

If a workplace accident results in negative consequences, employees at the site must immediately report it to a supervisor at least at the level of Division Head for follow-up. Subsequently, the company must form an initial investigation team to quickly identify the cause of the incident.

The Head of Mining Engineering (KTT) is also obligated to immediately report the incident via communication channels (WhatsApp) to the number of the designated field inspector (Ministry of Energy and Mineral Resources), MIND ID, and then prepare an initial accident report along

penyampaian laporan awal kecelakaan. Setelah itu, perusahaan membentuk tim investigasi lanjutan untuk melakukan analisis yang lebih komprehensif dan menyusun laporan detail sebagai dasar perbaikan dan pencegahan kejadian serupa di masa mendatang.

Perseroan telah menerapkan *punish and reward* dalam penerapan K3. Karyawan pada area operasional diberikan insentif faktor risiko sebagai bentuk penghargaan untuk menjaga keselamatan kerja. Jika terjadi *fatality*, seluruh area operasional tidak mendapat insentif faktor risiko. Adapun rekapitulasi insiden kecelakaan kerja yang disampaikan merupakan data Perseroan selaku *parent (holding)* dan belum mencakup data secara konsolidasi dari seluruh entitas anak.

with the submission of the initial accident report. After that, the company forms a follow-up investigation team to conduct a more comprehensive analysis and compile a detailed report as a basis for improvements and the prevention of similar incidents in the future.

The Company has implemented a system of rewards and penalties in its occupational safety and health (OSH) program. Employees in operational areas are provided with risk-based incentives as a form of recognition for maintaining workplace safety. In the event of a fatality, the entire operational area will not receive risk-based incentives. The summary of workplace accidents presented reflects data from the Company as the parent (holding) entity and does not yet include consolidated data from all subsidiaries.

**Tabel Perhitungan *Loss Time Incident Rate Trend* berdasarkan Rekapitulasi Insiden Kecelakaan Kerja**
Table of The Trend in The Lost-Time Incident Rate Based on a Summary of Workplace Accidents

| Tahun Year | Status | Kecelakaan Accident | | | Jumlah Total | Frequency Rate | Severity Rate | TRIR | Fatality Rate |
|---|---|---|---|---|---|---|---|---|---|
| | | Ringan Minor | Berat Major | Fatality | | | | | |
| 2025 | Karyawan Employee | 0 | 1 | 0 | 1 | 0,065 | 2,956 | 0,039 | 0 |
| | Mitra Partner | 0 | 2 | 2 | 4 | 0,394 | 1.589,14 | 0,106 | 0,026 |
| | Jumlah Total | 0 | 3 | 2 | 5 | 0,459 | 1.592,09 | 0,145 | 0,026 |
| 2024 | Karyawan Employee | 2 | 1 | 1 | 4 | 0,2946 | 442,005 | 0,058 | 0,0147 |
| | Mitra Partner | - | 1 | 1 | 2 | 0,2946 | 1.327,78 | 0,088 | 0,0147 |
| | Jumlah Total | 2 | 2 | 2 | 6 | 0,5981 | 1.796,78 | 0,146 | 0,029 |
| 2023 | Karyawan Employee | - | 1 | - | 1 | 0,071 | 212,17 | 0,031 | 0 |
| | Mitra Partner | 1 | - | 2 | 3 | 0,282 | 1.273,46 | 0,091 | 0,041 |
| | Jumlah Total | 1 | 1 | 2 | 4 | 0,353 | 1.485,63 | 0,122 | 0,041 |

| Keterangan Description | Jumlah insiden Total Incidents | Rasio (per 200.000 jam kerja) Ratio (per 200,000 working hours) | Rasio Fatalities (per 1.000.000 jam kerja) Fatalities Ratio (per 1,000,000 working hours) |
|---|---|---|---|
| *Fatalities* | 2 | 0,026 | 0,263 |
| *Recordable Incidents* | 11 | 0,145 | 0,459 |

| | |
|---|---|
| *Frequency Rate* (FR) | 0,459 |
| *Severity Rate* (SR) | 1.592,09 |
| *Total Recordable Incident Rate* (TRIR) | 0,145 |
| *Near Miss Frequency Rate* (NMFR) | 2,036 |
| *Lost Time Injury Rate* (LTIR) | 0,1970 |

**Tabel Jumlah Jam Kerja Karyawan & Kontraktor (Non-Karyawan)**
Table of Total Work Hours of Employees & Contractors (Non-Employees)

| | Karyawan<br>Employee | Non-Karyawan<br>Non-Employee |
|---|---|---|
| Jumlah Karyawan<br>Total Employees | 2.586 | 5.927 |
| Jumlah Jam Kerja Per Hari<br>Total Working Hours per Day | 8 | 8 |
| Jumlah Hari Kerja<br>Total Working Days | 244 | 244 |
| Jam Kerja Aman<br>Safe Working Hours | 1.773.549 | 1.043.152 |
| Jam Kerja Total<br>Total Working Hours | 5.035.562 | 10.188.381 |
| Rasio Jam Kerja Aman (%)<br>Safe Working Hours Ratio (%) | 35,2% | 10,2% |

**Tabel Tingkat Kecelakaan Kerja Kontraktor (Non-Karyawan)**
Table of Contractor Occupational Accident Rate (Non-Employees)

| Keterangan<br>Description | Jumlah insiden<br>Number of Incidents | Rasio (per 200.000 jam kerja)<br>Ratio (per 200,000 working hours) | Rasio Fatalities (per 1.000.000 jam kerja)<br>Ratio (per 1,000,000 working hours) |
|---|---|---|---|
| *Fatalities* | 2 | 0,026 | 0,263 |
| *Recordable Incidents* | 8 | 0,157 | 0,785 |

| | |
|---|---|
| *Frequency Rate* (FR) | 0,3941 |
| *Severity Rate* (SR) | 1.589,14 |
| *Total Recordable Incident Rate* (TRIR) | 0,106 |
| *Lost Time Injury Rate* (LTIR) | 0,13137 |

## KESEHATAN KERJA [GRI 403-3, 14.16.4, 403-6, 14.16.7, 403-10, 14.16.11]

Fasilitas kesehatan yang disediakan oleh Perseroan bagi karyawan mencakup berbagai layanan mulai dari pemeriksaan kesehatan rutin, layanan medis umum, hingga pemeriksaan khusus bagi karyawan yang memiliki penyakit serius atau risiko kesehatan tinggi. Selain itu, Perseroan juga memberikan pemeriksaan akhir bagi seluruh karyawan yang akan memasuki masa pensiun. Setiap karyawan diwajibkan menjalani *medical check-up* (MCU) secara berkala, minimal sekali dalam setahun, serta pemeriksaan khusus disesuaikan dengan tingkat pajanan yang diterima di lingkungan kerja masing-masing. Selain itu, Perseroan menyediakan pengukuran kondisi lingkungan kerja, pemeriksaan ergonomis, edukasi mengenai kesehatan, serta penilaian kelelahan (*fatigue*) bagi karyawan. Di tahun 2025, persentase karyawan yang telah melakukan MCU mencapai 99,69%.

## OCCUPATIONAL HEALTH [GRI 403-3, 14.16.4, 403-6, 14.16.7, 403-10, 14.16.11]

The Company provides a comprehensive range of healthcare facilities for employees, covering services from routine health check-ups and general medical care to specialized examinations for employees with serious illnesses or high health risks. In addition, the Company provides pre-retirement medical examinations for all employees approaching retirement. All employees are required to undergo periodic medical check-ups (MCU) at least once a year, along with additional specialized examinations tailored to the level of exposure in their respective work environments. Besides, the Company conducts workplace environmental condition monitoring, ergonomic assessments, health education, and fatigue assessments for employees. By 2025, the percentage of employees who have undergone a medical checkup reached 99.69%.

Untuk mendukung layanan kesehatan, Perseroan memiliki klinik *onsite* yang beroperasi selama jam kerja. Lebih lanjut, Perseroan juga telah menjalin kerja sama dengan sejumlah rumah sakit dan klinik lokal guna memastikan pemenuhan kebutuhan layanan medis bagi karyawan secara optimal.

In order to support these healthcare services, the Company operates an on-site clinic during working hours. Furthermore, the Company has established partnerships with several hospitals and local clinics to ensure optimal fulfillment of employees' medical service needs.

**Tabel Layanan Kesehatan Kerja**
Table of Occupational Health Services

| **Jenis Layanan Kesehatan Kerja**<br>Type of Occupational Health Service | **Karyawan PKWTT**<br>Permanent Employees (PKWTT) | **Karyawan PKWT**<br>Contract Employees (PKWT) | **Kontraktor**<br>Contractor |
|---|---|---|---|
| MCU Tahunan<br>Annual MCU | √ | x | x |
| BPJS Kesehatan | √ | √ | x |
| Tunjangan Kacamata<br>Eye Glasses Allowance | √ | x | x |
| Tunjangan Kesehatan bagi Pasangan dan Anak<br>Health Benefits for Spouse and Children | √ | x | x |
| Tunjangan Perawatan Gigi<br>Dental Care Allowance | √ | x | x |

Untuk meningkatkan kesadaran karyawan mengenai pentingnya pengelolaan kesehatan pribadi, baik yang terkait maupun tidak terkait dengan pekerjaan, Perseroan menyelenggarakan berbagai kegiatan penyuluhan dan promosi kesehatan kerja. Kegiatan ini bertujuan untuk meningkatkan kualitas kesehatan karyawan dengan membahas sejumlah topik berikut:

- Manfaat Jalan kaki untuk kesehatan fisik dan mental
- Mengenal apa itu *noise induced hearing loss*
- Waspada *water-borne diseases*
- Kopi kekinian dari tren menjadi kebiasaan
- Apa itu *pulmonary barotrauma*
- Senam Peregangan di tempat kerja
- Apa itu *safe manual handling*
- Cegah penularan influenza di sekitar kita
- Kesehatan mental di era digital
- Yuk kenali trauma kimia pada mata

In an effort to enhance employees' awareness of the importance of personal health management, whether work-related or not, the Company organizes various occupational health education and promotion activities. These initiatives aim to improve employees' overall health quality by addressing the following topics:

- The benefits of walking for physical and mental health
- Understanding noise-induced hearing loss
- Awareness of water-borne diseases
- Modern coffee: from trend to habit
- Understanding pulmonary barotrauma
- Workplace stretching exercises
- Understanding safe manual handling
- Preventing the spread of influenza in our surroundings
- Mental health in the digital era
- Understanding chemical eye injuries

Pada tahun 2025, Perseroan telah melakukan pengelolaan lingkungan kerja dalam rangka pencegahan terjadinya penyakit akibat kerja (PAK) dengan melaksanakan pengkajian risiko kesehatan dengan membuat *Health Risk Assessment* (HRA), pengukuran lingkungan kerja internal dan eksternal, kemudian dilakukan pengendalian lingkungan kerja. Dilanjutkan dengan melakukan pemeriksaan kesehatan/*Medical Check Up* berkala dan khusus sebanyak 1 (satu) tahun 1 (satu) kali. Berdasarkan hasil pemeriksaan kesehatan rutin yang dilakukan Division HSE & Sustainability, sampai dengan akhir tahun 2025, Perseroan mengidentifikasi tidak ditemukan jenis penyakit akibat kerja (PAK) untuk karyawan dan bukan karyawan.

In 2025, the Company implemented workplace environmental management as part of its efforts to prevent occupational diseases (OD) by conducting health risk assessments through the preparation of a Health Risk Assessment (HRA), as well as internal and external workplace environmental measurements, followed by appropriate control measures. These efforts were complemented by conducting periodic and specialized health examinations/Medical Check-Ups 1 (once) a year. Based on the results of routine medical examinations conducted by the HSE & Sustainability Division, as of the end of 2025, the Company identified no cases of occupational disease (OD) among employees and non-employees.

## *HEALTH PROMOTION*

Kegiatan Healthy Talk secara rutin dilaksanakan di seluruh area produksi perusahaan sebagai bagian dari upaya promosi kesehatan. Kegiatan ini bertujuan untuk memberdayakan individu dan komunitas kerja dalam meningkatkan pengendalian terhadap kesehatan mereka, menambah pengetahuan serta kesadaran akan bahaya faktor hazard di lingkungan kerja, sekaligus melakukan pengamatan langsung terhadap kondisi lingkungan pekerjaan guna mendukung peningkatan kualitas hidup dan keselamatan kerja.

Selama tahun 2025, Perseroan melaksanakan sebanyak 836 sesi *health promotion* yang diikuti oleh 37.965 pekerja Perseroan.

## HEALTH PROMOTION

Healthy Talk activities are conducted regularly across all Company production areas as part of its health promotion efforts. These activities aim to empower individuals and workplace communities to improve control over their health, enhance knowledge and awareness of hazard risks in the work environment, and conduct direct observations of workplace conditions to support improvements in quality of life and occupational safety.

Throughout 2025, the Company conducted 836 health promotion sessions attended by 37,965 of the Company's employees.





Perseroan juga melaksanakan *Medical Emergency Preparedness Plan*. Kegiatan ini merupakan rencana sistematis dan terstruktur yang dibuat untuk merespons situasi darurat medis di tempat kerja, dengan tujuan menyelamatkan nyawa, meminimalkan dampak cedera atau penyakit mendadak, serta memastikan tindakan yang cepat, tepat, dan terkoordinasi. Selama Tahun 2025 dalam pelaksanaannya, Hiperkes di area kerja telah melakukan tindakan Pelatihan Bantuan Hidup Dasar (BHD) sebagai upaya penanganan awal pada kondisi kegawatdaruratan medis sebelum dilakukan rujukan lebih lanjut sesuai prosedur yang berlaku.

The Company also implemented a Medical Emergency Preparedness Plan. This activity represents a systematic, structured plan to respond to medical emergencies in the workplace, intended to save lives, minimize the impact of sudden injuries or illnesses, and ensure prompt, accurate, and coordinated response actions. In its implementation throughout 2025, the Hiperkes units in the work areas conducted Basic Life Support (BLS) training as an initial response measure for medical emergencies before referral in accordance with established procedures.





## SURVEI KETERIKATAN KARYAWAN

Tahun 2025, Perseroan kembali melaksanakan Employee Engagement Survei EES yang dilaksanakan oleh MIND ID selaku Holding. Survei dikelola secara independen oleh pihak ketiga. Dari hasil survey tersebut, Perseroan berhasil mencapai skor keterikatan (*engagement score*) pegawai sebesar 85%, dengan tingkat partisipasi (*response rate*) mencapai 82 % atau setara dengan 3.173 pegawai. Pencapaian ini menunjukkan sedikit penurunan dibandingkan hasil tahun lalu (*engagement score* 87%) namun masih dalam rentang yang cukup stabil.

Skor tersebut masih mencerminkan tingkat keterlibatan karyawan yang tinggi sekaligus menandakan bahwa sebagian besar karyawan merasa terkoneksi, termotivasi serta memiliki komitmen yang kuat terhadap visi, dan tujuan perusahaan. Perseroan tetap berkomitmen untuk terus mengembangkan inisiatif dan program yang berfokus pada peningkatan kesejahteraan dan kepuasan karyawan, guna menjaga serta meningkatkan engagement di masa mendatang.

## EMPLOYEE ENGAGEMENT SURVEY

In 2025, the Company once again conducted an Employee Engagement Survey (EES) administered by MIND ID, the holding company. The survey was independently managed by a third party. Based on the survey results, the Company achieved an employee engagement score of 85%, with a response rate of 82%, equivalent to 3,173 employees. This achievement represents a slight decrease compared to last year's results (an engagement score of 87%) but remains within a fairly stable range.

These scores continue to reflect a high level of employee engagement and indicate that the majority of employees feel connected, motivated, and strongly committed to the company's vision and goals. The company remains committed to developing initiatives and programs focused on enhancing employee well-being and satisfaction, with the aim of maintaining and further improving engagement in the future.

**Tabel Indeks Keterikatan Karyawan**
Table of Employee Engagement Index

| Uraian<br>Description | Satuan<br>Unit | 2025 | 2024 | 2023 |
|---|---|---|---|---|
| Indeks Keterikatan Karyawan<br>Employee Engagement Index | Skala 100<br>Scale of 100 | 87,00 | 87,00 | 90,00 |

## PRAKTIK KEAMANAN DAN HAK ASASI MANUSIA [GRI 410-1, 14.14.2, EM-MM-210A.1, EM-MM-210A.2, EM-MM-210A.3, ICMM 3.3]

Praktik menghormati hak asasi manusia merupakan tanggung jawab yang luas, tidak hanya terkait pemenuhan HAM bagi pemangku kepentingan internal, tetapi juga bagi masyarakat umum, terutama yang berada di sekitar lokasi tambang. Hal tersebut diwujudkan melalui komitmen kami untuk mematuhi segala norma dan regulasi yang berlaku dalam menjalankan seluruh rangkaian operasionalnya, mulai dari eksplorasi, penambangan bijih timah hingga penutupan tambang. Kami juga menghormati budaya tradisional dan adat istiadat setempat, hak-hak masyarakat adat, termasuk hak atas tanah yang sah.

Perseroan senantiasa menerapkan prinsip-prinsip Hak Asasi Manusia (HAM) sebagai fokus dalam setiap proses bisnis. Salah satu upaya yang dilakukan adalah memberikan pemahaman dan meningkatkan kesadaran karyawan mengenai pentingnya harmonisasi serta menjaga nilai-nilai HAM dalam mendukung produktivitas perusahaan. Sebagai bagian dari implementasi program ini, Perseroan telah menyelenggarakan pembelajaran mengenai *Respectful Workplace Policy* (RWP) melalui metode E-Learning. Berikut pembelajaran yang telah dilakukan pada tahun 2025.

## SECURITY PRACTICES AND HUMAN RIGHTS [GRI 410-1, 14.14.2, EM-MM-210A.1, EM-MM-210A.2, EM-MM-210A.3, ICMM 3.3]

Respecting human rights practices represents a broad responsibility, encompassing not only the fulfillment of HR for internal stakeholders but also for the general public, particularly communities located around mining sites. This commitment is demonstrated through our adherence to all applicable norms and regulations in carrying out the full range of operations, from exploration and tin ore mining to mine closure. We also respect local traditional cultures and customs, the rights of indigenous peoples, including legitimate land rights.

The Company consistently applies Human Rights (HR) principles as a key focus in every business process. One of the initiatives undertaken is to provide understanding and enhance employee awareness of the importance of maintaining harmony and upholding HR values in support of the Company's productivity. As part of the implementation of this program, the Company has conducted training on the Respectful Workplace Policy (RWP) through an e-learning method. The following learning activities were carried out in 2025.

**Tabel *E-Learning***
Table of E-Learning

| Nama Kegiatan (E-Learning)<br>Name of Event (E-Learning) | Jumlah Peserta<br>Number of Participants |
|---|---|
| *Respectful Workplace Policy* | 305 |
| *Disrespectful Workplace Policy* | 369 |
| Penerapan *Respectful Workplace Policy*<br>Implementation of Respectful Workplace Policy | 295 |
| Pelaporan dan Penanganan *Respectful Workplace Policy*<br>Reporting and Handling of Respectful Workplace Policy Issues | 309 |
| Memahami Perilaku yang Menunjang *Respectful Workplace Policy*<br>Understanding Behaviors That Support the Respectful Workplace Policy | 304 |

Selain itu, Perseroan menegakkan pemahaman terkait Hak Asasi Manusia (HAM) hingga kepada seluruh personil pengamanan. Hal ini dilakukan melalui sosialisasi kepada petugas keamanan. Standar sosialisasi yang dilakukan oleh Perseroan mengacu pada prinsip Hak Asasi Manusia yang diakui secara internasional, termasuk United Nations Guiding Principles on Business and Human Rights (UNGP), serta Voluntary Principles on Security and Human Rights (VPSHR) dalam pengelolaan aspek keamanan operasional. VPSHR merupakan standar utama untuk perusahaan yang beroperasi dengan risiko keamanan tinggi yang memiliki fokus untuk melakukan Interaksi antara perusahaan, aparat keamanan (polisi/militer), dan masyarakat pencegahan pelanggaran HAM dalam pengamanan operasional. Sedangkan UNGP merupakan standar global paling fundamental untuk HAM dalam bisnis yang memiliki fokus pada *Protect, Respect, Remedy, Human rights due diligence*, identifikasi, pencegahan, dan mitigasi dampak HAM.

Seluruh (100%) personil pengamanan telah memiliki sertifikasi khusus yang sesuai dengan standar lembaga berwenang, seperti Sertifikat Gada Pratama, Madya, dan Utama. Adapun karyawan tetap yang mengikuti sertifikasi yaitu sebesar 11% dan karyawan *outsourcing* sebesar 89%. Hal ini memastikan bahwa personil pengamanan tidak hanya memiliki keterampilan teknis dalam melaksanakan tugasnya, tetapi juga memahami pentingnya penghormatan terhadap HAM dalam setiap tindakan yang dilakukan. Dengan demikian, Perseroan mampu menciptakan lingkungan yang aman, tertib, dan menghargai martabat setiap individu, termasuk karyawan, pelanggan, maupun masyarakat umum.

In addition, the Company ensures that all security personnel understand human rights. This is achieved through awareness-raising sessions for security personnel. The Company's awareness-raising standards are based on internationally recognized human rights principles, including the United Nations Guiding Principles on Business and Human Rights (UNGP) and the Voluntary Principles on Security and Human Rights (VPSHR) in the management of operational security aspects. The VPSHR are the primary standards for companies operating in high-security-risk environments, focusing on preventing human rights violations in operational security through interactions between the company, security forces (police/military), and the community. Meanwhile, the UNGP are the most fundamental global standards for human rights in business, focusing on Protect, Respect, Remedy, human rights due diligence, and the identification, prevention, and mitigation of human rights impacts.

All (100%) security personnel have obtained specialized certifications in accordance with the standards set by the relevant authorities, such as the Gada Pratama, Madya, and Utama Certificates. Of these, 11% are permanent employees and 89% are outsourced personnel. This ensures that security personnel not only possess the technical skills to perform their duties but also understand the importance of respecting human rights in every action they take. Consequently, the Company is able to create a safe, orderly environment that respects the dignity of every individual, including employees, customers, and the general public.

**Tabel Sertifikasi Tenaga Keamanan**
Table of Security Personnel Certification

| Sertifikat<br>Certificate | Wilayah Kerja<br>Working Areas | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | Darat<br>Onshore | Laut<br>Offshore | Belitung | Kundur | DPR | AOS | Intel | ADM |
| Gada Utama | 2 | 1 | 0 | 2 | 0 | 4 | 1 | 0 |
| Gada Madya | 5 | 3 | 6 | 4 | 0 | 1 | 3 | 0 |
| Gada Pratama | 292 | 143 | 119 | 100 | 111 | 151 | 9 | 7 |

## KEAMANAN DAN PENGAWASAN TAMBANG

Perseroan memiliki komitmen untuk senantiasa menjaga dan melakukan pengawasan tambang di seluruh wilayah operasional tambang timah. Komitmen Perseroan tertuang dalam Standar Operasional Prosedur Keamanan & Pengawasan Tambang No.SOP/KAM/2024. Kebijakan tersebut mengacu pada:

1. Keputusan Presiden RI No. 63 tahun 2004 tanggal 5 Agustus 2004 tentang Pengamanan Obyek Vital Nasional.
2. Keputusan Menteri Energi dan Sumber Daya Mineral Nomor 77K/90/MEM/2019 tentang Obyek Vital Nasional Bidang Energi dan Sumber Daya Mineral sebagaimana telah beberapa kali di ubah, terakhir di ubah dengan Keputusan Menteri Energi dan Sumber Daya Mineral Nomor 202.K/HK.02/MEM.S/2021 tentang Perubahan Kedua atas Keputusan Menteri Energi dan Sumber Daya Mineral Nomor 77 K/90/MEM/2019 tentang Obyek Vital Nasional Bidang Energi dan Sumber Daya Mineral.
3. Peraturan Kepolisian Negara Republik Indonesia Nomor 4 tahun 2020 tentang Pengamanan Swakarsa.
4. Perjanjian Kerja Bersama (PKB) antara PT TIMAH (Persero) Tbk dengan Ikatan Karyawan Timah (IKT) yang berlaku.

Upaya Perseroan dalam menjamin keamanan dan pengawasan tambang dilakukan sebagai berikut:

1. Melaksanakan Pengaturan, Penjagaan, Pengawalan dan Patroli (TURJAWALI) rutin secara skala prioritas.
2. Memberikan himbauan/peringatan secara persuasif agar penambang tidak melakukan kegiatan di WIUP PT TIMAH (Persero) Tbk disertai pembuatan Surat Pernyataan.
3. Melakukan penyetopan dan penegakan hukum terhadap tambang ilegal yang beroperasi di dalam WIUP PT TIMAH (Persero) Tbk.
4. Melakukan koordinasi dengan pihak eksternal dan jajaran Unit Produksi secara intensif.
5. Kerjasama pengamanan operasional dengan pihak eksternal (TNI, Polri ) dalam bentuk Nota Kesepahaman, Pedoman Kerjasama Teknis, dan Naskah Kesepakatan Bersama.
6. Melakukan kegiatan operasi pengamanan WIUP PT TIMAH (Persero) Tbk bersama dengan TNI dan Polri dalam hal penertiban tambang ilegal, penindakan hukum, pengamanan operasional tambang, pengawalan dan pengamanan.

Atas komitmen Perseroan dalam melakukan pengawasan tambang, selama tahun 2025 terdapat penurunan jumlah penambangan ilegal sebesar 19,9%.

## MINE SECURITY AND SURVEILLANCE

The Company is committed to consistently maintaining security and conducting surveillance across all tin mining operational areas. This commitment is outlined in the Mine Security & Surveillance Standard Operating Procedure No. SOP/KAM/2024. The policy refers to the following regulations:

1. Presidential Decree of the Republic of Indonesia No. 63 of 2004 dated August 5, 2004, on the Security of National Vital Objects.
2. Decree of the Minister of Energy and Mineral Resources Number 77K/90/MEM/2019 on National Vital Objects in the Energy and Mineral Resources Sector, as amended several times, most recently by Decree of the Minister of Energy and Mineral Resources Number 202.K/HK.02/MEM.S/2021 on the Second Amendment to Decree of the Minister of Energy and Mineral Resources Number 77K/90/MEM/2019 on National Vital Objects in the Energy and Mineral Resources Sector.
3. zxRegulation of the Indonesian National Police Number 4 of 2020 on Community-Based Security.
4. The applicable Collective Labor Agreement (PKB) between PT TIMAH (Persero) Tbk and the Timah Employees Association (IKT).

The Company's efforts to ensure mine security and surveillance are implemented through the following measures:

1. Conducting routine regulation, guarding, escorting, and patrol activities (TURJAWALI) based on priority scale.
2. Providing persuasive appeals/warnings to prevent miners from conducting activities within PT TIMAH (Persero) Tbk's WIUP, accompanied by the issuance of written statements.
3. Taking action to halt operations and enforce legal measures against illegal mining activities operating within PT TIMAH (Persero) Tbk's WIUP.
4. Maintaining intensive coordination with external parties and Production Unit personnel.
5. Establishing operational security cooperation with external parties (TNI/Polri) in the form of Memorandums of Understanding, Technical Cooperation Guidelines, and Joint Agreements.
6. Conducting joint security operations within PT TIMAH (Persero) Tbk's WIUP together with TNI and Polri for the purpose of controlling illegal mining, enforcing the law, safeguarding mining operations, and providing escort and security services.

As a result of the Company's commitment to mine surveillance, the number of illegal mining activities decreased by 19.9% during 2025.



# PILAR 4: Masyarakat

PILLAR 4: Society




**Prinsip-Prinsip ICMM**
*Social Performance*
*Human Rights*
*Stakeholder Engagement*

**ICMM Principles:**
Social Performance
Human Rights
Stakeholder Engagement

## DAMPAK OPERASI TERHADAP MASYARAKAT SEKITAR [OJK F.23, GRI 413-1, 14.10.2, 413-2, 14.10.3, ICMM 9.1, ICMM 9.4]

Keberadaan Perseroan di tengah masyarakat tidak semata-mata menjalankan kegiatan operasional, tetapi juga berkomitmen untuk memberikan manfaat serta menciptakan dampak positif bagi masyarakat di sekitar wilayah operasional. Kehadiran Perseroan yang telah menjadi bagian dari masyarakat dalam jangka waktu yang panjang turut memberikan kontribusi positif, antara lain melalui penyerapan tenaga kerja lokal serta dukungan terhadap peningkatan perekonomian masyarakat. Dalam pelaksanaannya, Perseroan menjalin kolaborasi dengan berbagai pihak, termasuk pemerintah, lembaga masyarakat sipil, dan agensi pembangunan, guna mendukung pembangunan sosial dan ekonomi yang berkelanjutan. Salah satu program yang secara konsisten dilaksanakan oleh Perseroan adalah Program Pengembangan dan Pemberdayaan Masyarakat (PPM), yang bertujuan untuk meningkatkan kapasitas dan kemandirian masyarakat, baik secara individu maupun kelompok, sehingga mampu mencapai taraf kehidupan yang lebih baik. Di tahun 2025, Perseroan telah mengukur salah satu persentase masyarakat yang terlibat dalam menerima manfaat dalam aktivitas TJSL di Pulau Kundur yaitu sebesar 64,78% berasal dari kelompok rentan.

Pada tahun 2025, Perseroan melaksanakan sejumlah program PPM yang dampaknya telah dirasakan manfaat oleh masyarakat. Berikut Program PPM yang dilaksanakan di tahun 2025 dan dampak yang telah dirasakan manfaatnya.

## OPERATION IMPACTS ON SURROUNDING COMMUNITIES [OJK F.23, GRI 413-1, 14.10.2, 413-2, 14.10.3, ICMM 9.1, ICMM 9.4]

The Company's presence in the community is not solely focused on operational activities but also reflects a commitment to delivering benefits and creating positive impacts for the communities surrounding its operational areas. The Company's longstanding presence in the community has made a positive contribution, including the hiring of local workers and support for the growth of the local economy. In its implementation, the Company collaborates with various stakeholders, including governmental institutions, civil society organizations, and development agencies, to support sustainable social and economic development. One of the programs consistently implemented by The company is the Community Development and Empowerment Program (PPM), which aims to enhance the capacity and independence of communities, both individually and collectively, enabling them to achieve a better standard of living. In 2025, the Company measured the proportion of community members receiving benefits from its CSR activities on Kundur Island, with 64.78% of beneficiaries coming from vulnerable groups.

In 2025, the Company implemented a number of PPM programs whose impacts have been directly experienced by the community. The following outlines the PPM programs implemented in 2025 and the impacts that have been realized by beneficiaries.

## PROGRAM PEMUDA PEMUDI BERKARYA (PEPAYA)

Program ini merupakan komitmen perusahaan untuk mendukung masyarakat di sekitar wilayah operasionalnya dengan menggali potensi yang ada. Melalui Program PEPAYA, Perusahaan berinisiatif untuk pemberdayaan pemuda pemudi Desa Rias melalui pengolahan barang bekas menjadi produk bernilai guna dan ekonomis. Tahun 2025 Perusahaan mendukung Program PEPAYA dengan infrastruktur gallery tempat penjualan produk kerajinan kelompok.

## PROGRAM PEMUDA PEMUDI BERKARYA (PEPAYA)

This program represents the Company's commitment to supporting communities surrounding its operational areas by tapping into their existing potential. Through the PEPAYA Program, the Company initiated youth empowerment in Rias Village by transforming recycled materials into products with practical and economic value. In 2025, the Company supported the PEPAYA Program by providing gallery infrastructure to serve as a sales outlet for the group's handicraft products.

## PROGRAM BUDIDAYA JAGUNG

Perseroan menunjukkan komitmen mendukung pembangunan berkelanjutan di aspek kemandirian ekonomi melalui Program Budidaya Jagung di Kabupaten Belitung, Provinsi Kepulauan Bangka Belitung. Program ini melibatkan Kelompok Aik Jelutung dengan anggota sebanyak 8 (delapan) orang serta berkolaborasi dengan Dinas Pertanian dan Pemerintah desa setempat. Program ini sendiri berlokasi di Desa Badau, Kecamatan Badau, Kabupaten Belitung.

## CORN CULTIVATION PROGRAM

The Company demonstrates its commitment to supporting sustainable development, particularly in promoting economic self-reliance, through the Corn Cultivation Program in Belitung Regency, Bangka Belitung Islands Province. The program involves the Aik Jelutung Farmer Group, consisting of 8 (eight) members, and in collaboration with the Department of Agriculture and the Village Government. The program is located in Badau Village, Badau Subdistrict, Belitung Regency.

## PROGRAM BLUE RESILIENCE INITIATIVE ACTION (BERLIAN) PULAU KUNDUR

Program BERLIAN PULAU KUNDUR merupakan keberlanjutan dari Program BERLIAN, program ini memberdayakan berbagai kelompok rentan pesisir dalam upaya mitigasi dan adaptasi terhadap perubahan iklim di Desa Sawang Laut, Pulau Kundur, dengan penerima manfaat program sebesar 64,78% berasal dari kelompok rentan. Pemberdayaan dilakukan melalui berbagai kegiatan dari sub program seperti budidaya ikan kakap putih dengan metode silvovishery, pembibitan mangrove, budidaya sayuran dengan hidroponik, UMKM terasi dan sekolah sadar iklim. Dalam pelaksanaannya Perusahaan memberdayakan berbagai kelompok rentan; Kelompok Pembudidaya Ikan (POKDAKAN) Tuah Bersatu, Kelompok Lanjut Lestari UMKM terasi, Kelompok Lanjut Bestari budidaya tanaman hidroponik, dan anak-anak kelas 5 SD N 009 Sawang Laut. Pada tahun 2025 program di perluas dengan penambahan sup program yaitu budidaya ayam pedaging oleh kelompok Unggas Sejahtera dan program bank sampah yang dikelola oleh Kelompok Lanjut Berseri.

## BLUE RESILIENCE INITIATIVE ACTION (BERLIAN) KUNDUR ISLAND PROGRAM

The BERLIAN Kundur Island Program represents the continuation of the BERLIAN Program, which empowers various vulnerable coastal groups in efforts to mitigate and adapt to climate change in Sawang Laut Village, Kundur Island, where 64.78% of the program's beneficiaries come from vulnerable group. Empowerment initiatives are carried out through a range of activities under several subprograms, including white snapper aquaculture using the silvofishery method, mangrove seedling cultivation, hydroponic vegetable farming, shrimp paste MSME, and climate awareness education programs. In its implementation, the Company has empowered several vulnerable groups; the Tuah Bersatu Fish Farmer Group (POKDAKAN), the Lanjut Lestari shrimp paste MSME group, the Lanjut Bestari hydroponic farming group, and fifth-grade students of Public Elementary School 009 Sawang Laut. In 2025, the program was expanded with the addition of new subprograms, namely broiler chicken farming managed by the Unggas Sejahtera group and a waste bank program managed by the Lanjut Berseri group.

## OTO SIHAT (MOBIL SEHAT)

Program Oto Sihat hadir sebagai solusi untuk meningkatkan kesadaran masyarakat tentang pentingnya menjaga kesehatan tubuh melalui pemeriksaan kesehatan, program ini dijalankan dengan menggunakan sarana mini bus yang dimodifikasi sehingga bisa digunakan untuk memberikan pelayanan Kesehatan bagi masyarakat. Saat ini PT Timah (Persero) Tbk memiliki 3 armada, 1 berlokasi di Bangka, 1 berlokasi di Belitung, dan 1 berlokasi di Kundur. Melalui program ini masyarakat mendapatkan pemeriksaan dan pengobatan gratis. Diharapkan dengan ada nya program ini masyarakat lebih peduli terhadap kesehatan diri serta memahami bahwa menjaga tubuh tetap sehat akan berpengaruh pada produktivitas sehari-hari. Tahun 2025 perusahaan telah melakukan kegiatan OTO SIHAT sebanyak 56 kali yang tersebar di Bangka (33 kali kegiatan), di Belitung (14 kali kegiatan) dan di Kepulauan Riau (9 kegiatan) dengan penerima manfaat 7.114.

## OTO SIHAT (MOBIL SEHAT)

The Oto Sihat Program was introduced as a solution to increase public awareness of the importance of maintaining health through regular medical check-ups, this program is carried out using modified minibuses that have been adapted to provide healthcare services to the community. Currently, PT Timah (Persero) Tbk operates a fleet of three vehicles: one is located in Bangka, one in Belitung, and one in Kundur. Through this program, communities receive free health examinations and medical treatment. It is expected that the program will encourage greater awareness of personal health and help communities understand that maintaining good health contributes to daily productivity. In 2025, the Company conducted the OTO SIHAT Program 56 times held across Bangka (33 events), Belitung (14 events), and the Riau Islands (9 events) with 7,114 beneficiaries.

## PROGRAM PEMALI BOARDING SCHOOL

Pemali Boarding School (PBS) didirikan pada tahun 2000 dengan tujuan menerima peserta didik dari berbagai latar belakang ekonomi, baik yang mampu maupun kurang mampu, selama memiliki prestasi. Melalui program ini, Perseroan memberikan beasiswa penuh kepada masyarakat. Program ini diberikan kepada peserta didik kurang mampu dengan prestasi dari Provinsi Kepulauan Bangka Belitung, Kabupaten Karimun (Provinsi Kepulauan Riau), dan Kabupaten Meranti (Provinsi Riau). Dalam satu bulan, Perseroan melakukan survei pada 2 sampai 3 lokasi di Kabupaten tersebut. Alumni hingga 2025 mencapai 922 orang, dengan beragam profesi seperti guru, dokter, dosen, polisi, karyawan BUMN, dan swasta. Pada tahun 2025, terdapat 107 orang yang tinggal di asrama dan bersekolah di SMA Negeri 1 Pemali Kabupaten Bangka.

## PEMALI BOARDING SCHOOL PROGRAM

Pemali Boarding School (PBS) was established in 2000 to provide educational opportunities to students from diverse economic backgrounds, both financially capable and underprivileged, provided they demonstrate strong academic achievement. Through this program, the Company provides full scholarships to the public. This program is specifically intended for high-achieving students from low-income families in the Bangka Belitung Islands Province, Karimun Regency (Riau Islands Province), and Meranti Regency (Riau Province). Each month, the Company conducts surveys at two to three locations in the regency. As of 2025, the program has produced 922 alumni who have pursued various professions, including teachers, doctors, lecturers, police officers, employees of SOEs, and private-sector companies. In 2025, a total of 107 students resided in the dormitory and attended Public Senior High School 1 Pemali, Bangka Regency.

## PROGRAM MENTOK BERJAYA DAN BAHAGIA MELALUI INKLUSIVITAS, BERKELANJUTAN DAN SEJAHTERA (MENJAGA NUSANTARA)

Program MENJAGA NUSANTARA merupakan keberlanjutan dari Program BELA NUSANTARA, program ini memberdayakan berbagai kelompok rentan di Desa Air Putih, Desa Belo Laut, Kelurahan Tanjung, dan Kelurahan Sungai Baru, Kecamatan Mentok, Kabupaten Bangka Barat. Program ini bertujuan untuk meningkatkan kesejahteraan masyarakat melalui beberapa kegiatan pemberdayaan yang terintegrasi dengan prinsip *collaborative inclusive empowerment* berbasis pemanfaatan potensi sumber daya lokal dalam bentuk kegiatan budidaya tanaman buah dan sayur untuk ketahanan pangan di lahan eks tambang ilegal dan pemanfaatan lahan pekarangan untuk ketahanan pangan, penguatan UMKM pempek udang,

## MENTOK BERJAYA DAN BAHAGIA MELALUI INKLUSIVITAS, BERKELANJUTAN DAN SEJAHTERA (MENJAGA NUSANTARA) PROGRAM

The MENJAGA NUSANTARA Program represents the continuation of BELA NUSANTARA Program. It empowers various vulnerable groups in Air Putih Village, Belo Laut Village, Tanjung Subdistrict, and Sungai Baru Subdistrict, Mentok District, West Bangka Regency. This program aims to improve community welfare through a series of empowerment initiatives integrated under the principle of collaborative and inclusive empowerment, based on the utilization of local resource potential. The initiatives include crop cultivation for food security on former illegal mining land, utilization of household yards to support food security, strengthening shrimp-based

pemanfaatan limbah udang untuk sinbiotik, penanggulangan bencana berbasis pemberdayaan masyarakat, Sekolah Entrepreneur Difabel, serta pengelolaan sampah berbasis pemberdayaan masyarakat.
Program Menjaga Nusantara melibatkan beberapa kelompok rentan, antara lain :

- Kelompok Pengrajin Pempek Udang Wanita Tangguh, dengan jumlah anggota kelompok 10 orang.
- Kelompok Tani Tular Lestari, dengan jumlah anggota kelompok 14 orang.
- Kelompok Wanita Tani Perkasa, dengan jumlah anggota kelompok 10 orang.
- PKK Desa Air Putih, dengan jumlah kader 15 orang.
- Sekolah Entrepreneur Difabel, kelompok batik eco print sebanyak 7 orang.
- Kelompok Bank Sampah Tanjung Elok Bersahabat, dengan jumlah anggota 13 orang.

pempek MSMEs, utilization of shrimp waste to produce synbiotics, community-based disaster management, an Entrepreneurship School for Persons with Disabilities, and community-based waste management.
Menjaga Nusantara Program involves several vulnerable groups, including:

- The Tangguh Women's Shrimp Pempek Artisans Group, with 10 members.
- The Tular Lestari Farmers' Group, with 14 members.
- The Perkasa Women Farmers' Group, with 10 members.
- The Air Putih Village PKK, with 15 members.
- The School for Entrepreneurs with Disabilities, an eco-print batik group with 7 members.
- The Tanjung Elok Bersahabat Waste Bank Group, with 13 members.

## FISHING GROUND

Program Fishing Ground bertujuan untuk memberikan dampak yang berkelanjutan bagi masyarakat pesisir yang terdampak oleh kegiatan tambang. Pelaksanaan Program Fishing Ground dimulai di Pantai Rebo pada November 2020 dengan 101 rumpon, melibatkan kerjasama dengan nelayan, Dinas Kelautan dan Perikanan, serta dievaluasi oleh akademisi Universitas Bangka Belitung. Pada tahun 2025, program ini diperluas dengan penurunan 78 unit rumpon di Perairan Laut Matras, 100 unit di kawasan perairan Lingkungan Nelayan II, dan 5 unit rumpon kolaborasi bersama Dirlantas Polda Babel di perairan Laut Rebo Sungailiat.

## FISHING GROUND PROGRAM

The Fishing Ground Program aims to deliver sustainable benefits to coastal communities affected by mining activities. The implementation of the Fishing Ground Program began at Rebo Beach in November 2020 with the deployment of 101 fish aggregating devices, involving collaboration with local fishermen, the Marine and Fisheries Office, and evaluation by academics from Bangka Belitung University. In 2025, the program was expanded with the deployment of 78 FAD units in the Matras Sea, 100 units in the waters of the Fishermen Neighborhood II area, and 5 collaborative FAD units deployed in partnership with the Traffic Directorate of the Bangka Belitung Regional Police in the Rebo Sea, Sungailiat.

## CORAL GARDEN

Program Coral Garden untuk memberikan dampak yang berkelanjutan bagi masyarakat pesisir yang terdampak oleh kegiatan tambang. Pada tahun 2025, program ini diperluas dengan penurunan 15 unit coral garden di Pulau Putri dan 30 unit coral garden di perairan Laut Tuing.

## CORAL GARDEN

The Coral Garden Program is designed to deliver sustainable benefits to coastal communities affected by mining activities. In 2025, the program was expanded by deploying 15 coral garden units on Putri Island and 30 in Tuing coastal waters.

## PROGRAM BUDIDAYA BAWANG

Perseroan membantu Kelompok Tani (Poktan) dalam menciptakan kemandirian ekonomi di Kecamatan Gantung, kabupaten Belitung Timur. Tahun 2024 telah dilakukan pemberian bantuan bibit bawang dan kegiatan panen raya yang dihadiri oleh beberapa stakeholder. Para petani juga telah dibekali pelatihan terkait pengolahan lahan dan pembibitan bawang merah bersama Pusat Bawang Brebes. Tahun 2025 poktan melakukan diversifikasi tanaman dengan budidaya jagung, perseroan mensupport dengan pemberian bantuan mesin perontok jagung.

## SHALLOT CULTIVATION PROGRAM

The Company supports Farmer Groups (Poktan) in fostering economic self-reliance in Gantung District, East Belitung Regency. In 2024, assistance was provided in the form of shallot seedlings, followed by a mass harvest event attended by several stakeholders. Farmers were also equipped with training on land preparation and shallot seedling cultivation in collaboration with the Brebes Shallot Center. In 2025, the farmer group diversified its crops by cultivating corn, with the Company providing a corn threshing machine.

Sepanjang tahun 2025, pelaksanaan berbagai program tersebut tidak menimbulkan dampak negatif aktual maupun potensial yang signifikan bagi masyarakat setempat.

Throughout 2025, the implementation of these programs did not result in any significant actual or potential negative impacts on local communities.

## DAERAH YANG TERKENA DAMPAK KONFLIK DAN BERISIKO TINGGI [ICMM 4.2]

Identifikasi daerah konflik dilakukan dengan mengacu pada kriteria bahwa daerah konflik adalah wilayah yang tercatat mengalami sedikitnya 25 kematian terkait pertempuran (*battle-related deaths*) dalam satu tahun kalender (*calendar year*), berdasarkan sumber data dan pemantauan yang relevan, menurut Uppsala Conflict Data Program (Uppsala University, https://ucdp.uu.se/encyclopedia, diakses pada 24 November 2023).

Sepanjang tahun 2025 tidak terdapat lokasi operasional Perseroan yang berada di daerah yang terkena dampak konflik atau berisiko tinggi.

## KEBERPIHAKAN PADA PENDUDUK ASLI/ MASYARAKAT ADAT [GRI 411-1, 14.11.2, 14.11.3, 14.11.4, EM-MM-210B.1, EM-MM-210B.2, ICMM 3.2, ICMM 3.6, ICMM 3.7]

Perseroan menerapkan praktik penghormatan terhadap hak asasi manusia (HAM) yang merupakan tanggung jawab yang luas, tidak hanya terkait pemenuhan HAM bagi pemangku kepentingan internal, tetapi juga bagi masyarakat umum, terutama yang berada di sekitar lokasi tambang sebagaimana tertuang dalam Kebijakan Hak Asasi Manusia PT TIMAH Tbk yang disahkan oleh Direktur Utama pada 27 September 2022. Hal tersebut diwujudkan melalui komitmen kami untuk mematuhi segala norma dan regulasi yang berlaku dalam menjalankan seluruh rangkaian operasionalnya, mulai dari eksplorasi, penambangan bijih timah hingga penutupan tambang. Perseroan juga senantiasa menghormati budaya tradisional dan adat istiadat setempat, hak-hak masyarakat adat, termasuk hak atas tanah yang sah. Pada Bulan Mei tahun 2024, Perseroan dengan Perkumpulan Lembaga Adat Mapur telah melakukan penandatanganan Nota Kesepahaman Bersama (NKB) tentang Program Pelestarian Kebudayaan, tujuan dari NKB ini adalah untuk mensinergikan program program yang ada agar dapat berjalan dengan optimal.

Perseroan juga aktif melibatkan masyarakat adat dalam berbagai aspek, antara lain terkait proses penggantian lahan, pelestarian budaya adat setempat, penetapan lokasi relokasi hunian dan mata pencaharian, serta pelaksanaan program Tanggung Jawab Sosial dan Lingkungan (TJSL). Program pelibatan masyarakat lokal berada di bawah tanggung jawab Direktur Utama Perseroan. Salah satu kelompok masyarakat adat yang berada di dekat wilayah operasional Perseroan adalah suku Melayu-Orang Lom (Mapur) di lokasi operasional Belinyu (Bangka Utara). Dalam upaya mencapai pemahaman dan harmoni, Perseroan secara rutin melakukan komunikasi dengan masyarakat di wilayah operasional, khususnya mengenai kegiatan pembukaan tambang. Perseroan juga memiliki

## CONFLICT-AFFECTED AND HIGH-RISK AREAS [ICMM 4.2]

The identification of conflict-affected areas is based on the criterion that a conflict area is defined as a region recorded as experiencing at least 25 battle-related deaths within a single calendar year, based on relevant data sources and monitoring, according to the Uppsala Conflict Data Program (Uppsala University, https://ucdp.uu.se/encyclopedia, accessed November 24, 2023).

Throughout 2025, none of the Company's operational locations were situated in areas affected by conflict or classified as high-risk areas.

## SUPPORT FOR INDIGENOUS PEOPLES/ COMMUNITIES [GRI 411-1, 14.11.2, 14.11.3, 14.11.4, EM-MM-210B.1, EM-MM-210B.2, ICMM 3.2, ICMM 3.6, ICMM 3.7]

The Company implements practices that uphold respect for human rights (HR), which constitute a broad responsibility not only in fulfilling the human rights of internal stakeholders but also those of the general public, particularly communities located around mining sites, as stipulated in the Human Rights Policy of PT TIMAH Tbk approved by the President Director on September 27, 2022. This commitment is demonstrated through adherence to all applicable norms and regulations across the entire operational lifecycle, from exploration and tin ore mining to mine closure. The Company also consistently respects local traditional cultures and customs, as well as the rights of indigenous peoples, including legitimate land rights. In May 2024, the Company and the Mapur Customary Association signed a Memorandum of Understanding (MoU) on Cultural Preservation Programs. The purpose of this MoU is to synchronize existing programs to ensure their optimal implementation.

The Company also actively involves indigenous communities in various aspects, including land compensation processes, preservation of local cultural heritage, determination of relocation sites for housing and livelihoods, and the implementation of Corporate Social and Environmental Responsibility (CSR) programs. These programs are under the responsibility of the President Director of the Company. One of the indigenous community groups located near the Company's operational areas is the Malay-Orang Lom (Mapur) community in the Belinyu (North Bangka) operational area. In order to foster mutual understanding and harmony, the Company routinely communicates with communities in its operational areas, particularly regarding mine development activities.

prosedur operasional di area rawan konflik, yakni SOP Manajemen Konflik, yang mengatur kegiatan untuk meningkatkan sinergi dan harmonisasi dengan pemangku kepentingan. Sejalan dengan upaya tersebut, sepanjang tahun 2025 tidak terjadi konflik antara Perseroan dengan masyarakat lokal maupun masyarakat adat terkait operasional, pelestarian budaya lokal, maupun aspek lainnya termasuk hak-hak masyarakat adat, sehingga Perseroan tidak mengalami penundaan nonteknis dalam kegiatan operasional.

## KEGIATAN TANGGUNG JAWAB SOSIAL LINGKUNGAN (TJSL) [OJK F.25]

Perseroan berkomitmen untuk menjadi entitas yang bertanggung jawab secara sosial dan lingkungan, sejalan dengan prinsip keberlanjutan yang mendukung pertumbuhan Perseroan dan masyarakat secara harmonis. Melalui program Tanggung Jawab Sosial dan Lingkungan (TJSL), TIMAH terus mengintegrasikan nilai-nilai keberlanjutan dalam operasionalnya dengan berfokus pada pemberdayaan masyarakat, pelestarian lingkungan, dan penghormatan hak asasi manusia, dimana Timah senantiasa harmonis dengan masyarakat adat di sekitar wilayah operasional. Dalam pelaksanaan TJSL, TIMAH mengacu kepada Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor Per-1/MBU/03/2023 Tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara.

Dalam pelaksanaan program TJSL TIMAH yang selaras dengan TPB, TIMAH mengacu pada 4 (empat) pilar utama sesuai arahan Kementerian BUMN, yaitu:

1. Sosial, untuk tercapainya pemenuhan hak dasar manusia yang berkualitas secara adil dan setara untuk meningkatkan kesejahteraan bagi seluruh masyarakat;
2. Lingkungan, untuk pengelolaan sumberdaya alam dan lingkungan yang berkelanjutan sebagai penyangga seluruh kehidupan;
3. Ekonomi, untuk tercapainya pertumbuhan ekonomi berkualitas melalui keberlanjutan peluang kerja dan usaha, inovasi, industri inklusif, infrastruktur memadai, energi bersih yang terjangkau dan didukung kemitraan; serta
4. Hukum dan Tata Kelola, untuk terwujudnya kepastian hukum dan tata kelola yang efektif, transparan, akuntabel dan partisipatif untuk menciptakan stabilitas keamanan dan mencapai negara berdasarkan hukum.

Secara garis besar, ke 4 (empat) pilar utama tersebut, mencakup 17 Tujuan Pembangunan Berkelanjutan, yaitu (1) Tanpa Kemiskinan; (2) Tanpa Kelaparan; (3) Kehidupan Sehat dan Sejahtera; (4) Pendidikan Berkualitas; (5)

The Company also maintains operational procedures for conflict-prone areas, namely the Conflict Management SOP, which governs activities aimed at strengthening synergy and harmonization with stakeholders. In line with these efforts, throughout 2025, there were no conflicts between the Company and local communities or indigenous peoples related to operations, preservation of local culture, or other aspects, including indigenous peoples' rights, so that the Company does not experience any non-technical delays in its operations.

## CORPORATE SOCIAL AND ENVIRONMENTAL RESPONSIBILITY (CSR) ACTIVITIES [OJK F.25]

The Company is committed to becoming a socially and environmentally responsible entity, in line with sustainability principles that support the harmonious growth of both the Company and the community. Through its Corporate Social and Environmental Responsibility (CSR) programs, TIMAH continuously integrates sustainability values into its operations by focusing on community empowerment, environmental preservation, and respect for human rights, while maintaining harmonious relationships with indigenous communities surrounding its operational areas. In implementing CSR programs, TIMAH refers to the Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia Number Per-1/MBU/03/2023 on Special Assignments and Social and Environmental Responsibility Programs of State-Owned Enterprises.

In implementing TIMAH's CSR programs, which are aligned with the SDGs, the Company refers to 4 (four) main pillars in accordance with the direction of the Ministry of SOE, namely:

1. Social, to achieve the fair and equitable fulfillment of quality basic human rights to improve the welfare of all communities;
2. Environmental, to ensure sustainable management of natural resources and the environment as the foundation supporting all life;
3. Economic, to achieve quality economic growth through sustainable employment and business opportunities, innovation, inclusive industries, adequate infrastructure, affordable clean energy, and supported partnerships; and
4. Legal and Governance, to realize legal certainty and effective, transparent, accountable, and participatory governance, to create security, stability, and uphold the rule of law.

Generally, these four main pillars encompass the 17 Sustainable Development Goals (SDGs), namely (1) No Poverty; (2) Zero Hunger; (3) Good Health and Wellbeing; (4) Quality Education; (5) Gender Equality; (6) Clean Water

Kesetaraan Gender; (6) Air Bersih dan Sanitasi Layak; (7) Energi Bersih dan Terjangkau; (8) Pekerjaan Layak dan Pertumbuhan Ekonomi; (9) Industri, Inovasi dan Infrastruktur; (10) Berkurangnya Kesenjangan; (11) Kota dan Permukiman yang Berkelanjutan; (12) Konsumsi dan Produksi yang Bertanggung Jawab; (13) Penanganan Perubahan Iklim; (14) Ekosistem Lautan; (15) Ekosistem Daratan; (16) Perdamaian, Keadilan dan Kelembagaan yang Tangguh; (17) Kemitraan untuk Mencapai Tujuan.

and Sanitation; (7) Affordable and Clean Energy; (8) Decent Work and Economic Growth; (9) Industry, Innovation, and Infrastructure; (10) Reduced Inequality; (11) Sustainable Cities and Communities; (12) Responsible Consumption and Production; (13) Climate Action; (14) Life Below Water; (15) Life on Land; (16) Peace, Justice, and Strong Institutions; (17) Partnerships for the Goals.

Program TJSL Perseroan terbagi dalam dua program, yaitu pendanaan usaha mikro dan usaha kecil; dan/atau Program TJSL Bantuan dan/atau Kegiatan Lainnya (Non PUMK). Program pendanaan usaha mikro dan usaha kecil adalah program untuk meningkatkan kemampuan usaha mikro dan usaha kecil agar menjadi tangguh dan mandiri, sedangkan program Non PUMK, termasuk pembinaan adalah program yang dilakukan Perseroan untuk meningkatkan kualitas kehidupan masyarakat dan lingkungan yang sejalan dengan komitmen terhadap pembangunan berkelanjutan dengan memberikan manfaat pada ekonomi, sosial, lingkungan, serta hukum dan tata kelola. Terkait dengan realisasi penyaluran dana program PUMK telah disampaikan pada Laporan TJSL PT TIMAH (Persero) Tbk.

TIMAH's CSR programs are divided into two categories, namely financing for micro and small enterprises; and/or CSR Assistance Programs and/or Other Activities (Non-PUMK). The micro and small enterprise financing Program is designed to enhance the capacity of micro and small enterprises to become resilient and self-reliant, while the Non-PUMK Program, including community development initiatives, represents programs implemented by TIMAH to improve the quality of life of communities and the environment in line with its commitment to sustainable development, by delivering benefits across economic, social, environmental, as well as legal and governance aspects. Information regarding the disbursement of funds for the PUMK program has been included in the TJSL Report of PT TIMAH (Persero) Tbk.

Pemantauan dan evaluasi atas penerapan program-program kemasyarakatan dilakukan oleh Divisi CSR. Setiap triwulan dalam setahun, Perseroan melaporkan realisasi program TJSL, PUMK, PPM kepada pemerintah yaitu Kementerian BUMN dan Kementerian ESDM. Perseroan juga melaporkan seluruh kegiatan dan anggaran yang terkait dengan TJSL di RUPS yang diselenggarakan setahun sekali.

Monitoring and evaluation of the implementation of community programs are conducted by the CSR Division. Each quarter, the Company reports the realization of CSR, PUMK, and PPM programs to the Government, namely the Ministry of SOE and the Ministry of EMR. The Company also reports all activities and budgets related to CSR at the GMS, which is held once a year.

Realisasi Pelaksanaan Program TJSL BUMN Tahun 2025 sebesar Rp35.744.273.764.

The realization of the SOE's CSR Program in 2025 amounted to Rp35,744,273,764.

**Tabel Biaya Program Tanggung Jawab Sosial**
Table of Corporate Social Responsibility Program Expenditures

(dalam Miliar Rupiah) (in billion Rupiah)

| Keterangan<br>Description | 2025 | | 2024 | | 2023 | |
|---|---|---|---|---|---|---|
| | **Target**<br>Target | **Realisasi**<br>Realization | **Target**<br>Target | **Realisasi**<br>Realization | **Target**<br>Target | **Realisasi**<br>Realization |
| Biaya Program Tanggung Jawab Sosial<br>Corporate Social Responsibility Program Expenditures | 33,2 | 35,7 | 37,5 | 36,5 | 26,5 | 31,8 |

## Tabel Kegiatan TJSL dan Tujuan Pembangunan Berkelanjutan
Table of CSR Activities and Sustainable Development Goals

| Jenis Kegiatan TJSL<br>Type of CSR Activity | Tujuan Pembangunan Berkelanjutan<br>Sustainable Development Goals | Penjelasan<br>Description | Capaian<br>Achievement |
|---|---|---|---|
| **PROGRAM TANGGUNG JAWAB SOSIAL DAN LINGKUNGAN**<br>CORPORATE SOCIAL AND ENVIRONMENTAL RESPONSIBILITY PROGRAMS | | | |
| Oto Sihat | TPB 3- Kehidupan Sehat dan Sejahtera<br>SDG 3: Good Health and Well-Being | Kondisi geografis beberapa desa yang terdapat di sekitar wilayah operasional cukup jauh dari layanan kesehatan pemerintah, hal ini menjadi kendala klasik bagi pelayanan kesehatan warga yang sakit. Program Oto Sihat merupakan program layanan kesehatan keliling (Berupa Mobil Bus) Mobil Sehat PT TIMAH (Persero) Tbk untuk menjawab permasalahan yang ada melalui pelayanan kesehatan yang dilaksanakan terpadu dan diberikan secara cuma-cuma bagi masyarakat lingkar tambang.<br>The geographic conditions of several villages located around the Company's operational areas are relatively far from government health service facilities, which has become a longstanding challenge in providing healthcare services to residents in need. The Oto Sihat Program is a mobile healthcare service (in the form of a Bus-based Health Clinic) operated by PT TIMAH (Persero) Tbk to address these challenges by providing integrated healthcare services free of charge to communities surrounding mining areas. | 7.114 masyarakat yang menerima sosialisasi kesehatan dan pelayanan kesehatan gratis.<br>Dana yang terealisasi adalah Rp1.231.211.263<br>A total of 7,114 community members received health education and free medical services.<br>Realized funds amounted to Rp1,231,211,263. |
| Program Merik Sembako<br>Merik Sembako Program | TPB 1- Tanpa Kemiskinan<br>SDG 1: No Poverty | Merik sembako adalah salah satu wujud nyata dari aksi kemanusiaan yang memegang peranan krusial dalam membantu masyarakat, khususnya mereka yang berada di bawah garis kemiskinan atau sedang menghadapi kesulitan ekonomi. Melalui program ini, Perusahaan berkomitmen untuk menunjukkan tanggung jawab sosialnya dan berkontribusi secara nyata terhadap kesejahteraan masyarakat di sekitarnya. Program ini tidak hanya sebatas pemberian bantuan, tetapi juga diharapkan dapat memperkuat ikatan antara perusahaan dengan masyarakat.<br>The Merik Sembako is one tangible manifestation of humanitarian action that plays a crucial role in assisting communities, particularly those living below the poverty line or facing economic hardship. Through this program, the Company demonstrates its social responsibility and makes a meaningful contribution to the well-being of surrounding communities. The program goes beyond providing assistance, as it is also expected to strengthen the relationship between the Company and the community. | Tahun 2025 sebanyak 10.366 orang penerima manfaat telah terimbas dampak program.<br>Dana yang terealisasi adalah Rp1.093.295.332.<br>In 2025, a total of 10,366 beneficiaries were positively impacted by the program.<br>Realized funds amounted to Rp1,093,295,332. |

## Tabel Kegiatan TJSL dan Tujuan Pembangunan Berkelanjutan
Table of CSR Activities and Sustainable Development Goals

| **Jenis Kegiatan TJSL** Type of CSR Activity | **Tujuan Pembangunan Berkelanjutan** Sustainable Development Goals | **Penjelasan** Description | **Capaian** Achievement |
|---|---|---|---|
| Program Sapi Kurban<br>Qurban Cattle Donation Program | TPB 1- Tanpa Kemiskinan<br>SDG 1: No Poverty | Program ini sebagai bentuk kepedulian terhadap sesama, serta untuk mempererat hubungan dengan masyarakat sekitar perusahaan, khususnya pada saat perayaan Hari Raya Idul Adha. Melalui program ini, PT TIMAH (Persero) Tbk tidak hanya memberikan bantuan daging kurban kepada masyarakat yang membutuhkan, tetapi juga memberikan manfaat yang lebih luas bagi kesejahteraan sosial dan memperkuat ikatan kekeluargaan antara perusahaan dengan masyarakat. Kegiatan ini menjadi wujud nyata dari kepedulian perusahaan terhadap masyarakat, serta merupakan wujud implementasi tanggung jawab sosial yang bersifat positif dan berkelanjutan.<br>This program is also implemented as a form of social care and to strengthen relationships with surrounding communities, particularly during the celebration of Eid al-Adha. Through this program, PT TIMAH (Persero) Tbk not only distributes sacrificial meat to communities in need but also delivers broader social benefits by strengthening solidarity and fostering closer ties between the Company and the community. This activity represents a concrete expression of the Company's commitment to social responsibility positively and sustainably. | Tahun 2025 total distribusi hewan qurban sebanyak 209 hewan kurban (206 sapi dan 3 kambing).<br><br>Dana yang terealisasi adalah Rp5.173.500.000<br><br>In 2025, the total distribution of sacrificial animals amounted to 209 animals (206 cattle and 3 goats).<br><br>Realized funds amounted to Rp5,173,500,000. |
| Program Mudik<br>Homecoming Support Program | TPB 11- Kota dan Pemukiman Yang Berkelanjutan<br>SDG 11: Sustainable Cities and Communities | Program mudik bersama merupakan program yang diinisiasi oleh Kementrian BUMN dan Kementrian ESDM. Program ini hadir untuk membantu masyarakat yang ingin pulang kampung dengan aman dan nyaman selama Hari Raya Idul Fitri. Program ini menyediakan fasilitas perjalanan gratis, sehingga masyarakat dapat merayakan lebaran bersama keluarga di kampung halaman.<br>The Homecoming Program is an initiative introduced by the Ministry of SOE and the Ministry of EMR. The program aims to assist community members who wish to return to their hometowns safely and comfortably during the Eid al-Fitr holiday period. This program provides free transportation facilities, enabling people to celebrate the holiday with their families in their hometowns. | Tahun 2025 total peserta mudik gratis sebanyak 700 orang.<br><br>Dana yang terealisasi adalah Rp1.067.540.361<br><br>In 2025, the total number of participants in the free homecoming program reached 700 individuals.<br><br>Realized funds amounted to Rp1,067,540,361. |
| Program Jaminan Sosial Kelompok Rentan<br>Social Protection Program for Vulnerable Groups | TPB 1- Tanpa Kemiskinan<br>SDG 1: No Poverty | Sejak tahun 2022, perseroan memberikan Jaminan Sosial berupa BPJS Ketenagakerjaan dalam upaya Perseroan menjaga harmonisasi dengan stakeholder terutama dengan nelayan dan kaum rentan.<br>Since 2022, the Company has provided social security coverage through BPJS Employment as part of its efforts to maintain harmonious relationships with stakeholders, particularly fishermen and vulnerable groups. | Tahun 2025 sebanyak 211 nelayan dan kaum rentan di wilayah operasional perseroan yang mendapat jaminan sosial ketenagakerjaan.<br><br>Dana yang terealisasi adalah Rp24.393.600<br><br>In 2025, a total of 211 fishermen and vulnerable community members within the Company's operational areas received employment social security coverage.<br><br>Realized funds amounted to Rp24,393,600. |

## Tabel Kegiatan TJSL dan Tujuan Pembangunan Berkelanjutan
Table of CSR Activities and Sustainable Development Goals

| Jenis Kegiatan TJSL<br>Type of CSR Activity | Tujuan Pembangunan Berkelanjutan<br>Sustainable Development Goals | Penjelasan<br>Description | Capaian<br>Achievement |
|---|---|---|---|
| **PPM (Program Pengembangan dan Pemberdayaan Masyarakat)**<br>PPM (Community Development and Empowerment Program) | | | |
| Program Pemali Boarding School-Pendidikan<br>Pemali Boarding School Education Program | TPB 4- Pendidikan Berkualitas<br>SDG 4: Quality Education | Pemali Boarding School (PBS) didirikan pada tahun 2000 dengan tujuan menerima peserta didik dari berbagai latar belakang ekonomi, baik yang mampu maupun kurang mampu, selama memiliki prestasi. Sejak 2017, PT TIMAH (Persero) Tbk mengubah konsep penerimaan, memberi prioritas kepada peserta didik kurang mampu dengan prestasi dari Provinsi Kepulauan Bangka Belitung, Kabupaten Karimun (Provinsi Kepulauan Riau), dan Kabupaten Meranti (Provinsi Riau).<br>Pemali Boarding School (PBS) was established in 2000 with the objective of providing educational opportunities to students from diverse economic backgrounds, both financially capable and underprivileged, provided they demonstrate academic achievement. Since 2017, PT TIMAH (Persero) Tbk has revised its admission policy to prioritize high-achieving students from low-income families in the Bangka Belitung Islands Province, Karimun Regency (Riau Islands Province), and Meranti Regency (Riau Province). | Alumni hingga 2025 mencapai 922 orang, dengan beragam profesi seperti guru, dokter, dosen, polisi, karyawan BUMN, dan swasta. Saat ini, terdapat 107 orang yang tinggal di asrama dan bersekolah di SMA Negeri 1 Pemali Kabupaten Bangka.<br>Dana yang terealisasi adalah Rp3.648.133.810<br>As of 2025, the total number of alumni reached 922 individuals, representing diverse professions such as teachers, doctors, lecturers, police officers, employees of state-owned enterprises, and private-sector employees.<br>Currently, 107 students reside in the dormitory and attend Public Senior High School (SMA Negeri) 1 Pemali, Bangka Regency.<br>Realized funds amounted to Rp3,648,133,810. |



## Tabel Kegiatan TJSL dan Tujuan Pembangunan Berkelanjutan
Table of CSR Activities and Sustainable Development Goals

| **Jenis Kegiatan TJSL**<br>Type of CSR Activity | **Tujuan Pembangunan Berkelanjutan**<br>Sustainable Development Goals | **Penjelasan**<br>Description | **Capaian**<br>Achievement |
|---|---|---|---|
| Program Literasi Guru-Pendidikan<br>Teacher Literacy Program | TPB 4- Pendidikan Berkualitas<br>SDG 4: Quality Education | Program Literasi Guru merupakan wujud komitmen PT TIMAH (Persero) Tbk dalam mendukung pendidikan di sekitar wilayah operasional terutama dalam meningkatkan kompetensi guru dalam hal ini menulis karya. Meningkatkan Kompetensi Guru merupakan sebagai salah satu cara untuk memenuhi standar kompetensi guru sesuai dengan tuntutan profesi dan perkembangan ilmu pengetahuan, teknologi, dan seni. Meningkatkan Kompetensi Guru menjadi bagian penting yang harus selalu dilakukan secara terus menerus atau berkelanjutan untuk menjaga profesionalitas guru. Dari kegiatan ini diharapkan akan berdampak pada peningkatan kinerja guru dalam proses belajar mengajar di kelas dan dapat menginspirasi peserta didik menjadi subjek pembelajar mandiri yang bertanggungjawab, kreatif, dan inovatif sehingga berdampak pada peningkatan kualitas SDM. Pelaksanaan program peningkatan kompetensi guru akan berdampak pada peran PT TIMAH (Persero) Tbk dalam upaya peningkatan kualitas SDM disekitar lingkar tambang sehingga mendorong peningkatan kapasitas masyarakat sekitar tambang, baik secara individual maupun kolektif agar tingkat kehidupan masyarakat sekitar tambang menjadi lebih baik, mandiri dan berkelanjutan.<br>The Teacher Literacy Program represents PT TIMAH (Persero) Tbk's commitment to supporting education in communities surrounding its operational areas, particularly by improving teachers' writing competencies and professional development. Enhancing teacher competency is one way to meet professional standards in line with developments in science, technology, and the arts. Enhancing teacher competency is an essential effort that must be carried out continuously and sustainably to maintain teacher professionalism. This initiative is expected to improve teacher performance in the teaching and learning process in the classroom and inspire students to become independent learners who are responsible, creative, and innovative, thereby contributing to the improvement of HC quality. The implementation of teacher competency development programs will also strengthen PT TIMAH (Persero) Tbk's role in efforts to enhance the quality of HC within mining ring communities, thereby encouraging the capacity development of surrounding communities, both individually and collectively, thereby the standard of living of communities around the mining areas becomes more improved, self-reliant, and sustainable. | Tahun 2025 sebanyak 90 guru tingkat SD, SMP, SMA, SMK sebagai penerima manfaat.<br><br>Dana yang terealisasi adalah Rp107.030.000<br><br>In 2025, a total of 90 teachers across elementary, junior high, senior high, and vocational schools benefited from the program.<br>Realized funds amounted to Rp107,030,000. |

## Tabel Kegiatan TJSL dan Tujuan Pembangunan Berkelanjutan
Table of CSR Activities and Sustainable Development Goals

| **Jenis Kegiatan TJSL** Type of CSR Activity | **Tujuan Pembangunan Berkelanjutan** Sustainable Development Goals | **Penjelasan** Description | **Capaian** Achievement |
|---|---|---|---|
| Program Pendidikan Disabilitas-Pendidikan Disability Education Program | TPB 4- Pendidikan Berkualitas<br>SDG 4: Quality Education | Program ini bertujuan untuk meningkatkan keterampilan, pengetahuan, dan sikap positif terhadap penyandang disabilitas, baik bagi individu dengan disabilitas itu sendiri maupun bagi masyarakat umum, termasuk para pendidik, orang tua, dan tenaga profesional lainnya. Program ini dapat mencakup beberapa aspek, mulai dari pelatihan keterampilan praktis hingga peningkatan kesadaran sosial<br>This program also aims to improve skills, knowledge, and positive attitudes toward persons with disabilities, both among individuals with disabilities themselves and within the broader community, including educators, parents, and other professionals. The program may include various components, ranging from practical skills training to increased social awareness. | Tahun 2025 dilaksanakan 3 (tiga) kegiatan untuk Program Pendidikan Disabilitas; 2 (dua) kegiatan workshop dengan jumlah peserta sebanyak 167 orang yang terdiri dari guru Anak Berkebutuhan Khusus (ABK) dan orang tua ABK, serta 1 (satu) kegiatan pelatihan untuk ABK, pelatihan membatik eco print yang diikuti 10 ABK dan 12 guru ABK.<br><br>Dana yang terealisasi adalah Rp95.455.650<br><br>In 2025, 3 (three) activities were conducted under the Disability Education Program; 2 (two) workshops attended by a total of 167 participants, including teachers of children with special needs (ABK) and their parents, as well as 1 (one) training session for ABK children, namely an eco-print batik training program, which was attended by 10 children with special needs and 12 special education teachers.<br><br>Realized funds amounted to Rp95,455,650. |
| Program Gernas Tastaka Gernas Tastaka Program | TPB 4- Pendidikan Berkualitas | Program Gernas Tastaka merupakan wujud komitmen PT TIMAH (Persero) Tbk dalam mendukung peningkatan mutu pendidikan dasar di sekitar wilayah operasional terutama dalam bidang matematika. Bekerjasama dengan Penggerak Indonesia Cerdas dan Dinas Pendidikan, PT TIMAH (Persero) Tbk memberikan pelatihan dan pendampingan kepada guru guru setingkat SD di Kabupaten Belitung Timur terkait metode pengajaran matematika.<br>The Gernas Tastaka Program represents PT TIMAH (Persero) Tbk's commitment to improving the quality of basic education in communities surrounding its operational areas, particularly in mathematics. In collaboration with Penggerak Indonesia Cerdas and the local Education Office, the Company provides training and mentoring to elementary school teachers in East Belitung Regency on effective mathematics teaching methods. | Tahun 2025 sebanyak 80 guru SD sebagai penerima manfaat.<br><br>Dana yang terealisasi adalah Rp150.000.000<br><br>In 2025, a total of 80 elementary school teachers benefited from the program.<br><br>Realized funds amounted to Rp150,000,000. |

## Tabel Kegiatan TJSL dan Tujuan Pembangunan Berkelanjutan
Table of CSR Activities and Sustainable Development Goals

| **Jenis Kegiatan TJSL**<br>Type of CSR Activity | **Tujuan Pembangunan Berkelanjutan**<br>Sustainable Development Goals | **Penjelasan**<br>Description | **Capaian**<br>Achievement |
|---|---|---|---|
| Program Fishing Ground<br>Fishing Ground Development Program | TPB 14- Ekosistem Lautan<br>SDG 14: Life Below Water | Sebagai salah satu program PPM PT TIMAH (Persero) Tbk pada aspek lingkungan yang bertujuan untuk menjaga ekosistem alam, menjaga dan melestarikan serta memperkaya keanekaragaman hayati. Program Fishing Ground memberikan dampak yang berkelanjutan bagi masyarakat pesisir yang terdampak oleh kegiatan tambang.<br>As part of PT TIMAH (Persero) Tbk's PPM in the environmental aspect, the initiative aims to protect natural ecosystems, preserve, and enrich biodiversity. The Fishing Ground Program provides sustainable benefits for coastal communities affected by mining activities. | Pada tahun 2025, program ini diperluas dengan penurunan 183 unit rumpon; 78 unit di Perairan Laut Matras, 100 unit di Kawasan Perairan Lingkungan Nelayan II Sungai liat, dan 5 unit rumpon di Perairan Laut Rebo kolaborasi bersama Dirlantas Polda Babel dan Yayasan Sayang Babel Kite.<br><br>Dana yang terealisasi adalah Rp84.952.000<br><br>In 2025, the program was expanded through the deployment of 183 fish aggregating devices; 78 units in Matras coastal waters, 100 units in the Fishermen's Area II waters of Sungailiat, and 5 units in Rebo coastal waters, implemented in collaboration with the Traffic Directorate of the Bangka Belitung Regional Police and the Sayang Babel Kite Foundation.<br><br>Realized funds amounted to Rp84,952,000. |
| Program Coral Garden<br>Coral Garden Program | TPB 14- Ekosistem Lautan<br>SDG 14: Life Below Water | Program berkelanjutan untuk menjaga ekosistem laut, khususnya terumbu karang yang memberikan dampak untuk mendorong sektor perikanan dan sektor pariwisata di kawasan tertentu<br>An ongoing program aimed at preserving marine ecosystems, particularly coral reefs, which contributes to supporting the fisheries and tourism sectors in specific regions. | Pada tahun 2025, program ini diperluas dengan penurunan 45 unit coral garden; 15 unit di Pulau Putri dan 30 unit coral garden di Perairan Laut Tuing.<br><br>Dana yang terealisasi adalah Rp82.165.000<br><br>In 2025, the program was expanded through the installation of 45 coral garden units; 15 units on Putri Island and 30 units in Tuing coastal waters.<br><br>Realized funds amounted to Rp82,165,000. |

## Tabel Kegiatan TJSL dan Tujuan Pembangunan Berkelanjutan
Table of CSR Activities and Sustainable Development Goals

| Jenis Kegiatan TJSL<br>Type of CSR Activity | Tujuan Pembangunan Berkelanjutan<br>Sustainable Development Goals | Penjelasan<br>Description | Capaian<br>Achievement |
|---|---|---|---|
| Program Penanaman Mangrove<br>Mangrove Planting Program | TPB 13- Penanganan Perubahan Iklim<br>SDG 13: Climate Action | Mendukung program berkelanjutan pada aspek lingkungan untuk menjaga ekosistem alam dengan target Indonesia untuk mencapai *Net Zero Emissions* Tahun 2060. Penanaman mangrove dilakukan sebagai upaya PT TIMAH (Persero) Tbk melestarikan lingkungan, mangrove berfungsi sebagai penghalang alami terhadap abrasi dan banjir, melindungi garis pantai dari erosi dan membantu mengurangi dampak bencana alam, menyerap dan menyimpan banyak karbon dioksida dari atmosfer, sehingga memiliki peran penting dalam penyimpanan karbon global, mangrove juga dapat menyerap polutan dari air laut, seperti logam berat dan bahan kimia lainnya, sehingga membantu menjaga kualitas air laut. Dalam penanaman mangrove perseroan melibatkan masyarakat dan stakeholder.<br>Supporting sustainable programs in the environmental aspect to protect natural ecosystems aligns with Indonesia's target of achieving Net Zero Emissions by 2060. Mangrove planting is carried out as part of PT TIMAH (Persero) Tbk's efforts to preserve the environment. Mangroves function as natural barriers against coastal abrasion and flooding, protecting shorelines from erosion and helping to mitigate the impacts of natural disasters. They also absorb and store significant amounts of carbon dioxide from the atmosphere, thereby playing an important role in global carbon sequestration. In addition, mangroves can absorb pollutants from seawater, such as heavy metals and other chemicals, thereby helping to maintain seawater quality. In implementing mangrove planting activities, the Company involves local communities and stakeholders. | 36.100 bibit mangrove yang di tanam selama tahun 2025 di seluruh wilayah operasional Perusahaan.<br><br>Dana yang terealisasi adalah Rp367.100.000<br><br>A total of 36,100 mangrove seedlings were planted throughout the Company's operational areas during 2025.<br><br>Realized funds amounted to Rp367,100,000. |
| Program Atraktor Cumi<br>Squid Attractor Program | TPB 14- Ekosistem Laut<br>SDG 14: Life Below Water | Program Atraktor Cumi merupakan program pada aspek tingkat pendapatan riil atau pekerjaan yang selain bertujuan untuk meningkatkan pendapatan masyarakat juga menjaga kelestarian cumi-cumi. Atraktor cumi dirancang untuk menarik cumi cumi agar meletakan telurnya, sehingga dapat mendukung proses reproduksi dan meningkatkan populasi cumi-cumi<br>The Squid Attractor Program is designed to support real income and employment aspects. Beyond increasing community income, the program also contributes to squid conservation. Squid attractors are designed to lure squid into laying their eggs, thereby supporting reproduction and increasing squid populations. | Pada tahun 2025 penurunan 36 unit atraktor cumi di Perairan Buku Limau Belitung.<br><br>Dana yang terealisasi adalah Rp58.649.200<br><br>In 2025, 36 squid attractor units were deployed in the waters of Buku Limau, Belitung.<br><br>Realized funds amounted to Rp58,649,200. |

## Tabel Kegiatan TJSL dan Tujuan Pembangunan Berkelanjutan
Table of CSR Activities and Sustainable Development Goals

| **Jenis Kegiatan TJSL** Type of CSR Activity | **Tujuan Pembangunan Berkelanjutan** Sustainable Development Goals | **Penjelasan** Description | **Capaian** Achievement |
|---|---|---|---|
| Program Seribu Pohon untuk Negeri<br>One Thousand Trees for the Nation Program | TPB 15- Ekosistem Daratan<br>SDG 15: Life on Land | Program ini diselenggarakan sebagai bentuk kepedulian terhadap pelestarian alam dan mitigasi perubahan iklim. Tujuan program untuk meningkatkan kesehatan lingkungan dengan menyediakan bibit pohon sekaligus penanaman pohon yang dapat berperan besar dalam menciptakan lingkungan yang lebih hijau, bersih, dan berkelanjutan.<br>This program is organized to address concerns about nature conservation and climate change mitigation. Its objective is to improve environmental health by providing tree seedlings and carrying out tree planting, which play a major role in creating a greener, cleaner, and more sustainable environment. | 1.400 bibit pohon yang di tanam selama tahun 2025.<br><br>Dana yang terealisasi adalah Rp82.000.000<br><br>A total of 1,400 tree seedlings were planted in 2025.<br><br>Realized funds amounted to Rp82,000,000. |
| Program Budidaya Bawang<br>Shallot Cultivation Program | TPB 8- Pekerjaan Layak dan Pertumbuhan Ekonomi<br>SDG 8: Decent Work and Economic Growth | Program pemberdayaan masyarakat pada sektor pertanian, Perseroan membantu Kelompok Tani (Poktan) Bina Tani dalam menciptakan kemandirian ekonomi di Kecamatan Gantung, kabupaten Belitung Timur. Tahun 2024 telah dilakukan pemberian bantuan bibit bawang dan kegiatan panen raya yang dihadiri oleh beberapa stakeholder. Para petani juga telah dibekali pelatihan terkait pengolahan lahan dan pembibitan bawang merah bersama Pusat Bawang Brebes. Tahun 2025 poktan melakukan diversifikasi tanaman dengan budidaya jagung, untuk memperkuat ketahanan pangan di Kecamatan Gantung. Perseroan mensupport dengan pemberian bantuan mesin perontok jagung<br>Through its community empowerment program in the agricultural sector, the Company has supported the Bina Tani Farmer Group (Poktan) in fostering economic self-reliance in Gantung District, East Belitung Regency. In 2024, the Company provided assistance in the form of shallot seedlings and supported a harvest festival attended by several stakeholders. Farmers were also equipped with training on land cultivation and shallot seedling development in collaboration with the Brebes Shallot Center. In 2025, the farmer group diversified its crops by cultivating corn to strengthen food security in Gantung District. The Company supported this initiative by providing a corn threshing machine. | Pada tahun 2025 poktan Bina Tani berhasil panen bawang merah 2 ton dan jagung 5 ton. Nilai SROI Program Budidaya Bawang sebesar 1,45.<br><br>Dana yang terealisasi adalah Rp38.817.100<br><br>In 2025, the Bina Tani farmer group successfully harvested 2 tons of shallots and 5 tons of corn. The SROI value of the Shallot Cultivation Program was 1.45.<br><br>Realized funds amounted to Rp38,817,100. |
| Program Pepaya<br>PEPAYA Program | TPB 8- Pekerjaan Layak dan Pertumbuhan Ekonomi<br>SDG 8: Decent Work and Economic Growth | Program PEPAYA (Pemuda Pemudi Berkarya) merupakan pemberdayaan pemuda pemudi Desa Rias melalui pengolahan barang bekas menjadi produk bernilai guna dan ekonomis. Tahun 2025 Perusahaan mendukung Program PEPAYA dengan infrastruktur gallery tempat penjualan produk kerajinan kelompok<br>The PEPAYA Program (Pemuda Pemudi Berkarya) empowers the youth of Rias Village by transforming used materials into useful and economically valuable products. In 2025, the Company supported the PEPAYA Program by providing infrastructure for a gallery to sell the group's handicraft products. | Adanya sentra penjualan kerajinan hasil karya dari pemuda pemudi Desa Rias.<br><br>Dana yang terealisasi adalah Rp35.000.0000<br><br>A handicraft sales center was established to market products created by youth in Rias Village.<br><br>Realized funds amounted to Rp35,000,000. |

## Tabel Kegiatan TJSL dan Tujuan Pembangunan Berkelanjutan
Table of CSR Activities and Sustainable Development Goals

| Jenis Kegiatan TJSL<br>Type of CSR Activity | Tujuan Pembangunan Berkelanjutan<br>Sustainable Development Goals | Penjelasan<br>Description | Capaian<br>Achievement |
|---|---|---|---|
| Program Budidaya Jagung<br>Corn Cultivation Program | TPB 8- Pekerjaan Layak dan Pertumbuhan Ekonomi<br>SDG 8: Decent Work and Economic Growth | Perseroan menunjukkan komitmen mendukung pembangunan berkelanjutan di aspek kemandirian ekonomi melalui Program Budidaya Jagung di Kabupaten Belitung, Provinsi Kepulauan Bangka Belitung. Program ini melibatkan Kelompok Aik Jelutung dengan anggota sebanyak 8 (delapan) orang serta berkolaborasi dengan Dinas Pertanian dan Pemerintah desa setempat.<br>The Company demonstrated its commitment to supporting sustainable development in the aspect of economic independence through the Corn Cultivation Program in Belitung Regency, Bangka Belitung Islands Province. This program involved the Aik Jelutung Group, consisting of 8 (eight) members, and was carried out in collaboration with the Department of Agriculture and the local village government. | Pada tahun 2025 Poktan Aik Jelutung berhasil mengelola lahan bekas ex tambang untuk dijadikan lahan budidaya jagung, ditargetkan diawal tahun 2026 akan panen.<br><br>Dana yang terealisasi adalah Rp24.490.000<br><br>In 2025, the Aik Jelutung farmer group successfully managed former mining land and converted it into corn cultivation land, with harvesting targeted for early 2026.<br><br>Realized funds amounted to Rp24,490,000. |
| Program Berlian Pulau Kundur<br>Berlian Pulau Kundur Program | TPB 8- Pekerjaan Layak dan Pertumbuhan Ekonomi<br>SDG 8: Decent Work and Economic Growth | Program BERLIAN PULAU KUNDUR merupakan keberlanjutan dari Program BERLIAN, program ini memberdayakan berbagai kelompok rentan pesisir dalam upaya mitigasi dan adaptasi terhadap perubahan iklim di Desa Sawang Laut, Pulau Kundur. Pemberdayaan dilakukan melalui berbagai kegiatan dari sub program seperti budidaya ikan kakap putih dengan metode silvovishery, pembibitan mangrove, budidaya sayuran dengan hidroponik, UMKM terasi dan sekolah sadar iklim. Dalam pelaksanaannya Perusahaan memberdayakan berbagai kelompok rentan; Kelompok Pembudidaya Ikan (POKDAKAN) Tuah Bersatu, Kelompok Lanjut Lestari UMKM terasi, Kelompok Lanjut Bestari budidaya tanaman hidroponik, dan anak-anak kelas 5 SD N 009 Sawang Laut. Pada tahun 2025 program di perluas dengan penambahan sup program yaitu budidaya ayam pedaging oleh kelompok Unggas Sejahtera dan program bank sampah yang dikelola oleh Kelompok Lanjut Berseri.<br>The BERLIAN KUNDUR ISLAND Program is a continuation of the BERLIAN Program, aimed at empowering various vulnerable coastal groups to mitigate and adapt to climate change in Sawang Laut Village, Kundur Island. Empowerment activities include sub-programs such as white snapper cultivation using the silvofishery method, mangrove seedling cultivation, hydroponic vegetable farming, shrimp paste MSMEs, and climate-conscious schools. During its implementation, the Company engaged vulnerable groups, including the Tuah Bersatu Fish Farmer Group (POKDAKAN), the Lanjut Lestari shrimp paste MSME group, the Lanjut Bestari hydroponic farming group, and fifth-grade students of Public Elementary School 009 Sawang Laut. In 2025, the program was expanded with additional sub-programs, including broiler chicken farming by Unggas Sejahtera Group and a waste bank managed by Lanjut Berseri Group. | Nilai SROI Program BERLIAN PULAU KUNDUR sebesar 1,31.<br><br>Dana yang terealisasi adalah Rp218.690.000<br><br>The SROI value of the BERLIAN KUNDUR ISLAND Program was 1.31.<br><br>Realized funds amounted to Rp218,690,000. |

## Tabel Kegiatan TJSL dan Tujuan Pembangunan Berkelanjutan
Table of CSR Activities and Sustainable Development Goals

| **Jenis Kegiatan TJSL** Type of CSR Activity | **Tujuan Pembangunan Berkelanjutan** Sustainable Development Goals | **Penjelasan** Description | **Capaian** Achievement |
|---|---|---|---|
| Program Menjaga Nusantara<br>Menjaga Nusantara Program | TPB 8- Pekerjaan Layak dan Pertumbuhan Ekonomi<br>SDG 8: Decent Work and Economic Growth | Program MENJAGA NUSANTARA merupakan keberlanjutan dari Program BELA NUSANTARA, program ini memberdayakan berbagai kelompok rentan di Desa Air Putih, Desa Belo Laut, Kelurahan Tanjung, dan Kelurahan Sungai Baru, Kecamatan Mentok, Kabupaten Bangka Barat. Program ini bertujuan untuk meningkatkan kesejahteraan masyarakat melalui beberapa kegiatan pemberdayaan yang terintegrasi dengan prinsip *collaborative inclusive empowerment* berbasis pemanfaatan potensi sumber daya lokal dalam bentuk kegiatan budidaya tanaman untuk ketahanan pangan di lahan eks tambang ilegal dan pemanfaatan lahan pekarangan untuk ketahanan pangan, penguatan UMKM pempek udang, pemanfaatan limbah udang untuk sinbiotik, penanggulangan bencana berbasis pemberdayaan masyarakat, Sekolah Entrepreneur Difabel, serta pengelolaan sampah berbasis pemberdayaan masyarakat.<br>The MENJAGA NUSANTARA Program is a continuation of the BELA NUSANTARA Program, empowering vulnerable groups in Air Putih Village, Belo Laut Village, Tanjung Sub-district, and Sungai Baru Sub-district, Mentok District, West Bangka Regency. This program aims to improve community welfare through integrated empowerment activities based on collaborative inclusive empowerment principles, utilizing local resources. Activities include crop cultivation for food security on former illegal mining lands and home gardens, strengthening shrimp-based MSMEs, utilizing shrimp waste for synbiotics, community-based disaster management, the Entrepreneur School for Persons with Disabilities, and community-based waste management. | Nilai SROI Program MENJAGA NUSANTARA sebesar 1,43.<br><br>Dana yang terealisasi adalah Rp128.905.000<br><br>The SROI value of the MENJAGA NUSANTARA Program was 1.43.<br><br>Realized funds amounted to Rp128,905,000. |
| Program Kemunting<br>Kemunting Program | TPB 2- Tanpa Kelaparan<br>SDG 2: Zero Hunger | Lebih dari sekadar intervensi gizi, program ini juga bertujuan untuk memberdayakan komunitas dan memperkuat solidaritas masyarakat. Melalui kerja sama dengan berbagai pihak, termasuk Pemerintah Daerah dan petugas posyandu, program ini diharapkan dapat membangun model pemberdayaan yang berkelanjutan. Upaya ini tidak hanya akan meningkatkan status gizi anak, tetapi juga menciptakan fondasi sosial yang lebih kuat dan berdaya bagi masyarakat.<br>Beyond nutritional interventions, this program also seeks to empower communities and strengthen social solidarity. Through collaboration with various parties, including local governments and community health workers, the program is expected to build a sustainable empowerment model. These efforts will not only improve children's nutritional status but also build a stronger, more resilient social foundation for the community. | Tahun 2025 sebanyak 223 orang tua dan anak telah mendapat edukasi kesehatan dan nutrisi, serta 30 orang kader telah mendapat pelatihan.<br><br>Dana yang terealisasi adalah Rp73.731.000<br><br>In 2025, a total of 223 parents and children received health and nutrition education, and 30 community health cadres received training.<br><br>Realized funds amounted to Rp73,731,000. |

## Tabel Kegiatan TJSL dan Tujuan Pembangunan Berkelanjutan
Table of CSR Activities and Sustainable Development Goals

| Jenis Kegiatan TJSL<br>Type of CSR Activity | Tujuan Pembangunan Berkelanjutan<br>Sustainable Development Goals | Penjelasan<br>Description | Capaian<br>Achievement |
|---|---|---|---|
| Pelestarian Adat Mapur<br>Mapur Traditional Heritage Preservation | TPB 11- Kota dan Pemukiman Yang Berkelanjutan<br>SDG 11: Sustainable Cities and Communities | Sebagai bentuk dukungan dalam pelestarian budaya dan meningkatkan kesejahteraan masyarakat, PT TIMAH (Persero) Tbk melalui program CSR-nya mengembangkan Program Pelestarian Adat Mapur. Program ini dijalankan untuk melestarikan dan mengembangkan masyarakat Suku Lom masyarakat adat asli Mapur, serta meningkatkan kesadaran dan partisipasi masyarakat dalam melestarikan budaya lokal.<br>As part of its commitment to cultural preservation and community welfare, PT TIMAH (Persero) Tbk, through its CSR program, developed the Mapur Customary Preservation Program. This initiative is carried out to preserve and strengthen the Lom Tribe, the indigenous Mapur community, while also raising awareness and encouraging public participation in safeguarding local culture. | Tahun 2025 terealisasi Festival Adat Mapor Nuju Jerami dan peningkatan Sumber Daya Manusia melalui studi banding wisata budaya Lembaga Adat Mapor Dusun Air Abik Desa Gunung Muda Kec Belinyu sebanyak 5 orang.<br>Dana yang terealisasi adalah Rp83.750.000<br>In 2025, the Mapor Nuju Jerami Customary Festival was successfully conducted, along with human resource capacity development through a cultural tourism benchmarking study involving 5 representatives from the Mapor Customary Institution of Air Abik Hamlet, Gunung Muda Village, Belinyu District.<br>Realized funds amounted to Rp83,750,000. |
| **PROGRAM PENDANAAN USAHA MIKRO DAN KECIL (PUMK)**<br>Micro and Small Business Funding Program (PUMK) | | | |
| Program Pameran dan Promosi Produk UMK Binaan<br>Exhibition and Promotion Program for Assisted MSEs' Products | TPB 8- Pekerjaan Layak dan Pertumbuhan Ekonomi<br>SDG 8: Decent Work and Economic Growth | Program pembinaan pameran bagi Usaha Mikro dan Kecil (UMK) adalah salah satu upaya untuk mendukung pengembangan bisnis UMK khususnya mitra binaan PT TIMAH (Persero) Tbk. Program ini bertujuan untuk memberikan kesempatan bagi UMK untuk mempromosikan produk mereka, memperluas jaringan bisnis, dan meningkatkan daya saing di pasar<br>The exhibition development program for Micro and Small Enterprises (MSEs) is one of the Company's efforts to support the growth of MSE businesses, particularly those partnered with PT TIMAH (Persero) Tbk. This program aims to provide MSEs with opportunities to promote their products, expand business networks, and enhance market competitiveness. | Pada tahun 2025 sebanyak 154 mitra binaan telah mengikuti pameran/bazar.<br>Dana yang terealisasi adalah Rp288.114.484<br>In 2025, a total of 154 assisted partners participated in exhibitions and bazaars.<br>Realized funds amounted to Rp288,114,484. |



**Tabel Kegiatan TJSL dan Tujuan Pembangunan Berkelanjutan**
Table of CSR Activities and Sustainable Development Goals

| **Jenis Kegiatan TJSL** Type of CSR Activity | **Tujuan Pembangunan Berkelanjutan** Sustainable Development Goals | **Penjelasan** Description | **Capaian** Achievement |
|---|---|---|---|
| Program Pelatihan UMK Binaan<br>Training Program for the Assisted SMEs | TPB 8- Pekerjaan Layak dan Pertumbuhan Ekonomi<br>SDG 8: Decent Work and Economic Growth | Pelatihan UMK Binaan adalah program yang dirancang untuk meningkatkan pengetahuan, keterampilan, dan kapasitas pelaku usaha mikro, kecil, dan menengah (UMKM) agar bisnis mereka dapat berkembang dan berdaya saing. Pelatihan ini dapat mencakup berbagai aspek, mulai dari manajemen bisnis, keuangan, pemasaran, produksi, legalitas usaha pengembangan produk hingga bisa bersaing dan mendapatkan kesempatan meraih pasar global dengan meningkatkan *mindset* terhadap bisnis yang dijalankan.<br>Training Program for theAssisted SMEs is designed to enhance the knowledge, skills, and capacity of micro, small, and medium enterprise (MSME) entrepreneurs so that their businesses can grow and become more competitive. The training may cover various aspects, including business management, financial management, marketing, production, business licensing and compliance, and product development, enabling participants to compete more effectively and access opportunities in the global market by strengthening their business mindset. | Pada tahun 2025 sebanyak 112 mitra binaan telah mendapatkan pelatihan.<br><br>Dana yang terealisasi adalah Rp103.920.210<br><br>In 2025, a total of 112 assisted partners received training.<br><br>Realized funds amounted to Rp103,920,210. |
| Program Alat Bantu Produksi<br>Production Equipment Assistance Program | TPB 8- Pekerjaan Layak dan Pertumbuhan Ekonomi<br>SDG 8: Decent Work and Economic Growth | Meningkatkan efisiensi dan kualitas produksi melalui penyediaan alat bantu usaha mitra binaan<br>Enhancing production efficiency and quality through the provision of business support equipment for assisted partner enterprises. | Pada tahun 2025 sebanyak 24 mitra binaan telah mendapatkan alat bantu produksi.<br><br>Dana yang terealisasi adalah Rp161.450.000<br><br>In 2025, a total of 24 assisted partners received production equipment assistance.<br><br>Realized funds amounted to Rp161,450,000. |

## PROGRAM BERLIAN PULAU KUNDUR PEMBERDAYAAN NELAYAN DESA SAWANG LAUT



PT TIMAH (Persero) Tbk tidak hanya mengelola sumber daya alam timah sebagai kegiatan operasional, tetapi juga diharapkan dapat memberikan dorongan agar terjadi kemajuan dan kemandirian masyarakat di sekitar tambang. Dalam hal ini, Program BERLIAN PULAU KUNDUR bertujuan untuk membangun masyarakat pesisir Desa Sawang Laut

## BERLIAN KUNDUR ISLAND PROGRAM, EMPOWERING FISHERMEN IN SAWANG LAUT VILLAGE



PT TIMAH (Persero) Tbk not only manages tin as a natural resource in its operational activities, but is also expected to drive progress and independence among communities surrounding its mining areas. In this regard, the BERLIAN KUNDUR ISLAND Program aims to build a resilient and prosperous coastal community in Sawang Laut Village

yang tangguh dan sejahtera melalui kegiatan mitigasi dan adaptasi perubahan iklim dengan bentuk kegiatan budidaya ikan kakap putih secara silvofishery, pengolahan terasi panggang, kegiatan hidroponik, kegiatan mobil sehat, dan sekolah sadar iklim. Pada tahun 2025 dilakukan penguatan dan pengembangan program dengan penambahan dua sub program baru yaitu budidaya ayam pedaging dan bank sampah. Peningkatan kapasitas dan pendapatan kelompok masyarakat sasaran tersebut relevan dengan misi perusahaan yang ingin membangun sumber daya manusia yang tangguh, unggul, dan bermartabat.

Selain itu, Program BERLIAN PULAU KUNDUR juga mendorong kelompok masyarakat sasaran untuk melakukan upaya-upaya pelestarian lingkungan seperti pembibitan mangrove dengan rakit apung dan mengembangkan inovasi pengolahan air limbah bekas budidaya ikan kakap putih dengan pembuatan simbotik. Upaya-upaya perusahaan dalam membina kelompok masyarakat sasaran terkait pengelolaan lingkungan tersebut relevan dengan visi perusahaan yaitu menjadi perusahaan pertambangan terkemuka di dunia yang ramah lingkungan.

Program BERLIAN berhasil meningkatkan kepemilikan modal dan akses bagi kelompok rentan melalui penguatan berbagai jenis modal, yaitu intellectual capital, dengan pengembangan inovasi yang telah diakui melalui HAKI Kemenkumham; individual capital, melalui peningkatan kapasitas peserta melalui pelatihan; *social capital*, dengan terbentuknya relasi sosial baru melalui pembentukan kelompok-kelompok baru; *infrastructure capital*, di mana masyarakat rentan memperoleh akses untuk memanfaatkan lahan eks tambang; serta *cultural capital*, dengan memungkinkan masyarakat rentan memanfaatkan dan mengembangkan kekayaan budaya lokal yang dimiliki.

Pokdakan Tuah Bersatu sebagai pengelola pusat pembelajaran telah mengalami perkembangan organisasi dengan baik. Pokdakan Tuah Bersatu telah dibentuk dengan legalitas pembentukkan yang kuat berupa SK Kepala Desa Sawang Laut, memiliki struktur organisasi yang jelas, memiliki jumlah anggota, serta variasi kegiatan yang terus berkembang. Pokdakan Tuah Bersatu memiliki kas, memiliki kemampuan berdonasi, serta memiliki kemampuan untuk sharing pengetahuan.

Program BERLIAN telah memberikan dampak secara berkelanjutan dari sisi lingkungan, ekonomi, sosial, dan kesejahteraan bagi kelompok masyarakat sasaran maupun masyarakat lain secara luas.

Pada tahun 2025 telah dilakukan perhitungan dampak program dengan menggunakan metode SROI sebesar 1,31. Nilai SROI sebesar 1,31 menunjukkan bahwa setiap 1 unit investasi (misalnya Rp1) yang dikeluarkan untuk suatu program menghasilkan manfaat sosial-ekonomi sebesar 1,31 unit (Rp1,31). Artinya, program ini memberikan dampak sosial positif yang lebih besar dibandingkan biaya yang dikeluarkan.

through climate change mitigation and adaptation initiatives, which include white snapper aquaculture using a silvofishery approach, the production of roasted shrimp paste, hydroponic farming activities, mobile health services, and a climate awareness school program. In 2025, the program was strengthened and expanded with two new sub-programs, namely broiler chicken farming and waste bank. Enhancing the capacity and income of target community groups aligns with the Company's mission to build resilient, excellent, and dignified HC.

In addition, the BERLIAN KUNDUR ISLAND Program encourages target community groups to undertake environmental conservation efforts, such as mangrove seedling cultivation using floating rafts and developing innovations in wastewater treatment from white snapper farming through the creation of synbiotics. The Company's efforts to guide target groups in environmental management are consistent with its vision of becoming a leading global mining company that is environmentally responsible.

The BERLIAN Program has successfully enhanced capital ownership and access for vulnerable groups through the strengthening of various forms of capital, namely: intellectual capital, through the development of innovations that have been officially recognized with intellectual property rights (IPR) from the Ministry of Law and Human Rights; individual capital, through capacity building for participants via training programs; social capital, through the establishment of new social relationships resulting from the formation of new community groups; infrastructure capital, by enabling vulnerable communities to access and utilize former mining land; and cultural capital, by empowering vulnerable communities to utilize and further develop their local cultural assets.

Tuah Bersatu Fish Farmer Group, as the manager of the learning center, has experienced strong organizational growth. The group was formally established under a decision letter from the Head of Sawang Laut Village, has a clear organizational structure, a growing membership base, and a variety of expanding activities. Tuah Bersatu Fish Farmer Group also maintains a cash reserve, has the capacity to make donations, and actively shares knowledge.

The BERLIAN Program has delivered sustainable impacts across environmental, economic, social, and welfare dimensions, benefiting both the target community groups and the wider society.

In 2025, the program's impact was calculated using the SROI method, yielding a value of 1.31. An SROI value of 1.31 indicates that every 1 unit of investment (e.g., Rp1) spent on a program generates 1.31 units of socioeconomic benefit (Rp1.31). This means that the program generates a greater positive social impact than the costs incurred.

## KAMPUNG ADAT GEBONG MEMARONG

## GEBONG MEMARONG COSTUMARY VILLAGE



PT TIMAH (Persero) Tbk berkomitmen untuk tidak hanya berfokus pada keberhasilan ekonomi perusahaan, tetapi juga berperan aktif dalam menciptakan dampak positif terhadap masyarakat dan lingkungan. Salah satu program yang dijalankan untuk menciptakan dampak ekonomi tidak langsung adalah pengembangan Kampung Adat Gebong Memarong, yang bertujuan untuk melestarikan budaya lokal dan menciptakan peluang ekonomi bagi masyarakat sekitar.

Kampung Adat Gebong Memarong dibuka sebagai salah satu upaya untuk melestarikan adat istiadat dan budaya masyarakat adat Mapur. Program ini bertujuan untuk memberi kesempatan kepada masyarakat luas untuk mempelajari dan mengenal lebih dalam tentang kearifan lokal yang telah ada sejak lama. Beberapa aspek yang diperkenalkan di Kampung Adat Gebong Memarong meliputi:

- Rumah Khas Masyarakat Adat Mapur
- Kerajinan Tangan Tradisional
- Pengobatan Tradisional
- Kearifan Lokal.

PT TIMAH (Persero) Tbk melalui Kampung Adat Gebong Memarong berupaya menciptakan dampak ekonomi tidak langsung, yang berfokus pada pemberdayaan ekonomi lokal dan pelestarian budaya. Beberapa dampak yang dihasilkan dari program ini antara lain:

PT TIMAH (Persero) Tbk is committed not only to focusing on the Company's economic success but also to actively creating positive impacts on society and the environment. One of the programs implemented to generate indirect economic impact is the development of the Gebong Memarong Customary Village, which aims to preserve local culture and create economic opportunities for surrounding communities.

The Gebong Memarong Customary Village was established as part of efforts to preserve the customs and traditions of the indigenous Mapur community. This program aims to provide broader community members with the opportunity to learn about and gain a deeper understanding of long-established local wisdom. Several aspects introduced at Gebong Memarong Customary Village include:

- Traditional Mapur Houses
- Traditional Handicrafts
- Traditional Medicine
- Local Wisdom

Through the Gebong Memarong Customary Village, PT TIMAH (Persero) Tbk seeks to generate indirect economic impact by focusing on local economic empowerment and cultural preservation. The program's outcomes include:

- Pemberdayaan Masyarakat Lokal
- Penciptaan Lapangan Kerja
- Penguatan Ekonomi Lokal
- Pelestarian Budaya

Melalui pengelolaan yang baik juga mencakup pelatihan kepada masyarakat lokal agar mereka dapat memberikan pelayanan terbaik kepada pengunjung dan menjaga kualitas produk-produk kerajinan yang dihasilkan. Pada tahun 2025 telah dilakukan perhitungan dampak program dengan menggunakan metode SROI dan didapatkan nilai SROI 1,17. Nilai SROI sebesar 1,17 menunjukkan bahwa setiap 1 unit investasi yang dikeluarkan untuk suatu program menghasilkan manfaat sosial-ekonomi sebesar 1,17 unit (Rp1,17). Artinya, program ini memberikan dampak sosial positif yang lebih besar dibandingkan biaya yang dikeluarkan.

- Community Empowerment
- Job Creation
- Strengthening the Local Economy
- Cultural Preservation

Through effective management, the program also includes training for local communities to enable them to provide the best possible services to visitors and maintain the quality of the handicraft products produced. In 2025, a program impact assessment was conducted using the SROI method, resulting in an SROI value of 1.17. An SROI of 1.17 indicates that every 1 unit of investment spent on a program generates 1.17 units of socioeconomic benefit (Rp1.17). This means that the program generates a greater positive social impact than the costs incurred.

## HUBUNGAN DENGAN PEMANGKU KEPENTINGAN [OJK E.4, GRI 2-29, ICMM 10.1]

Perseroan telah melakukan identifikasi pemangku kepentingan di seluruh wilayah operasional berdasarkan metodologi identifikasi yang sesuai dengan AA1000 Stakeholder Engagement Standard (AA1000SES) dan ISO 26000. Identifikasi pemangku kepentingan merupakan tanggung jawab dari Komite *Stakeholder* Manajemen sesuai dengan Surat Keputusan tentang Penetapan Komite *Stakeholder* Manajemen di Lingkungan PT TIMAH (Persero) Tbk. Dengan adanya komite ini, diharapkan dapat memberikan kelancaran dan efisiensi pelaksanaan harmonisasi dengan stakeholder perusahaan pada wilayah operasional Provinsi Kepulauan Bangka Belitung, Provinsi Kepulauan Riau dan Riau, serta Jakarta

Dalam proses identifikasi ini, beberapa kelompok pemangku kepentingan yang memiliki pengaruh langsung terhadap keberlanjutan Perseroan. Pelibatan pemangku kepentingan dilakukan melalui metode beragam, dengan pendekatan pemenuhan kebutuhan untuk memberikan alternatif penyelesaian terhadap keluhan yang disampaikan oleh setiap pemangku kepentingan.

## STAKEHOLDER ENGAGEMENT [OJK E.4, GRI 2-29, ICMM 10.1]

The Company has carried out stakeholder identification across all operational areas based on methodologies aligned with the AA1000 Stakeholder Engagement Standard (AA1000SES) and ISO 26000. Stakeholder identification is the responsibility of the Stakeholder Management Committee, established under the Decision Letter on the Formation of the Stakeholder Management Committee within PT TIMAH (Persero) Tbk. With the establishment of this committee, the Company aims to ensure smooth and efficient harmonization with stakeholders in its operational areas in Bangka Belitung Islands Province, Riau Islands Province and Riau Province, as well as Jakarta

In this identification process, several stakeholder groups were recognized as having a direct influence on the Company's sustainability. Stakeholder engagement is carried out through various methods, using a needs-based approach to provide alternative solutions in response to concerns raised by each stakeholder group.

**Tabel Pelibatan Pemangku Kepentingan Internal, Topik Utama, dan Respon Perseroan**
Table of Internal Stakeholder Engagement, Key Topics, and Company Responses

| **Pelibatan Pemangku Kepentingan** Stakeholder Engagement | **Basis Penetapan/ Identifikasi** Basis for Determination/ Identification | **Metode Pelibatan** Engagement Methods | **Frekuensi Pertemuan** Meeting Frequency | **Topik Pembahasan** Discussion Topics |
|---|---|---|---|---|
| Karyawan Employees | D, R, T, I, P | Pertemuan Ikatan Karyawan Timah (IKT) Dengan Manajemen Meeting Between the Timah Employees Association (IKT) and Management | Setiap bulan Every month | • Hak-hak dan kewajiban karyawan<br>• Penyelesaian Pengaduan dan pelanggaran<br>• Perjanjian Kerja Bersama (PKB)<br>• Employee rights and obligations<br>• Resolution of grievances and violations<br>• Collective Labor Agreement (CLA) |

## Tabel Pelibatan Pemangku Kepentingan Eksternal, Topik Utama, dan Respon Perseroan
Table of External Stakeholder Engagement, Key Topics, and Company Responses

| **Pelibatan Pemangku Kepentingan** Stakeholder Engagement | **Basis Penetapan/ Identifikasi** Basis for Determination/ Identification | **Metode Pelibatan** Engagement Methods | **Frekuensi Pertemuan** Meeting Frequency | **Topik Pembahasan** Discussion Topics |
|---|---|---|---|---|
| Pemegang Saham<br>Shareholders | D, R, I, P | • Publikasi rutin<br>• Rapat Umum Pemegang Saham (RUPS)<br>• Paparan Publik (*Public Expose*) Tahunan<br>• Pertemuan Analis (*Analyst Meeting/ Earnings Call*)<br>• *One on One Meeting*<br>• Kunjungan Lapangan (Site Visit)<br>• Laporan Keuangan<br>• Laporan Tahunan<br>• Laporan Keberlanjutan<br>• Laporan TJSL<br>• Regular Publications<br>• Annual General Meeting of Shareholders (AGM)<br>• Annual Public Expose<br>• Analyst Meeting (Analyst Meeting/Earnings Call)<br>• One-on-One Meetings<br>• Site Visits<br>• Financial Reports<br>• Annual Reports<br>• Sustainability Reports<br>• TJSL Reports | Setiap bulan<br>Every month | • *Company Performance*<br>• *Corporate Strategy and Initiatives*<br>• *Company Business Outlook*<br>• *Corporate Governance*<br>• *Determination of the Annual Budget Plan*<br>• *Achievement of KPIs*<br>• *Determination of Cash Dividend Amounts*<br>• *Exercise of Shareholder Rights*<br>• *Accountability for the Company's*<br>• *Economic, Environmental, and Social*<br>• *Performance* |
| Pemerintah<br>Government | D, R, T, I, DP, P | • Support event dan kegiatan<br>• *Stakeholders Engagement*<br>• Audiensi/Koordinasi<br>• Support for events and activities<br>• Stakeholder engagement<br>• Hearings/coordination meetings | Periodik<br>Periodic | • Regulasi<br>• Perijinan<br>• Kebijakan Publik<br>• Legislasi<br>• Kolaborasi dengan Pemerintahan<br>• Regulations<br>• Licensing<br>• Public policy<br>• Legislation<br>• Collaboration with the government |
| Masyarakat, Lembaga Swadaya Masyarakat, Organisasi Masyarakat<br>Communities, Non-Governmental Organizations, Community Organizations | D, R, T, I, DP, P | • Penilaian SKM (Sistem Kepuasan Masyarakat) terhadap program bantuan/bantuan CSR.<br>• Sosial Mapping program CSR<br>• *Stakeholders Engagement* Program CSR (TJSL, PPM, PUMK)<br>• Community Satisfaction System (CSS) assessment of aid programs/CSR initiatives.<br>• Social mapping of CSR programs<br>• Stakeholder engagement through CSR programs (CSR, PPM, PUMK) | Tahunan<br>Annually | • Pengelolaan Dampak Aktivitas (SROI)<br>• Sasaran program TJSL dan PPM<br>• Sosialisasi Program CSR<br>• Impact Management (SROI)<br>• Objectives of TJSL and PPM Programs<br>• CSR Program Outreach |
| Pelanggan<br>Customers | D, R, I, P | • Survei Indeks Kepuasan Pelanggan<br>• Customer Satisfaction Index Surveys | Satu tahun sekali<br>Once a year | • Kualitas Produk<br>• Kualitas Layanan<br>• Jaminan atas standar produk<br>• Ekspektasi Pelanggan<br>• Produk yang Bertanggung Jawab<br>• Product quality<br>• Service quality<br>• Assurance of product standards<br>• Customer expectations<br>• Responsible products |
| Pemasok<br>Suppliers | D, R, T, P | • Proses Pengadaan Barang/ Jasa<br>• Pertemuan dengan pemasok lain<br>• Survei Kepuasan Pemasok<br>• Procurement processes for goods and services<br>• Meetings with other suppliers<br>• Supplier Satisfaction Survey | Minimal 1 (satu) kali dalam setahun<br>At least once a year | • Peningkatan keikutsertaan pemasok lokal<br>• Penjagaan terhadap komitmen bisnis<br>• Sosialisasi proses pengadaan<br>• Increasing the participation of local suppliers<br>• Ensuring adherence to business commitments<br>• Communicating the procurement process |

## Tabel Pelibatan Pemangku Kepentingan Eksternal, Topik Utama, dan Respon Perseroan
Table of External Stakeholder Engagement, Key Topics, and Company Responses

| **Pelibatan Pemangku Kepentingan** Stakeholder Engagement | **Basis Penetapan/ Identifikasi** Basis for Determination/ Identification | **Metode Pelibatan** Engagement Methods | **Frekuensi Pertemuan** Meeting Frequency | **Topik Pembahasan** Discussion Topics |
|---|---|---|---|---|
| Regulator<br>Regulators | D, R, T, I, DP | • Pertemuan Bipartit<br>• Pertemuan Tripartit<br>• Kunjungan Lapangan<br>• Bipartite meetings<br>• Tripartite meetings<br>• Site visits | Insidental<br>Incidental | • Pengelolaan dampak ekonomi, lingkungan dan sosial<br>• Sosialisasi dan penyaluran bantuan<br>• Pendampingan dan Pemberdayaan Masyarakat<br>• Kolaborasi dan konsultasi<br>• Evaluasi dan pemantauan kebijakan<br>• Management of economic, environmental, and social impacts<br>• Dissemination and distribution of assistance<br>• Community assistance and empowerment<br>• Collaboration and consultation<br>• Policy evaluation and monitoring |
| Media | T, I, DP | • Media Monitoring Harian<br>• Media *Gathering*<br>• Siaran Pers<br>• Daily media monitoring<br>• Media gatherings<br>• Press releases | Insidental<br>Incidental | • Menyampaikan informasi terkait kinerja Perseroan ke masyarakat luas<br>• Hubungan harmonis seluruh pihak<br>• Sosialisasi dan penyaluran dana CSR<br>• Kepatuhan terhadap Regulasi<br>• Reputasi Perseroan<br>• Communicating information on the Company's performance to the public<br>• Maintaining harmonious relationships with all stakeholders<br>• Dissemination and distribution of CSR funds<br>• Compliance with regulations<br>• Corporate reputation |
| Akademisi<br>Academics | T, I, DP | • Dukungan Penyelenggaraan<br>• *Event* dan Kegiatan<br>• *Stakeholders Engagement*<br>• Support for the organization of events and activities<br>• Stakeholder engagement | 1 (satu) tahun 2 (dua) kali<br>Two times a year | • Kajian dan penelitian terkait aktivitas pertambangan<br>• Pendidikan dan pelatihan<br>• Studies and research related to mining activities<br>• Education and training |

Keterangan | Remarks:
Catatan | Note: Dependency (D); Responsibility (R); Tension (T); Influence (I); Diverse Perspective (DP); Proximity (P).



# PILAR 5: Pengembangan Ekonomi

PILLAR 5: Economic Development




**Prinsip-prinsip ICMM:**
*Ethical Business*
*Stakeholder Engagement*

**ICMM Principles:**
Ethical Business
Stakeholder Engagement

## KINERJA EKONOMI

### PERBANDINGAN TARGET DAN KINERJA PRODUKSI, PORTOFOLIO, TARGET PEMBIAYAAN, ATAU INVESTASI, PENDAPATAN DAN LABA RUGI [OJK F.2]

Dalam menentukan perencanaan anggaran, Perseroan senantiasa mempertimbangkan sumber daya yang dimiliki, umur tambang, dan kondisi pasar. Perencanaan anggaran dan target yang dirumuskan dituangkan ke dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) tahun 2025. RKAP disetujui oleh Direksi yang kemudian diajukan kepada Dewan Komisaris untuk mendapat persetujuan. Dokumen RKAP tersebut, kemudian diteruskan kepada MIND ID yang selanjutnya disampaikan kepada Kementerian BUMN oleh MIND ID. Pada tahun 2025, Perseroan berhasil mencapai target laba bersih sebesar 119,24% dari target yang ditetapkan. Adapun target dan realisasi yang berhasil dicapai oleh Perseroan, sebagai berikut.

## ECONOMIC PERFORMANCE

### COMPARISON OF TARGET AND PRODUCTION PERFORMANCE, PORTFOLIO, FINANCING TARGETS, OR INVESTMENTS, INCOME AS WELL AS PROFIT AND LOSS [OJK F.2]

In preparing the budget, the Company consistently considers available resources, mine life, and market conditions. The budget and targets formulated are set out in the 2025 Corporate Work Plan and Budget (RKAP). The RKAP was approved by the Board of Directors and subsequently submitted to the Board of Commissioners for approval. The document was then forwarded to MIND ID, which subsequently submitted it to the Ministry of SOEs. In 2025, the Company successfully achieved net profit at 119.24% of the predetermined target. The targets and realizations achieved by the Company are as follows.

**Tabel Perbandingan Target dan Realisasi Produksi, Pendapatan dan Laba Rugi**
Table of the Comparison Targets and Realizations for Production, Revenue, and Profit/Loss

| **Uraian** Description | **Satuan** Unit | 2025 | | | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | **Target** Target | **Realisasi** Realization | **Pencapaian Target** Target Achievement | **Target** Target | **Realisasi** Realization | **Pencapaian Target** Target Achievement | **Target** Target | **Realisasi** Realization | **Pencapaian Target** Target Achievement |
| Produksi Bijih Timah Tin Ore Production | Ton Sn Tonnes of Tin (Sn) | 21.500 | 18.635 | 86,67% | 30.000 | 19.437 | 64,79% | 26.100 | 14.855 | 56,92% |
| Produksi Logam Timah Refined Tin Production | Metrik Ton Metric Tons | 21.545 | 17.815 | 82.69% | 30.655 | 18.915 | 61,70% | 28.000 | 15.340 | 54,79% |

**Tabel Perbandingan Target dan Realisasi Produksi, Pendapatan dan Laba Rugi**
Table of the Comparison Targets and Realizations for Production, Revenue, and Profit/Loss

| Uraian Description | Satuan Unit | 2025 | | | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Target Target | Realisasi Realization | Pencapaian Target Target Achievement | Target Target | Realisasi Realization | Pencapaian Target Target Achievement | Target Target | Realisasi Realization | Pencapaian Target Target Achievement |
| Produksi Batu Bara Coal Production | Metrik Ton Metric Tons | 465.000 | 89.914 | 19,34% | 750.000 | 394.711 | 52,63% | 600.000 | 438.483 | 73,08% |
| Penjualan Batu Bara Coal Sales | Metrik Ton Metric Tons | 465.000 | 107.486 | 23,12% | 750.000 | 368.953 | 49,19% | 523.499 | 523.499 | 100,00% |
| Produksi Bijih Nikel Nickel Ore Production | WMT | 360.000 | 359.998 | 100,00% | 360.000 | 359.999 | 100,00% | 360.000 | 262.311 | 72,86% |
| Penjualan Bijih Nikel Nickel Ore Sales | WMT | 360.000 | 325.888 | 90,52% | 400.000 | 359.997 | 90,00% | 400.000 | 400.000 | 100,00% |
| Penjualan Rumah Housing Sales | Unit Units | 255 | 171 | 67,06% | 268 | 210 | 78,36% | 260 | 152 | 58,46% |
| Penjualan Logam Timah Refined Tin Sales | Metrik Ton Metric Tons | 19.065 | 16.634 | 87,25% | 29.810 | 17.507 | 58,73% | 27.400 | 14.385 | 52,50% |
| Pendapatan Revenue | Miliar Rupiah Billion Rupiah | 12.259,44 | 11.552,73 | 94,24% | 14.705,97 | 10.856,42 | 73,82% | 12.095,83 | 8.391,91 | 69,38% |
| Laba (Rugi) Bersih Net Profit (Loss) | Miliar Rupiah Billion Rupiah | 1.101,66 | 1.313,64 | 119,24% | 955,06 | 1.186,70 | 124,25% | 323,27 | -449,67 | -139,10% |
| Investasi Investment | Miliar Rupiah Billion Rupiah | 470 | 293 | 62% | 746 | 328 | 43,97% | 927 | 444 | 47,90% |

## PERBANDINGAN TARGET DAN KINERJA PORTOFOLIO, TARGET PEMBIAYAAN, ATAU INVESTASI PADA INSTRUMEN KEUANGAN ATAU PROYEK YANG SEJALAN DENGAN PEMBANGUNAN BERKELANJUTAN [OJK F.3]

Program PUMK merupakan wujud implementasi dari amanat Undang-Undang Republik Indonesia No. 19 Tahun 2003 tentang Badan Usaha Milik Negara (BUMN), dimana BUMN memiliki tanggung jawab untuk melaksanakan program kemitraan dengan usaha kecil serta program bina lingkungan sebagai bagian dari tanggung jawab

## COMPARISON OF TARGET AND PORTFOLIO PERFORMANCE, FINANCING TARGETS, OR INVESTMENT IN FINANCIAL INSTRUMENTS OR PROJECTS THAT ARE IN LINE WITH THE IMPLEMENTATION OF SUSTAINABLE FINANCE [OJK F.3]

The PUMK Program represents the implementation of the mandate of Law of the Republic of Indonesia No. 19 of 2003 on State-Owned Enterprises (SOEs), under which SOEs are responsible for carrying out partnership programs with small businesses and community development programs as part of corporate social responsibility. In line with the

sosial perusahaan. Sejalan dengan semangat UU tersebut, TIMAH berkomitmen untuk menjadi salah satu pilar pembangunan ekonomi nasional yang berorientasi pada kepentingan masyarakat luas.

spirit of this Law, TIMAH is committed to being one of the pillars of national economic development oriented toward the interests of the wider community.

Program PUMK merupakan bagian dari tanggung jawab sosial perusahaan, yang pelaksanaannya mengacu pada Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia PER-1/MBU/03/2023 tentang Penugasan Khusus dan Tanggung Jawab Sosial dan Lingkungan (TJSL). TIMAH memiliki komitmen kuat untuk mendukung pertumbuhan ekonomi masyarakat dengan berperan aktif dalam mendorong pemberdayaan pelaku usaha kecil dan menengah (UKM) yang menjadi tulang punggung perekonomian lokal melalui Program Pendanaan Usaha Kecil Menengah (PUMK). Program PUMK dirancang untuk memberikan solusi pendanaan yang terjangkau sekaligus memperkuat kapasitas para pelaku UKM dalam mengelola dan mengembangkan usaha mereka. Selain itu, program ini juga mencakup berbagai inisiatif pelatihan, dan pendampingan yang bertujuan untuk menciptakan UKM yang lebih mandiri, kompetitif, dan berdaya saing.

The PUMK Program is part of the Company's social responsibility, implemented in accordance with the Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia PER-1/MBU/03/2023 on Special Assignments and Corporate Social Responsibility (CSR). TIMAH has a strong commitment to support community economic growth by actively empowering small and medium enterprises (SMEs), which form the backbone of the local economy, through the Small and Medium Enterprise Financing Program (PUMK). The PUMK Program is designed to provide affordable financing solutions while strengthening the capacity of SME operators to manage and grow their businesses. Furthermore, the program includes various training and mentoring initiatives aimed at fostering more self-reliant, competitive, and resilient SMEs.

Sepanjang tahun 2025, realisasi program PUMK yang bersumber dari dana bergulir Program PUMK sebesar Rp7.000.000.000. Sementara itu, dana Program PUMK yang telah disalurkan TIMAH kepada BRI sebesar Rp7.000.000.000. Dari dana tersebut, BRI telah menyalurkan dana kepada UMK Binaan sebesar Rp7.000.000.000 atau sebesar 100%.

Throughout 2025, the implementation of the PUMK program, funded by the PUMK Program's revolving fund, amounted to Rp7,000,000,000. Meanwhile, the PUMK Program funds disbursed by TIMAH to BRI amounted to Rp7,000,000,000. Of these funds, BRI has disbursed Rp7,000,000,000 to the supported MSMEs, or 100%.

**Tabel Perbandingan Target dan Realisasi pada Pembiayaan Pada Proyek Berwawasan Lingkungan**
Table of the Comparison of Targets and Realizations for Financing in Environmentally Friendly Projects

| Uraian<br>Description | 2025 | | | 2024 | | | 2023 | | |
|---|---|---|---|---|---|---|---|---|---|
| | **Target (Dalam Rupiah Penuh)**<br>Target (In Full Rupiah) | **Realisasi (Dalam Rupiah Penuh)**<br>Actualization (In Full Rupiah) | **Pencapaian TarA get**<br>Target Achievement | **Target (Dalam Rupiah Penuh)**<br>Target (In Full Rupiah) | **Realisasi (Dalam Rupiah Penuh)**<br>Actualization (In Full Rupiah) | **Pencapaian TarA get**<br>Target Achievement | **Target (Dalam Rupiah Penuh)**<br>Target (In Full Rupiah) | **Realisasi (Dalam Rupiah Penuh)**<br>Actualization (In Full Rupiah) | **Pencapaian TarA get**<br>Target Achievement |
| Pendanaan Usaha Kecil Menengah (PUMK)<br>Small and Medium Enterprise Financing (PUMK) | 7.000.000.000 | 7.000.000.000 | 100% | 10.000.000.000 | 6.329.000.000 | 63,29% | 61.817.593.115 | 41.661.551.184 | 67,39% |

## NILAI EKONOMI LANGSUNG YANG DIHASILKAN DAN DIDISTRIBUSIKAN [GRI 201-1, 14.9.2, 14.23.2]

Nilai ekonomi langsung yang dihasilkan yaitu berasal dari pendapatan Perseroan. Sedangkan, nilai ekonomi yang didistribusikan berasal dari biaya operasional, gaji, pembayaran kepada investor, pengeluaran untuk kewajiban pemerintah serta investasi masyarakat. Nilai ekonomi yang ditahan merupakan selisih antara nilai ekonomi yang dihasilkan dan didistribusikan. Nilai ekonomi yang

## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED [GRI 201-1, 14.9.2, 14.23.2]

Direct economic value generated is derived from the Company's revenues. Meanwhile, economic value distributed includes operating expenses, employee wages and salaries, payments to investors, expenditures for government obligations, and community investments. Economic value retained is the difference between the economic value generated and the economic value

dihasilkan dan didistribusikan mencerminkan komitmen Perseroan dalam memberikan hak bagi para pemangku kepentingannya.

Pengelolaan kinerja ekonomi Perseroan dilaksanakan melalui Division Financial Accounting serta Division Corporate Finance, dengan Direktur Keuangan dan Manajemen Risiko sebagai pihak yang bertanggung jawab langsung atas implementasi dan tinjauan berkala kebijakan keuangan. Evaluasi kinerja ekonomi dilakukan secara rutin setiap bulan oleh Direksi dan dilaporkan secara periodik kepada Dewan Komisaris serta MIND ID. Pada akhir tahun buku, Perseroan juga melakukan audit atas laporan keuangan oleh Kantor Akuntan Publik (KAP), Purwanto Susanti dan Surja dengan opini wajar dalam semua hal yang material, posisi keuangan konsolidasi Grup tanggal 31 Desember 2025, serta kinerja keuangan dan arus kas konsolidasiannya untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan Standar Akuntansi Keuangan di Indonesia.

distributed. The economic value generated and distributed reflects the Company's commitment to delivering value to its stakeholders.

The Company's economic performance is administered by the Finance and Accounting Division and the Corporate Finance Division, with the Director of Finance and Risk Management directly responsible for implementing and periodically reviewing financial policies. Economic performance is evaluated regularly on a monthly basis by the Board of Directors and reported periodically to the Board of Commissioners and MIND ID. At the end of the fiscal year, the Company also conducts an audit of its financial statements by a Public Accounting Firm (KAP), which issued an unqualified opinion in all material respects regarding the Group's consolidated financial position as of December 31, 2025, as well as its consolidated financial performance and cash flows for the year ended on that date, in accordance with Indonesian Financial Accounting Standards.

**Tabel Nilai Ekonomi yang Dihasilkan dan Didistribusikan**
Table of Economic Value Generated and Distributed

(Dalam Jutaan Rupiah) (Dalam Jutaan Rupiah)

| Uraian<br>Description | 2025 | 2024 | 2023 |
|---|---|---|---|
| **Nilai Ekonomi yang Dihasilkan**<br>Economic Value Generated | | | |
| Pendapatan Usaha<br>Revenue | 11.552.733 | 10.856.422 | 8.391.907 |
| Pendapatan (Beban) Lainnya<br>Other Income (Expenses) | 22.395 | 44.645* | 276.237 |
| **Jumlah Nilai Ekonomi Dihasilkan**<br>**Total Economic Value Generated** | **11.575.128** | **10.901.067*** | **8.668.144** |
| **Nilai Ekonomi yang Didistribusikan**<br>Economic Value Distributed | | | |
| Biaya Operasional<br>Operating Expenses | 6.855.033 | 6.608.908* | 5.742.131 |
| Gaji Karyawan dan *Benefit* Lainnya<br>Employee Salaries and Other Benefits | 1.380.293 | 1.335.668 | 1.247.135 |
| Jumlah Pembayaran kepada Investor<br>Total Payments to Investors | 474.597 | - | 312.445 |
| Pengeluaran untuk Kewajiban Pemerintah (Pajak, Royalti, dan lainnya)<br>Expenditures on Government Obligations (Taxes, Royalties, etc.) | 1.848.133 | 1.139.997 | 1.051.672 |
| Pengeluaran kepada Masyarakat: Program CSR<br>Expenditures for Community: CSR Programs | 35.744 | 36.534* | 31.799 |
| **Jumlah Nilai Ekonomi Didistribusikan**<br>**Total Economic Value Distributed** | **10.593.800** | **9.121.107** | **8.385.182** |
| **Nilai Ekonomi yang Ditahan**<br>**Economic Value Retained** | **981.328** | **1.779.960** | **282.962** |

Keterangan:
*) Disajikan Kembali
Note:
*) Restated

## BANTUAN FINANSIAL DARI PEMERINTAH
[GRI 201-4, 14.23.3]

Sepanjang tahun 2025, Perseroan tidak menerima bantuan secara finansial dari Pemerintah dalam pelaksanaan kegiatan baik untuk kegiatan operasional maupun di luar operasional. Namun demikian, di tahun 2025 terdapat kepemilikan saham oleh Pemerintah yaitu sebesar 65%.

## KEBIJAKAN PUBLIK [GRI 415-1, 14.24.2, ICMM 1.5]

Selama tahun 2025, Perseroan tidak terlibat pada kontribusi politik baik secara finansial maupun dalam bentuk benda/barang.

## DAMPAK EKONOMI TIDAK LANGSUNG

### INVESTASI INFRASTRUKTUR DAN DUKUNGAN LAYANAN [GRI 203-1, 14.9.3]

Dalam menentukan dukungan terhadap penyediaan infrastruktur dan layanan bagi masyarakat sekitar wilayah operasional, Perseroan telah melakukan penilaian kebutuhan masyarakat melalui koordinasi dan komunikasi dengan pemerintah daerah serta perwakilan masyarakat setempat. Hasil penilaian tersebut menunjukkan kebutuhan akan peningkatan kualitas infrastruktur dasar yang mendukung aktivitas ekonomi dan sosial masyarakat, khususnya di wilayah pesisir dan akses transportasi. Berdasarkan hasil tersebut, Perseroan menetapkan prioritas investasi infrastruktur yang didukung secara pro-bono agar selaras dengan kebutuhan masyarakat dan memberikan manfaat yang berkelanjutan. Beberapa inisiatif yang telah dilakukan pada tahun 2025 antara lain perbaikan dermaga di Tanjung Ketapang, Kelurahan Ketapang, Kecamatan Toboali, Kabupaten Bangka Selatan. Selain itu, Perseroan juga melakukan pengerukan alur muara air kantung di Parit Pekir, Kecamatan Sungailiat, Kabupaten Bangka. Tak hanya itu, pembangunan sarana dan prasarana pembuatan talud pencegah abrasi muara tengkoral di Lingkungan Nelayan II, Kecamatan Sungailiat, Kabupaten Bangka, serta penimbunan jalan di Pinggir Sungai Jelange di Dusun I Mengkuse Desa Sawang Selatan Kecamatan Kundur Barat Kabupaten Karimun juga telah dilaksanakan. Berbagai inisiatif yang dilakukan bertujuan untuk memberikan dampak positif dalam mendukung kegiatan masyarakat setempat dan meningkatkan kualitas infrastruktur wilayah tersebut. Namun demikian, Perseroan belum melakukan pengukuran terkait periode manfaat investasi infrastruktur yang dilakukan.

## GOVERNMENT FINANCIAL ASSISTANCE
[GRI 201-4, 14.23.3]

Throughout 2025, the Company did not receive any financial assistance from the Government for either operational or non-operational activities. However, in 2025, the Government held a 65% ownership stake in the Company.

## PUBLIC POLICY [GRI 415-1, 14.24.2, ICMM 1.5]

During 2025, the Company did not make any political contributions, either financial or in the form of goods or merchandise.

## INDIRECT ECONOMIC IMPACTS

### INFRASTRUCTURE INVESTMENT AND SERVICE SUPPORT [GRI 203-1, 14.9.3]

In determining its support for the provision of infrastructure and services to communities in the vicinity of its operational areas, the Company has assessed community needs through coordination and communication with local governments and community representatives. The results of this assessment indicate a need to improve the quality of basic infrastructure that supports the community's economic and social activities, particularly in coastal areas and regarding transportation access. Based on these results, the Company has established infrastructure investment priorities supported on a pro bono basis to align with community needs and provide sustainable benefits. Some initiatives carried out in 2025 include the repair of the pier at Tanjung Ketapang, Ketapang Village, Toboali Subdistrict, South Bangka Regency. Additionally, the Company conducted dredging of the estuary channel at Parit Pekir, Sungailiat Subdistrict, Bangka Regency. In addition, the construction of facilities and infrastructure for the construction of an erosion-control embankment at the Tengkoral estuary in Nelayan II Neighborhood, Sungailiat Subdistrict, Bangka Regency, as well as road embankment work along the Jelange River in Dusun I Mengkuse, Sawang Selatan Village, West Kundur Subdistrict, Karimun Regency, has also been carried out. These various initiatives are designed to have a positive impact by supporting local community activities and improving the quality of infrastructure in the region. However, the Company has not yet conducted an assessment regarding the payback period for the infrastructure investments made.

## DAMPAK EKONOMI TIDAK LANGSUNG YANG SIGNIFIKAN [GRI 203-2, 14.9.4]

Kegiatan operasional Perseroan memberikan dampak ekonomi tidak langsung kepada masyarakat sekitar. Dampak ekonomi tidak langsung yang diberikan oleh Perseroan melalui berbagai kegiatan Tanggung Jawab Sosial dan Lingkungan (TJSL). Berikut dampak ekonomi tidak langsung yang telah diidentifikasi Perseroan.

## SIGNIFICANT INDIRECT ECONOMIC IMPACTS [GRI 203-2, 14.9.4]

The Company's operational activities generate indirect economic impacts on surrounding communities. The indirect economic impacts generated by the Company through its various Corporate Social Responsibility (CSR) initiatives. The following are the indirect economic impacts identified by the Company.

**Tabel Dampak Ekonomi Tidak Langsung**
Table of Indirect Economic Impacts

| Program | Pemangku Kepentingan yang Terdampak<br>Affected Stakeholders | Dampak<br>Impacts | Signifikansi Dampak<br>Significance of Impacts | Alokasi Dana<br>Fund Allocation | Nilai SROI<br>SROI value |
|---|---|---|---|---|---|
| BERLIAN Pulau Kundur<br>BERLIAN Kundur Island | Pemberdayaan Ekonomi Bagi Masyarakat Rentan melalui Budidaya Ikan Kakap Putih (Pokdakan Tuah Bersatu)<br>Economic Empowerment for Vulnerable Communities through White Snapper Cultivation (Tuah Bersatu Fish Farmer Group) | • Peningkatan kapasitas 11 orang anggota Pokdakan Tuah Bersatu sehingga mampu melakukan budidaya ikan kakap putih secara silvofishery, melakukan pembuatan stimulan biologis, serta mampu menerapkan tata kelola organisasi yang baik<br>• Meningkatnya kohesi kelompok melalui praktik gotong royong dalam pengelolaan kegiatan kelompok<br>• Munculnya relasi dan jejaring sosial baru antar anggota kelompok sebagai hasil dari pembentukan dan aktivitas kelompok<br>• Mampu menjalin kemitraan atau jejaring untuk promosi produk<br>• Mendukung keberlanjutan ekosistem pesisir melalui integrasi kegiatan produksi perikanan dan pelestarian mangrove, sehingga membantu menjaga keseimbangan lingkungan perairan<br>• Capacity building of 11 members of the Tuah Bersatu fish farmer group, enabling them to cultivate white snapper using the silvofishery method, produce biological stimulants, and implement good organizational governance<br>• Enhanced group cohesion through mutual cooperation practices in managing group activities<br>• The emergence of new social relations and networks among group members as a result of group formation and activities<br>• Ability to establish partnerships or networks for product promotion<br>• Support for the sustainability of coastal ecosystems through the integration of fisheries production and mangrove conservation, contributing to the preservation of the aquatic environmental balance | Melalui program ini anggota kelompok mampu meningkatkan pendapatan dari hasil penjualan budidaya secara polikultur silvofishery, hasil tangkapan jaring gumbang, serta hasil pemanfaatan air limbah budidaya kakap melalui stimulan biologis.<br>Through this program, the group members are able to increase their income from the sale of silvofishery-based polyculture products, gumbang net catches, and the utilization of wastewater from snapper cultivation through biological stimulants. | Rp218.690.000 | 1,31 |

## Tabel Dampak Ekonomi Tidak Langsung
Table of Indirect Economic Impacts

| Program | Pemangku Kepentingan yang Terdampak<br>Affected Stakeholders | Dampak<br>Impacts | Signifikansi Dampak<br>Significance of Impacts | Alokasi Dana<br>Fund Allocation | Nilai SROI<br>SROI value |
|---|---|---|---|---|---|
| BERLIAN Pulau Kundur<br>BERLIAN Kundur Island | Pemberdayaan masyarakat pada Program Ketahanan Pangan Hidroponik (Kelompok Lanjut Bestari)<br>Community empowerment through the Hydroponic Food Security Program (Lanjut Bestari Group) | • Peningkatan kapasitas 10 orang anggota kelompok hidroponik Lanjut Bestari sehingga mampu melakukan operasional budidaya sawi keriting, sawi hijau, sawi manis dan selada dengan menggunakan metode hidroponik<br>• Meningkatnya kohesi kelompok melalui praktik gotong royong dalam pengelolaan kegiatan kelompok<br>• Munculnya relasi dan jejaring sosial baru sebagai hasil dari pembentukan dan aktivitas kelompok<br>• Capacity building of 10 members of the Lanjut Bestari hydroponics group, enabling them to cultivate curly mustard greens, green mustard greens, sweet mustard greens, and lettuce using hydroponic methods<br>• Enhanced group cohesion through mutual cooperation practices in managing group activities<br>• The emergence of new social relations and networks among group members as a result of group formation and activities | • Pendapatan kelompok dari hasil penjualan sayur<br>• Penghematan biaya penggunaan pupuk kimia cair melalui pemakaian stimulan biologis dari Pokdakan Tuah Bersatu<br>• The group generated income from vegetable sales<br>• Cost savings from reduced use of liquid chemical fertilizers through the application of biological stimulants by the Tuah Bersatu Fish Farmer Group | Rp218.690.000 | 1,31 |
| | Pemberdayaan Ekonomi Masyarakat Rentan (Kelompok Lanjut Lestari)<br>Economic empowerment for vulnerable communities (Lanjut Lestari Group) | • Peningkatan kapasitas 10 orang anggota Kelompok Lanjut Lestari sehingga mampu melakukan pengolahan hasil tangkapan gumbang menjadi terasi, serta mampu menerapkan tata kelola organisasi yang baik<br>• Meningkatnya kohesi kelompok melalui praktik gotong royong dalam pengelolaan kegiatan kelompok<br>• Munculnya relasi dan jejaring sosial baru sebagai hasil dari pembentukan dan aktivitas kelompok<br>• Capacity building of 10 members of the Lanjut Lestari Group, enabling them to process gumbang catches into shrimp paste, while also successfully implementing good organizational governance<br>• Enhanced group cohesion through mutual cooperation practices in managing group activities<br>• The emergence of new social relations and networks among group members as a result of group formation and activities | Melalui program ini, kelompok mendapatkan pendapatan dari hasil penjualan terasi panggang dan udang rebon kering<br>Through this program, the group generates income from the sale of grilled shrimp paste and dried rebon shrimp | | |
| | Pemberdayaan Ekonomi Masyarakat Rentan (Kelompok Unggas Sejahtera)<br>Economic empowerment for vulnerable communities (Unggas Sejahtera Group) | • Peningkatan kapasitas 5 orang anggota Kelompok Unggas Sejahtera sehingga mampu melakukan budidaya ayam dan komposting kotoran ayam, serta mampu menerapkan tata kelola organisasi yang baik<br>• Meningkatnya kohesi kelompok melalui praktik gotong royong dalam pengelolaan kegiatan kelompok<br>• Munculnya relasi dan jejaring sosial baru sebagai hasil dari pembentukan dan aktivitas kelompok<br>• Capacity building for 5 members of the Unggas Sejahtera Group, enabling them to carry out chicken farming and composting of chicken manure, while also successfully implementing good organizational governance<br>• Enhanced group cohesion through mutual cooperation practices in managing group activities<br>• The emergence of new social relations and networks among group members as a result of group formation and activities | • Melalui program ini, kelompok mendapatkan pendapatan dari penjualan ayam dan penjualan kompos.<br>• Penghematan biaya pakan ayam<br>• Through this program, the group generates income from the sale of poultry and compost<br>• Cost savings from reduced poultry feed expenses | | |

## Tabel Dampak Ekonomi Tidak Langsung
Table of Indirect Economic Impacts

| Program | Pemangku Kepentingan yang Terdampak<br>Affected Stakeholders | Dampak<br>Impacts | Signifikansi Dampak<br>Significance of Impacts | Alokasi Dana<br>Fund Allocation | Nilai SROI<br>SROI value |
|---|---|---|---|---|---|
| BERLIAN Pulau Kundur<br>BERLIAN Kundur Island | Pengelolaan Sampah (Kelompok Bank Sampah Lanjut Berseri)<br>Waste Management (Lanjut Berseri Waste Bank Group) | • Peningkatan kapasitas 5 orang anggota kelompok bank sampah Lanjut Berseri sehingga mampu melakukan operasional bank sampah, melakukan budidaya maggot, serta mampu menerapkan tata kelola organisasi yang baik<br>• Meningkatnya kohesi kelompok melalui praktik gotong royong dalam pengelolaan kegiatan kelompok<br>• Munculnya relasi dan jejaring sosial baru sebagai hasil dari pembentukan dan aktivitas kelompok bank sampah lanjut berseri<br>• Capacity building for 5 members of the Lanjut Berseri Waste Bank Group, enabling them to operate the waste bank, cultivate maggots, and effectively implement good organizational governance<br>• Enhanced group cohesion through mutual cooperation practices in managing group activities<br>• The emergence of new social relations and networks among group members as a result of group formation and activities | • Pendapatan Bank Sampah dari penjualan sampah anorganik dan penjualan maggot<br>• Tabungan nasabah dari penjualan sampah anorganik<br>• Waste Bank income from the sale of inorganic waste and maggots<br>• Customer savings generated from the sale of inorganic waste | Rp218.690.000 | 1,31 |
| | Sekolah Sadar Iklim (siswa siswi kelas 5 SD 009 Sawang Laut)<br>Climate Awareness School (fifth-grade students of Public Elementary School 009 Sawang Laut) | • Peningkatan rasa bangga karena ikut serta dalam kegiatan mitigasi dan adaptasi perubahan iklim<br>• Meningkatkan kapasitas peserta didik dalam memahami keterkaitan antara lingkungan dan ekonomi terutama terkait mitigasi dan adaptasi terhadap perubahan iklim<br>• Meningkatkan pemahaman dan kepedulian peserta didik terhadap pelestarian lingkungan serta pentingnya upaya mitigasi dan adaptasi perubahan iklim melalui pembelajaran digital learning dan kunjungan lapangan<br>• Enhanced pride through participation in climate change mitigation and adaptation activities<br>• Strengthened students' capacity to understand the interconnection between the environment and the economy, particularly in relation to climate change mitigation and adaptation<br>• Improved students' awareness and concern for environmental preservation, as well as the importance of climate change mitigation and adaptation efforts, through digital learning and field visits | | | |
| | Pemerintah Desa Sawang Laut<br>Sawang Laut Village Government | • Semakin luas area konservasi mangrove di Desa Sawang Laut<br>• Adanya pemanfaatan dana desa untuk replikasi program budidaya ikan kakap putih<br>• Expanded the mangrove conservation area in Sawang Laut Village<br>• Utilized village funds to replicate the white snapper aquaculture program | Peningkatan ekonomi Desa Sawang Laut<br>Improved economic conditions in Sawang Laut Village | | |

## Tabel Dampak Ekonomi Tidak Langsung
Table of Indirect Economic Impacts

| Program | Pemangku Kepentingan yang Terdampak<br>Affected Stakeholders | Dampak<br>Impacts | Signifikansi Dampak<br>Significance of Impacts | Alokasi Dana<br>Fund Allocation | Nilai SROI<br>SROI value |
|---|---|---|---|---|---|
| BERLIAN Pulau Kundur<br>BERLIAN Kundur Island | Kelompok Pembudidaya Ikan (POKDAKAN) Mari Berusaha Sesama Kita (MBSK) merupakan kelompok replikasi program budidaya ikan kakap putih dengan menggunakan dana desa<br>Mari Berusaha Sesama Kita (MBSK) Fish Farmer Group (POKDAKAN), a replication group for white snapper cultivation funded by village funds | • Peningkatan kapasitas 10 orang anggota Pokdakan MBSK sehingga mampu melakukan budidaya ikan kakap putih<br>• Meningkatnya kohesi kelompok melalui praktik gotong royong dalam pengelolaan kegiatan kelompok<br>• Munculnya relasi dan jejaring sosial baru antar anggota kelompok sebagai hasil dari pembentukan dan aktivitas kelompok<br>• Capacity building of 10 members of the MBSK Fish Farmer Group, enabling them to cultivate white snapper<br>• Enhanced group cohesion through mutual cooperation practices in managing group activities<br>• The emergence of new social relations and networks among group members as a result of group formation and activities | Anggota POKDAKAN Mari Berusaha Sesama Kita (MBSK) mendapatkan pendapatan dari hasil penjualan ikan kakap putih<br>Members of Mari Berusaha Sesama Kita (MBSK) Fish Farmer Group generate income from the sale of white snapper | Rp218.690.000 | 1,31 |
| | Kelompok Pembudidaya Ikan (POKDAKAN) Barokah merupakan kelompok replikasi program budidaya ikan kakap putih secara swadaya<br>Barokah Fish Farmer Group (POKDAKAN), a self-funded replication group for white snapper cultivation | • Peningkatan kapasitas 11 orang anggota Pokdakan Barokah sehingga mampu melakukan budidaya ikan kakap putih<br>• Meningkatnya kohesi kelompok melalui praktik gotong royong dalam pengelolaan kegiatan kelompok<br>• Munculnya relasi dan jejaring sosial baru antar anggota kelompok sebagai hasil dari pembentukan dan aktivitas kelompok<br>• Capacity building of 11 members of the Barokah Fish Farmer Group, enabling them to cultivate white snapper<br>• Enhanced group cohesion through mutual cooperation practices in managing group activities<br>• The emergence of new social relations and networks among group members as a result of group formation and activities | Anggota POKDAKAN Barokah mendapatkan pendapatan dari hasil penjualan ikan kakap putih<br>Members of the Barokah Fish Farmer Group generate income from the sale of white snapper | | |
| MENJAGA NUSANTARA | UMKM Pempek Udang dan Pengolahan Limbah Kulit Udang 'Kelompok Pengrajin Pempek Udang Wanita Tangguh'<br>Shrimp Pempek MSME and Shrimp Shell Waste Processing 'Wanita Tangguh Shrimp Pempek Artisan Group' | • Peningkatan kapasitas 10 orang anggota Kelompok Pengrajin Pempek Udang Wanita Tangguh sehingga mampu memperkuat produksi pempek udang dan mengolah limbah kulit udang menjadi sinbiotik, serta mampu menerapkan tata kelola organisasi yang baik<br>• Meningkatnya kohesi kelompok melalui praktik gotong royong dalam pengelolaan kegiatan kelompok<br>• Mengurangi potensi pencemaran lingkungan dari limbah kulit udang<br>• Capacity building of 10 members of the Wanita Tangguh Shrimp Pempek Artisan Group, enabling them to strengthen shrimp pempek production and process shrimp shell waste into synbiotics, as well as implement good organizational governance<br>• Enhanced group cohesion through mutual cooperation practices in managing group activities<br>• The emergence of new social relations and networks among group members as a result of group formation and activities | • Melalui program ini, kelompok mendapatkan pendapatan dari penjualan pempek udang dan penjualan sinbiotik limbah kulit udang<br>• Peningkatan pendapatan masyarakat dari kegiatan mengupas udang<br>• Through this program, the group generates income from the sale of shrimp pempek and synbiotics derived from shrimp shell waste<br>• Increased community income from shrimp peeling activities | Rp128.905.000 | 1,43 |

## Tabel Dampak Ekonomi Tidak Langsung
Table of Indirect Economic Impacts

| Program | Pemangku Kepentingan yang Terdampak<br>Affected Stakeholders | Dampak<br>Impacts | Signifikansi Dampak<br>Significance of Impacts | Alokasi Dana<br>Fund Allocation | Nilai SROI<br>SROI value |
|---|---|---|---|---|---|
| MENJAGA NUSANTARA | Budidaya Tanaman untuk Ketahanan Pangan (Kelompok Tani Tular Lestari)<br>Crop Cultivation for Food Security (Tular Lestari Farmers Group) | • Peningkatan kapasitas 14 orang anggota Kelompok Tani Tular Lestari sehingga mampu melakukan budidaya tanaman pangan di lahan eks tambang ilegal, serta penerapan tata kelola organisasi yang baik<br>• Meningkatnya kohesi kelompok melalui praktik gotong royong dalam pengelolaan kegiatan kelompok<br>• Kelompok Tani Tular Lestari mampu menjalin kemitraan atau jejaring dengan pihak swasta untuk penjualan produk<br>• Capacity building of 14 members of the Tular Lestari Farmers Group, enabling them to cultivate food crops on former illegal mining land, as well as to implement good organizational governance<br>• Improved group cohesion through mutual cooperation practices in managing group activities<br>• The Tular Lestari Farmers Group is able to establish partnerships or networks with private sector entities for product marketing | • Ada nya pendapatan dari penjualan buah , sayur dan tanaman pangan lainnya<br>• Income generated from the sale of fruits, vegetables, and other food crops | Rp128.905.000 | • 1,43 |
| | Budidaya Tanaman untuk Ketahanan Pangan (Kelompok Wanita Tani Perkasa)<br>Crop Cultivation for Food Security (Wanita Perkasa Farmers Group) | • Peningkatan kapasitas 10 orang anggota Kelompok Wanita Tani Perkasa sehingga mampu melakukan budidaya tanaman pangan di lahan pekarangan, serta penerapan tata kelola organisasi yang baik<br>• Meningkatnya kohesi kelompok melalui praktik gotong royong dalam pengelolaan kegiatan kelompok<br>• Termanfaatkannya lahan pekarangan yang sebelumnya tidak produktif<br>• Capacity building of 10 members of the Wanita Perkasa Farmers Group, enabling them to cultivate food crops in home yards, as well as to implement good organizational governance<br>• Improved group cohesion through mutual cooperation practices in managing group activities<br>• Utilization of previously unproductive yard land | • Adanya pendapatan dari penjualan sayur selada<br>• Income generated from the sale of lettuce | | |
| | Budidaya Tanaman untuk Ketahanan Pangan (PKK Desa Air Putih)<br>Crop cultivation for food security (Family Welfare and Empowerment (PKK) of Air Putih Village) | • Peningkatan kapasitas 15 orang anggota PKK Desa Air Putih sehingga mampu melakukan budidaya tanaman pangan di lahan pekarangan, serta penerapan tata kelola organisasi yang baik<br>• Meningkatnya kohesi kelompok melalui praktik gotong royong dalam pengelolaan kegiatan kelompok<br>• Termanfaatkannya lahan pekarangan yang sebelumnya tidak produktif<br>• Capacity building of 15 members of the PKK of Air Putih Village, enabling them to cultivate food crops in home yards, as well as to implement good organizational governance<br>• Improved group cohesion through mutual cooperation practices in managing group activities<br>• Utilization of previously unproductive yard land | • Adanya pendapatan dari penjualan sayur sawi<br>• Income generated from the sale of mustard greens | | |

**Tabel Dampak Ekonomi Tidak Langsung**
Table of Indirect Economic Impacts

| Program | Pemangku Kepentingan yang Terdampak<br>Affected Stakeholders | Dampak<br>Impacts | Signifikansi Dampak<br>Significance of Impacts | Alokasi Dana<br>Fund Allocation | Nilai SROI<br>SROI value |
|---|---|---|---|---|---|
| MENJAGA NUSANTARA | Sekolah Entrepreneur Difabel<br>Disabled Entrepreneur School | • Peningkatan kapasitas 7 orang anggota Sekolah Entrepreneur Difabel sehingga mampu melakukan produksi batik ciprat, ecoprint, dan snack ringan, serta penerapan tata kelola organisasi yang baik<br>• Munculnya relasi dan jejaring sosial baru sebagai hasil dari pembentukan dan aktivitas Sekolah Entrepreneur Difabel<br>• Mengurangi potensi pencemaran lingkungan dari air limbah produksi batik ciprat<br>• Capacity building of 7 members of the Disabled Entrepreneur School, enabling them to produce splash batik, ecoprint products, and light snacks, as well as to implement good organizational governance<br>• The emergence of new social relations and networks as a result of the establishment and activities of the Disabled Entrepreneur School<br>• Reduced potential environmental pollution from wastewater generated by the splash batik production | • Pendapatan dari penjualan batik ciprat, penjualan snack ringan, dan penjualan batik eco print<br>• Income generated from the sale of splash batik, light snacks, and ecoprint batik | Rp128.905.000 | 1,43 |
| | Bank Sampah Tanjung Elok Bersahabat<br>Tanjung Elok Bersahabat Waste Bank | • Peningkatan kapasitas 13 orang anggota Bank Sampah Tanjung Elok Bersahabat sehingga mampu melakukan operasional bank sampah dan pembuatan kompos, serta mampu menerapkan tata kelola organisasi yang baik<br>• Meningkatnya kohesi kelompok melalui praktik gotong royong dalam pengelolaan kegiatan kelompok<br>• Capacity building of 13 members of the Tanjung Elok Bersahabat Waste Bank, enabling them to operate waste bank activities and produce compost, as well as to implement good organizational governance<br>• Improved group cohesion through mutual cooperation practices in managing group activities | • Pendapatan Bank Sampah dari penjualan sampah anorganik dan penjualan kompos<br>• Tabungan nasabah dari penjualan sampah anorganik<br>• Waste Bank income from the sale of inorganic waste and compost<br>• Customer savings generated from the sale of inorganic waste | | |

Seluruh program yang dijalankan tidak terdapat dampak negatif bagi masyarakat dan pemangku kepentingan lainnya.

All implemented programs have not resulted in any negative impacts on communities or other stakeholders.

## PERILAKU ANTI PERSAINGAN [GRI 206-1]

Perseroan senantiasa berkomitmen untuk tidak melakukan praktek monopoli dan persaingan usaha yang tidak sehat dan patuh terhadap Undang-Undang Republik Indonesia Nomor 5 Tahun 1999 tentang Larangan Praktek Monopoli dan Persaingan Usaha Tidak Sehat. Dalam Pedoman Etika dan Perilaku Perusahaan (*Code of Conduct*) telah diatur bahwa.

1. Perseroan dilarang membuat perjanjian dengan pelaku usaha lain untuk secara bersama-sama melakukan penguasaan produksi dan/atau pemasaran barang dan/

## ANTI-COMPETITIVE BEHAVIOR [GRI 206-1]

The Company remains committed to refraining from monopolistic practices and unfair business competition, in full compliance with Law of the Republic of Indonesia No. 5 of 1999 on Prohibition of Monopolistic Practices and Unfair Business Competition. The Company's Code of Conduct stipulates the following:

1. The Company is prohibited from entering into agreements with other business actors to jointly control the production and/or marketing of goods and/

atau jasa yang dapat mengakibatkan terjadinya praktek monopoli dan/atau persaingan usaha tidak sehat.

2. Perusahaan dilarang melakukan satu atau beberapa kegiatan, baik sendiri maupun bersama pelaku usaha lain, yang dapat mengakibatkan terjadinya praktek monopoli dan/atau persaingan usaha tidak sehat berupa:
   a. Menolak dan/atau menghalangi pelaku usaha tertentu untuk melakukan kegiatan usaha yang sama pada pasar bersangkutan; atau
   b. Menghalangi konsumen atau pelanggan pelaku usaha pesaingnya untuk tidak melakukan hubungan usaha dengan pelaku usaha pesaingnya itu; atau
   c. Membatasi peredaran dan/atau penjualan barang dan/atau jasa pada pasar bersangkutan; atau
   d. Melakukan praktek monopoli terhadap pelaku usaha tertentu

Atas komitmen tersebut, sepanjang tahun 2025, tidak terdapat kasus hukum terkait dengan perilaku anti persaingan serta pelanggaran terhadap peraturan/undang-undang terkait monopoli.

or services that may result in monopolistic practices and/or unfair competition.

2. The Company is prohibited from engaging in one or more activities, either independently or jointly with other business actors, that may lead to monopolistic practices and/or unfair competition, including:

   a. Refusing and/or obstructing certain business actors from conducting similar business activities in the relevant market; or
   b. Preventing consumers or customers of competing business actors from engaging in business relations with those competitors;
   c. Restricting the distribution and/or sale of goods and/or services in the relevant market; or
   d. Engaging in monopolistic practices against certain business actors.

In line with this commitment, throughout 2025, there were no legal cases related to anti-competitive behavior or violations of laws/regulations on monopolistic practices.

## PAJAK

### PENDEKATAN PAJAK [GRI 207-1, 14.23.4]

Sebagai bagian dari komitmen Perseroan terhadap pembangunan berkelanjutan, Perseroan senantiasa memastikan bahwa praktik perpajakan selalu sesuai dengan ketentuan perundang-undangan perpajakan yang berlaku.

Strategi pajak yang diimplementasikan oleh Perseroan yaitu Perseroan senantiasa menjalankan praktik perpajakan sesuai dengan ketentuan perundang-undangan perpajakan yang berlaku, untuk menjaga *cash flow* perseroan sejak tanggal 12 Mei 2020 Perseroan ditetapkan menjadi Pengusaha Kena Pajak Berisiko Rendah yang dapat diberikan pengembalian pendahuluan kelebihan pembayaran pajak. Terkait pemeriksaan pajak di tingkat Keberatan dan Banding Pajak, Perseroan menggunakan bantuan dari konsultan perpajakan. Pendekatan kepatuhan yang diterapkan tidak hanya memastikan pemenuhan kewajiban perpajakan secara konsisten, tetapi juga mendukung stabilitas dan keberlanjutan bisnis Perseroan secara keseluruhan melalui pengelolaan risiko yang terukur dan tata kelola yang baik.

Strategi perpajakan disetujui dan ditinjau secara berkala oleh Direktur Keuangan dan Manajemen Risiko. Direktur Keuangan dan Manajemen Risiko juga senantiasa melakukan peninjauan secara berkala setiap ada sengketa perpajakan.

## TAX

### APPROACH TO TAX [GRI 207-1, 14.23.4]

As part of its commitment to sustainable development, the Company consistently ensures that tax practices comply with prevailing tax laws and regulations.

The tax strategy implemented by the Company is to consistently conduct its tax practices in compliance with applicable tax laws and regulations to maintain the Company's cash flow, since May 12, 2020, the Company has been designated as a Low-Risk Taxable Entity, which is eligible to receive advance refunds of overpaid taxes. Regarding tax audits at the Objection and Tax Appeal levels, the Company utilizes the assistance of tax consultants. The compliance approach implemented not only ensures consistent fulfillment of tax obligations but also supports the overall stability and sustainability of the Company's business through measured risk management and sound governance.

The tax strategy is approved and reviewed periodically by the Director of Finance and Risk Management. The Director of Finance and Risk Management also consistently conducts regular reviews whenever tax disputes arise.

## TATA KELOLA, KONTROL, DAN RISIKO PENGELOLAAN PAJAK [GRI 207-2, 14.23.5,]

Dalam menjalankan aktivitas bisnisnya, Perseroan senantiasa mematuhi seluruh peraturan yang relevan bagi aktivitas bisnisnya, khususnya dalam aspek perpajakan. Pendekatan yang dilakukan oleh Perseroan didasarkan dengan kepatuhan Perseroan terhadap seluruh peraturan perpajakan yang berlaku. Dalam pengelolaan pelaksanaan kegiatan perpajakan, Perseroan telah menetapkan sebagai berikut.

- Badan tata kelola (eksekutif) yang bertanggung jawab untuk menerapkan strategi pajak adalah Direktur Keuangan dan Manajemen Risiko.
- Peran badan tata kelola tertinggi dalam proses manajemen risiko pajak yaitu memastikan aktivitas terkait perpajakan sudah dilakukan sesuai dengan ketentuan perundang-undangan perpajakan yang berlaku
- Perseroan telah memiliki pedoman perpajakan yang digunakan untuk pemenuhan kewajiban perpajakan. kebijakan perpajakan mengacu pada peraturan perundang-undangan terkait perpajakan yang berlaku.
- Perseroan senantiasa melakukan identifikasi, mengelola dan melakukan pemantauan terkait aspek pajak melalui monitoring dan rekonsiliasi yang dilakukan oleh Divisi Financial Accounting.

Di samping itu, Perseroan juga telah memberikan pelatihan dan panduan yang diberikan kepada para karyawan yang relevan mengenai hubungan antara strategi pajak, strategi bisnis, dan pembangunan berkelanjutan. Staf perpajakan dalam Perseroan telah dilengkapi dengan kompetensi pelatihan atau kursus perpajakan atau Brevet Pajak. Namun demikian, Perseroan belum menetapkan remunerasi atau skema insentif untuk orang-orang yang bertanggung jawab menerapkan strategi pajak. Perseroan juga telah menyediakan mekanisme pelaporan Peta Jalan Inisiatif Keberlanjutan 2023–2029 sebagai sarana bagi karyawan maupun pemangku kepentingan external untuk menyampaikan kekhawatiran terkait dugaan pelanggaran etika, integritas, maupun kepatuhan perpajakan dalam kegiatan bisnis.

Perseroan senantiasa mematuhi berbagai peraturan perundang-undangan terkait dengan pajak di antaranya sebagai berikut.

- Undang-Undang Ketentuan Umum dan Tata Cara Perpajakan (UU KUP): Mengatur ketentuan umum dan tata cara perpajakan, termasuk subjek pajak, pendaftaran NPWP, pengukuhan pengusaha kena pajak (PKP), serta penetapan dan ketetapan pajak.

- Undang-Undang Pajak Penghasilan (UU PPh): Mengatur pengenaan pajak penghasilan, termasuk subjek pajak, objek pajak, tarif pajak, dan cara menghitung jumlah pajak terutang.

## TAX GOVERNANCE, CONTROL, AND RISK MANAGEMENT [GRI 207-2, 14.23.5,]

In conducting its business activities, the Company consistently complies with all regulations relevant to its operations, particularly in the taxation aspect. The Company's approach is grounded in full compliance with all applicable tax laws and regulations. In managing the implementation of its tax activities, the Company has established the following measures.

- The governance bodies (executive) responsible for implementing the tax strategy are the Director of Finance and Risk Management.
- The role of the highest governing body in the tax risk management process is to ensure that tax-related activities are conducted in accordance with applicable tax laws and regulations.

- The Company has established tax guidelines used to fulfill its tax obligations. Tax policies are based on applicable tax laws and regulations.

- The Company continuously identifies, manages, and monitors tax-related matters through monitoring and reconciliation conducted by the Financial Accounting Division.

In addition, the Company provides training and guidance to relevant employees on the relationship between tax strategy, business strategy, and sustainable development. The Company's tax staff are equipped with competencies through tax training, courses, or Brevet Tax certification. However, the Company has not yet established remuneration or incentive schemes for individuals responsible for implementing the tax strategy. The Company has also established a whistleblowing system to enable employees and external stakeholders to report concerns regarding alleged violations of ethics, integrity, or tax compliance in business operations.

The Company consistently complies with various tax laws and regulations, including the following.

- General Provisions and Procedures of Taxation Law (KUP Law): Regulates general provisions and procedures of taxation, including taxable persons, Taxpayer Identification Number (NPWP) registration, certification of taxable businesses (PKP), as well as tax assessments and rulings.
- Income Tax Law (PPh Law): Regulates the imposition of income tax, including taxpayers, taxable income, tax rates, and methods for calculating the amount of tax due.

- Undang-Undang Pajak Pertambahan Nilai Barang dan Jasa serta Pajak Penjualan atas Barang Mewah (UU PPN): Mengatur pengenaan pajak pertambahan nilai barang dan jasa serta pajak penjualan atas barang mewah.
- Undang-Undang Pengadilan Pajak: Mengatur ketentuan seputar penyelenggaraan persidangan sengketa pajak.
- Undang-Undang Bea Meterai: Mengatur ketentuan seputar pengenaan pajak atas dokumen.
- Undang-Undang Pajak Bumi dan Bangunan (UU PBB): Mengatur ketentuan pengenaan pajak sehubungan dengan hak, perolehan manfaat, dan/atau penguasaan atas bumi dan bangunan.

Perseroan secara rutin melakukan kajian pajak atas bisnis proses baru yang akan dijalankan. Secara berkala, Perseroan juga melakukan evaluasi atas kepatuhannya terhadap tata kelola perpajakan. Bagaimana evaluasi yang dilakukan, dalam melakukan evaluasi perseroan senantiasa meminta Surat Keterangan Fiskal kepada Direktorat Jenderal Pajak yang berisi kepatuhan Perseroan sebagai wajib pajak. Selama tahun 2025, tidak terdapat pelaporan pelanggaran terhadap aspek perpajakan.

Pengungkapan informasi terkait pajak juga masuk ke dalam lingkup verifikasi independen sebagaimana disampaikan pada bagian Verifikasi Tertulis dari Pihak Independen di Laporan Keberlanjutan ini.

## KETERLIBATAN PEMANGKU KEPENTINGAN DALAM MENGATASI PERMASALAHAN TERKAIT PAJAK [GRI 207-3, 14.23.6]

Pemangku kepentingan utama Perseroan dalam aspek perpajakan adalah Otoritas Pajak. Perseroan secara konsisten membangun dan menjaga hubungan yang baik dengan Otoritas Pajak melalui pemenuhan seluruh kewajiban perpajakan yang berlaku, termasuk pelaporan dan pembayaran pajak secara tepat waktu sesuai ketentuan peraturan perundang-undangan. Dalam keterlibatannya dengan Otoritas Pajak, Perseroan tidak melakukan pendekatan advokasi kebijakan publik di bidang perpajakan, dan berfokus pada kepatuhan serta implementasi regulasi yang berlaku. Adapun proses untuk mengumpulkan dan mempertimbangkan pandangan pemangku kepentingan terkait aspek perpajakan dilakukan melalui mekanisme komunikasi resmi, audit, serta pemeriksaan pajak yang dilaksanakan sesuai ketentuan, sehingga setiap masukan, klarifikasi, maupun temuan dari otoritas pajak dapat ditindaklanjuti secara transparan dan akuntabel dalam kerangka kepatuhan perusahaan.

## PELAPORAN PAJAK [GRI 207-4, 14.23.7, ICMM 10.2]

Perseroan mendukung secara publik implementasi Inisiatif Transparansi Industri Ekstraktif (EITI) di Indonesia dan secara rutin mengungkapkan informasi mengenai semua

- Value-Added Tax on Goods and Services and Sales Tax on Luxury Goods Act (VAT Act): Regulates the imposition of value-added tax on goods and services and sales tax on luxury goods
- Tax Court Act: Regulates provisions regarding the conduct of tax dispute hearings.
- Stamp Duty Law: Regulates provisions regarding the imposition of taxes on documents.
- Land and Building Tax Law (PBB Law): Regulates provisions regarding the imposition of taxes in connection with rights, benefits, and/or control over land and buildings.

The Company routinely conducts tax reviews for new business processes to be implemented. Periodically, the Company also evaluates its compliance with tax governance. In conducting its evaluation, the Company consistently requests a Tax Clearance Certificate from the Directorate General of Taxes, which confirms the Company's compliance as a taxpayer. Throughout 2025, there were no reported violations related to taxation aspects.

The disclosure of tax-related information also falls within the scope of independent verification, as described in the "Independent Written Verification" section of this Sustainability Report.

## STAKEHOLDER ENGAGEMENT IN ADDRESSING TAX-RELATED ISSUES [GRI 207-3, 14.23.6]

The Company's primary stakeholder in tax matters is the Tax Authority. The Company consistently builds and maintains good relations with the Tax Authority by fulfilling all applicable tax obligations, including timely tax reporting and payment in accordance with applicable laws and regulations. In its engagement with the Tax Authority, the Company does not pursue public policy advocacy in the tax sector, but focuses on compliance and the implementation of applicable regulations. The process of gathering and considering stakeholder views regarding tax matters is conducted through official communication channels, audits, and tax examinations carried out in accordance with regulations, ensuring that all feedback, clarifications, or findings from the tax authorities are addressed transparently and accountably within the framework of corporate compliance.

## TAX REPORTING [GRI 207-4, 14.23.7, ICMM 10.2]

The Company publicly supports the implementation of the Extractive Industries Transparency Initiative (EITI) in Indonesia and routinely discloses information on all material

pembayaran material kepada pemerintah, termasuk pajak dan royalti, berdasarkan proyek operasional. Perseroan menjalankan kegiatan operasionalnya di wilayah Indonesia serta terdapat entitas anak usaha yang berada di luar Indonesia. Pembayaran perpajakan yang dilakukan merupakan pembayaran secara konsolidasi yang mencakup entitas anak Perseroan yang melibatkan yurisdiksi pajak di luar negeri. Pada tahun 2025, Perseroan telah membayar pajak di Indonesia sebesar Rp940,49 miliar meningkat dibandingkan dengan tahun 2024 sebesar Rp883,38 miliar.

payments to the government, including taxes and royalties, based on operational projects.The Company conducts its operations in Indonesia and has subsidiaries located outside Indonesia. Tax payments made are consolidated payments that include the Company's subsidiaries involving foreign tax jurisdictions. In 2025, the Company paid taxes in Indonesia amounting to Rp940.49 billion, an increase compared to 2024's amount of Rp883.38 billion.

**Tabel Pembayaran dan Pelaporan Pajak**
Table of Tax Payment and Reporting

(Dalam Jutaan Rupiah) (in millions of Rupiah)

| Uraian Pajak<br>Description of Tax | 2025 | 2024 | 2023 |
|---|---|---|---|
| Pajak Penghasilan Pasal 21<br>Income Tax Article 21 | 102.667 | 86.314 | 125.526 |
| Pajak Penghasilan Pasal 23<br>Income Tax Article 23 | 91.750 | 77.812 | 60.872 |
| Pajak Penghasilan Pasal 25/29 Badan<br>Corporate Income Tax Article 25/29 | 184.771 | 257.772 | 66.104 |
| Pajak Penghasilan Pasal 26<br>Income Tax Article 26 | 4.099 | 0 | 3.124 |
| Pajak Penghasilan Pasal 4 Ayat 2 Final<br>Final Income Tax Article 4(2) | 55 | 87 | 456 |
| Pajak Pertambahan Nilai (PPN)<br>Value Added Tax (VAT) | 557.137 | 461.386 | 413.641 |
| Pajak Bea Meterai<br>Stamp Duty | 12 | 14 | 38 |
| **Total** | **940.491** | **883.385** | **669.761** |

**Tabel Dasar Perhitungan Pajak**
Table of the Basis of Tax Calculation

(Dalam Jutaan Rupiah) (in millions of Rupiah)

| Keterangan | 2025 | 2024 | 2023 |
|---|---|---|---|
| Pendapatan<br>Revenue | 14.872.809 | 14.376.425 | 11.129.517 |
| Pendapatan dari penjualan pihak ketiga<br>Revenue from third-party sales | 11.552.733 | 10.856.422 | 8.391.907 |
| Pendapatan dari transaksi intra-grup dengan yurisdiksi pajak lainnya<br>Revenue from intra-group transactions with other tax jurisdictions | 3.320.076 | 3.520.003 | 2.737.610 |
| Laba Sebelum Pajak<br>Profit Before Tax | 1.753.848 | 1.657.269 | (446.698) |
| Aset Berwujud Selain Kas dan Setara Kas<br>Tangible Assets other than Cash and Cash Equivalents | 6.339.279 | 5.110.117 | 5.636.947 |
| Pembayaran Pajak Penghasilan Badan Secara Tunai<br>Corporate Income Tax Payments in Cash | 184.771 | 243.459 | 20.000 |
| Pembayaran Pajak Penghasilan Badan yang Masih Harus Dibayar atas Laba/Rugi<br>Corporate Income Tax Payable on Profit/Loss | 292.660 | 106.618 | 0 |

# PILAR 6: Tata Kelola

PILLAR 6: Governance




**Prinsip-Prinsip ICMM:**
*Ethical Business*
*Decision Making*
*Risk Management*

**ICMM Principles:**
Ethical Business
Decision Making
Risk Management

## STRUKTUR DAN KOMPOSISI TATA KELOLA [GRI 2-9, GRI 2-11]

Berdasarkan Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas, struktur tata kelola Perseroan terdiri dari organ utama, yakni Rapat Umum Pemegang Saham, Dewan Komisaris, dan Direksi. Ketiga organ tersebut memiliki peran strategis dalam memastikan penerapan tata kelola perusahaan yang baik berjalan secara efektif. Dalam menjalankan tugasnya, Dewan Komisaris dibantu oleh organ pendukung yaitu Komite Audit, Komite Pemantau Risiko, serta Komite Tata Kelola Terintegrasi, Nominasi dan Remunerasi. Sedangkan, Direksi dibantu oleh organ pendukung di antaranya Division Corporate Secretary, Division Internal Audit, Division Legal, Division Risk Management & Compliance, dan Divisi Lainnya di Perseroan. Dalam struktur tata kelola Perseroan, Komisaris Utama dan Direktur Utama merupakan ketua badan tata kelola tertinggi dan bukan merupakan pejabat eksekutif.

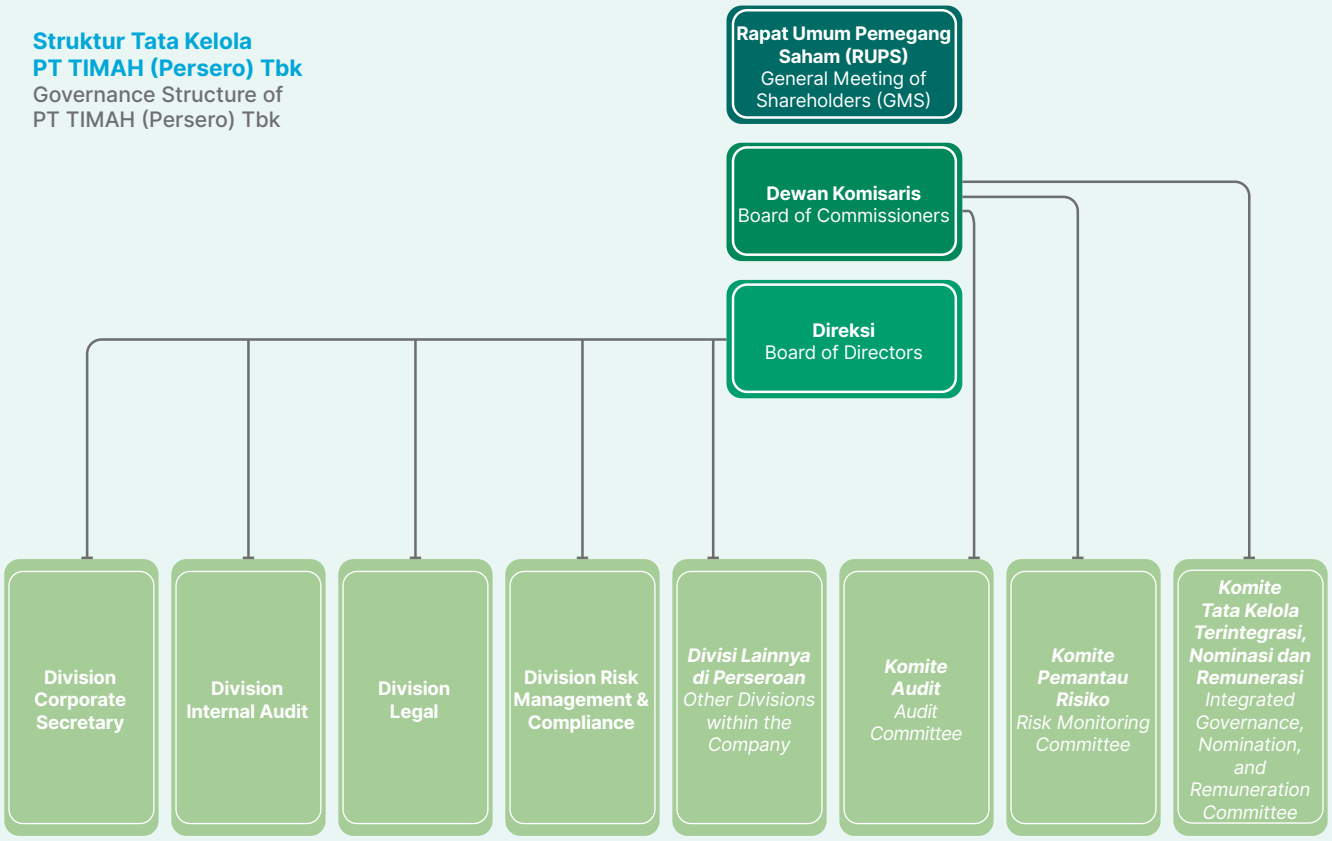
## GOVERNANCE STRUCTURE AND COMPOSITION [GRI 2-9, GRI 2-11]

Pursuant to Law No. 40 of 2007 on Limited Liability Companies, the Company's governance structure comprises the main governing organs, namely the General Meeting of Shareholders, the Board of Commissioners, and the Board of Directors. These three organs play strategic roles in ensuring the effective implementation of good corporate governance. In carrying out its duties, the Board of Commissioners is supported by supporting organs, namely the Audit Committee, the Risk Monitoring Committee, and the Integrated Governance, Nomination and Remuneration Committee. Meanwhile, the Board of Directors is supported by several supporting organs, including the Corporate Secretary Division, Internal Audit Division, Legal Division, Risk Management & Compliance Division, and other Divisions within the Company. In the Company's governance structure, the President Commissioner and the President Director serve as the heads of the highest governance bodies and are not executive officers.

Berikut struktur tata kelola Perseroan.

The Company's governance structure is presented below.

**Struktur Tata Kelola PT TIMAH (Persero) Tbk**
Governance Structure of PT TIMAH (Persero) Tbk




Komposisi dan profil Dewan Komisaris dan Direksi termasuk Komisaris Independen, masa jabatan, jenis kelamin, dan kompetensi disajikan di pada Profil Perusahaan dalam Laporan Tahunan PT TIMAH (Persero) Tbk tahun 2025. Selain itu, komposisi dan profil komite di bawah Dewan Komisaris dan Direksi telah disajikan pada bagian Tata Kelola Perusahaan dalam Laporan Tahunan PT TIMAH (Persero) Tbk tahun 2025. Selanjutnya, terkait struktur organisasi telah disampaikan pada bagian Profil Perusahaan di Laporan Tahunan PT TIMAH (Persero) Tbk tahun 2025.

The composition and profiles of the Board of Commissioners and Board of Directors, including Independent Commissioners, term of office, gender, and competencies, are presented in the Company Profile section of PT TIMAH (Persero) Tbk's 2025 Annual Report. Additionally, the composition and profiles of the committees under the Board of Commissioners and the Board of Directors are presented in the Corporate Governance section of PT TIMAH (Persero) Tbk's 2025 Annual Report. Furthermore, information regarding the organizational structure has been provided in the Company Profile section of PT TIMAH (Persero) Tbk's 2025 Annual Report.

## KODE ETIK

Perseroan telah memiliki kode etik yang mengatur tentang sikap, perilaku, dan tindakan seluruh insan Perseroan. Penyusunan Kode Etik tersebut tidak hanya didasarkan pada prinsip-prinsip etika bisnis, tetapi juga selaras dengan nilai-nilai utama Perseroan serta ketentuan peraturan perundang-undangan yang berlaku. Adapun pokok-pokok kode etik Perseroan meliputi kepatuhan terhadap peraturan Perundang-Undangan, kepedulian terhadap kepentingan pegawai, etika hubungan dengan atasan, bawahan, dan rekan kerja, etika dengan *stakeholders*, penghormatan pada Hak Asasi Manusia (HAM), pengendalian gratifikasi, anti penyuapan dan benturan kepentingan, serta perlindungan informasi dan Aset Perusahaan.

## CODE OF CONDUCT

The Company has established a Code of Conduct that governs the attitudes, behavior, and actions of all Company personnel. The development of this Code of Conduct is based not only on business ethics principles but also aligned with the Company's core values and applicable laws and regulations. The key elements of the Company's Code of Conduct include compliance with Laws and Regulations, concern for employee welfare, ethics in relationships with supervisors, subordinates, and colleagues, ethics in relations with stakeholders, respect for Human Rights (HR), control of gratuities, anti-bribery and conflict of interest measures, as well as protection of Company information and assets.

Kode Etik Perseroan berlaku bagi seluruh anggota Dewan Komisaris, Direksi, dan seluruh insan PT TIMAH (Persero) Tbk. Kode Etik tersebut telah disosialisasikan kepada seluruh pihak yang berkepentingan guna memastikan pemahaman dan penerapan nilai-nilai etika serta prinsip Tata Kelola Perusahaan yang Baik (GCG) secara konsisten di seluruh lingkungan Perseroan. Penjelasan mengenai Kode Etik telah disajikan dalam Bab Tata Kelola Perusahaan pada Laporan Tahunan PT TIMAH (Persero) Tbk Tahun 2025.

## *CONFLICT OF INTEREST* [GRI 2-15]

Perseroan berkomitmen untuk terjadinya segala bentuk konflik kepentingan dalam setiap kegiatan operasionalnya. Perseroan telah memiliki Kebijakan Benturan Kepentingan (*Conflict of Interest)*. Kebijakan ini menjadi pedoman bagi jajaran perusahaan untuk memahami dan menghindari benturan kepentingan di antaranya pemanfaatan informasi rahasia dan data bisnis untuk kepentingan di luar perusahaan, melakukan transaksi dan/atau menggunakan harta perusahaan untuk kepentingan diri sendiri, keluarga atau golongan. Seluruh Dewan Komisaris, anggota Direksi dan Pegawai wajib menyampaikan laporan benturan kepentingan dan menyampaikan pernyataan bebas dari benturan kepentingan. Perseroan secara berkala mendistribusikan Pakta Integritas untuk ditandatangani oleh seluruh organ Perseroan. Distribusi Pakta Integritas serta monitoring penandatanganan dilakukan secara digital melalui aplikasi milik Perseroan Timah Electronic Office (TEO) dan dimonitor melalui fungsi tata kelola dan kepatuhan Perseroan.

Perseroan memiliki Kebijakan Pedoman Tata Kelola Perusahaan Yang Baik (*Good Corporate Governance*) (GCG Code) Tahun 2025 BAB IV Point 8 (Delapan) terkait Kebijakan Benturan Kepentingan (*Conflict of Interest*) dimana didalamnya memuat Tujuan, Ruang Lingkup Kebijakan Benturan Kepentingan (*conflict of interest*) dan Tanggung Jawab Penerapan Kebijakan Benturan Kepentingan (*conflict of interest*). Tanggung Jawab Penerapan Kebijakan Benturan Kepentingan (*conflict of interest*) yaitu:

1. Dewan Komisaris dan Direksi bertanggung jawab untuk menetapkan Kebijakan Benturan Kepentingan (*conflict of interest*);
2. Seluruh Jajaran Perusahaan dan pihak yang terkait wajib mematuhi Kebijakan Benturan Kepentingan (*conflict of interest*);
3. Dewan Komisaris dan Direksi memastikan penerapan Kebijakan Benturan Kepentingan (*conflict of interest*) dilaksanakan secara efektif, efisien dan berkelanjutan;
4. Dewan Komisaris dan Direksi melakukan review Kebijakan Benturan Kepentingan (*conflict of interest*) secara berkala melalui koordinasi atau pelibatan pihak-pihak lain yang diperlukan.

The Company's Code of Conduct applies to all members of the Board of Commissioners, Board of Directors, and all personnel of PT TIMAH (Persero) Tbk. The Code of Conduct has been disseminated to all relevant parties to ensure consistent understanding and implementation of ethical values and Good Corporate Governance (GCG) principles across the Company. Further details regarding the Code of Conduct are presented in the Corporate Governance chapter of PT TIMAH (Persero) Tbk's 2025 Annual Report.

## CONFLICT OF INTEREST [GRI 2-15]

The Company is committed to preventing all forms of conflict of interest in its operational activities. The Company has established a Conflict-of-Interest Policy. This Policy serves as a guideline for Company personnel to understand and avoid conflicts of interest, including the misuse of confidential information and business data for purposes outside the Company, as well as the conduct of transactions and/or the use of Company assets for personal, family, or group interests. All members of the Board of Commissioners, members of the Board of Directors, and Employees are required to report any conflict of interest and submit a declaration confirming the absence of conflicts of interest. The Company periodically distributes an Integrity Pact to be signed by all Company organs. The distribution of the Integrity Pact and the monitoring of its execution are carried out digitally through the Company's Timah Electronic Office (TEO) application and are monitored by the Company's governance and compliance functions.

The Company has established a Good Corporate Governance (GCG) Policy Guideline (GCG Code) 2025, CHAPTER IV, Point 8 (Eight), concerning the Conflict-of-Interest Policy, which outlines the objectives, scope, and responsibilities for the implementation of the Conflict-of-Interest Policy. The responsibilities for implementing the Conflict-of-Interest Policy are as follows:

1. The Board of Commissioners and Board of Directors are responsible for establishing the Conflict-of-Interest Policy;
2. All Company personnel and related parties are required to comply with the Conflict-of-Interest Policy;
3. The Board of Commissioners and Board of Directors ensure that the Conflict-of-Interest Policy is implemented effectively, efficiently, and sustainably;
4. The Board of Commissioners and Board of Directors periodically review the Conflict-of-Interest Policy through coordination or the involvement of other relevant parties as necessary.

Dalam mengelola benturan kepentingan pada Dewan Komisaris, Perseroan telah memiliki kebijakan dan mekanisme pengelolaan benturan kepentingan yang tertuang dalam Kode Etik Perusahaan, Pedoman Tata Kelola, serta Pedoman Kerja Dewan Komisaris. Setiap anggota Dewan Komisaris diwajibkan untuk:

1. Menyatakan secara terbuka apabila memiliki kepentingan pribadi, keuangan, atau hubungan lainnya yang dapat memengaruhi independensinya dalam pengambilan keputusan;
2. Menghindari keterlibatan dalam proses pengambilan keputusan apabila terjadi potensi benturan kepentingan, dan secara formal mengundurkan diri dari pembahasan atau pengambilan keputusan tersebut;
3. Menandatangani pernyataan bebas benturan kepentingan secara berkala, termasuk saat pengangkatan, perpanjangan masa jabatan, dan dalam situasi yang relevan;
4. Melaporkan seluruh afiliasi atau kepemilikan saham dalam entitas lain yang memiliki hubungan bisnis dengan perusahaan.

Sedangkan, dalam mengelola benturan kepentingan pada Direksi, Perseroan telah menyusun ketentuan mengenai etika terkait benturan kepentingan dalam *Board Manual* atau Piagam Direksi. Dalam ketentuan tersebut, setiap anggota Direksi diwajibkan untuk selalu mengutamakan kepentingan Perseroan di atas kepentingan pribadi. Sebagai langkah pencegahan lebih lanjut, Perseroan mewajibkan seluruh anggota Direksi untuk menandatangani pakta integritas setiap tahunnya.Kebijakan mengenai potensi benturan kepentingan yang melibatkan Direksi dijelaskan secara lebih rinci sebagai berikut:

1. Anggota Direksi dilarang melakukan tindakan yang mempunyai benturan kepentingan, dan mengambil keuntungan pribadi, baik secara langsung maupun tidak langsung dari pengambilan keputusan dan kegiatan Perseroan selain penghasilan yang sah;
2. Direksi tidak akan memanfaatkan jabatan untuk kepentingan pribadi atau untuk kepentingan orang atau pihak lain yang bertentangan dengan kepentingan Perseroan;
3. Direksi wajib mengisi Daftar Khusus yang berisikan kepemilikan saham dan/atau kepemilikan saham oleh keluarga di Perseroan dan pada perusahaan lain serta tanggal saham diperoleh, termasuk apabila tidak memiliki kepemilikan saham, serta secara berkala setiap akhir tahun melakukan pembaruan (*updating*) dan wajib memberitahukan kepada Perseroan apabila ada perubahan data, sesuai dengan peraturan perundang-undangan yang berlaku.

Pengelolaan benturan kepentingan Dewan Komisaris dan Direksi telah disajikan secara lengkap pada Laporan Tahunan PT TIMAH (Persero) Tbk tahun 2025 bagian Tata Kelola Perusahaan.

In managing conflicts of interest within the Board of Commissioners, the Company has established policies and mechanisms set out in the Company's Code of Conduct, Governance Guidelines, and Board of Commissioners Charter. Each member of the Board of Commissioners is required to:

1. Openly disclose any personal, financial, or other interests that could influence their independence in decision-making;
2. Refrain from participating in decision-making processes where a potential conflict of interest exists and formally recuse themselves from related discussions or decisions;
3. Sign a declaration of no conflict of interest periodically, including upon appointment, reappointment, and in other relevant circumstances;
4. Report all affiliations or share ownership in other entities that have business relationships with the Company.

Meanwhile, to manage conflicts of interest within the Board of Directors, the Company has established provisions on ethics related to conflicts of interest in the Board Manual or the Board of Directors Charter. Under these provisions, each member of the Board of Directors is required to always prioritize the Company's interests over personal interests. As a further preventive measure, the Company requires all members of the Board of Directors to sign an integrity pact annually. Policies regarding potential conflicts of interest involving the Board of Directors are further detailed as follows:

1. Members of the Board of Directors are prohibited from engaging in actions that involve conflicts of interest or from obtaining personal benefits, whether directly or indirectly, from Company decisions and activities other than legitimate remuneration;
2. The Board of Directors shall not use its position for personal interests or for the benefit of any person or party in a manner that conflicts with the interests of the Company;
3. Members of the Board of Directors are required to complete a Special Register detailing their shareholdings and/or shareholdings held by their family members in the Company and in other companies, as well as the dates on which the shares were acquired, including in cases where they hold no shares. They must update this list periodically at the end of each year and are required to notify the Company of any changes to the information, in accordance with applicable laws and regulations.

The management of conflicts of interest involving the Board of Commissioners and Board of Directors has been comprehensively disclosed in the Corporate Governance section of PT TIMAH (Persero) Tbk's 2025 Annual Report.

Selama tahun 2025, seluruh Dewan Komisaris dan Direksi tidak memiliki hubungan keluarga dan hubungan keuangan dengan anggota Dewan Komisaris dan Direksi lainnya, serta pemegang saham pengendali. Kepemilikan saham TIMAH per 31 Desember 2025 menunjukkan Negara Republik Indonesia memiliki sebanyak 1 lembar Saham Seri A Dwiwarna, yang menjadikannya pemegang saham utama Perseroan. Selain itu, PT Mineral Industri Indonesia (Persero) yang menjadi pemegang saham pengendali Perseroan dengan kepemilikan Saham Seri B sebesar 65%. Oleh karenanya, tidak terdapat kepemilikan saham Perseroan baik langsung maupun tidak langsung.

Throughout 2025, none of the members of the Board of Commissioners or Board of Directors had familial or financial relationships with other members of the Board of Commissioners or Board of Directors, or with the controlling shareholder. As of December 31, 2025, the shareholding structure of TIMAH shows that the Republic of Indonesia holds one Series A Dwiwarna share, making it the Company's major shareholder. In addition, PT Mineral Industri Indonesia (Persero), the Company's controlling shareholder, holds 65% of the Series B shares. Accordingly, there is no share ownership in the Company by members of the Board of Commissioners or Board of Directors, either directly or indirectly.

Terkait dengan kepemilikan saham anggota Direksi dan anggota Dewan Komisaris, Perseroan telah memiliki kebijakan yang mengatur terkait kewajiban anggota Direksi dan anggota Dewan Komisaris untuk menyampaikan informasi mengenai kepemilikan dan setiap perubahan kepemilikan saham atas saham Perseroan paling lambat 3 (tiga) hari kerja setelah terjadinya kepemilikan atau setiap perubahan kepemilikan atas saham Perusahaan. Pada tahun buku 2025, tidak terdapat anggota Direksi atau Dewan Komisaris yang memiliki saham Perseroan, baik secara langsung maupun tidak langsung. Informasi terkait dengan kepemilikan saham Direksi atau Dewan Komisaris telah disampaikan secara rinci pada Laporan Tahunan bagian Profil Perusahaan.

With regard to the shareholdings of members of the Board of Directors and the Board of Commissioners, the Company has a policy in place governing the obligation of members of the Board of Directors and the Board of Commissioners to disclose information regarding their ownership and any changes in their ownership of the Company's shares no later than 3 (three) business days after the acquisition or any change in ownership of the Company's shares. In the 2025 fiscal year, no member of the Board of Directors or Board of Commissioners held shares in the Company, either directly or indirectly. Information regarding the shareholdings of the Board of Directors or Board of Commissioners has been detailed in the Annual Report under the Company Profile section.

Perseroan juga memiliki kebijakan perlakuan yang adil kepada pemegang saham. Perseroan menjamin bahwa setiap Pemegang Saham memperoleh kesempatan yang sama untuk menggunakan haknya, baik dalam hal akses terhadap informasi yang jelas dan dapat dipertanggungjawabkan maupun dalam keterlibatan pada proses pengambilan keputusan melalui penyelenggaraan Rapat Umum Pemegang Saham. Informasi terkait Kebijakan Perlakuan Adil terhadap Pemegang Saham telah disampaikan pada bagian Tata Kelola Perusahaan dalam Laporan Tahunan PT TIMAH (Persero) Tbk 2025.

The Company also maintains a policy on the fair treatment of shareholders. The Company ensures that each shareholder has equal opportunity to exercise their rights, including access to clear and accountable information and participation in decision-making processes through the convening of the General Meeting of Shareholders. Information regarding the Policy on Fair Treatment of Shareholders is presented in the Corporate Governance section of PT TIMAH (Persero) Tbk's 2025 Annual Report.

Informasi terkait potensi benturan kepentingan, termasuk kepemilikan saham, hubungan afiliasi, serta transaksi dengan pihak berelasi diungkapkan kepada pemangku kepentingan melalui Laporan Tahunan Perseroan tahun 2025 pada bagian Tata Kelola Perusahaan. Sepanjang tahun 2025, tidak terdapat transaksi yang mengandung benturan kepentingan, termasuk transaksi yang mengandung benturan kepentingan yang telah disetujui oleh Pemegang Saham independen. Adapun semua transaksi yang dilakukan oleh Perseroan telah memenuhi syarat, kondisi, dan manfaat ekonomi yang secara substansial setara dengan transaksi yang dilakukan dengan pihak ketiga. Perseroan juga tidak mengidentifikasi adanya keanggotaan lintas dewan maupun kepemilikan silang dengan pemasok atau pemangku kepentingan lain

Information regarding potential conflicts of interest, including share ownership, affiliated relationships, and related-party transactions, is disclosed to stakeholders through the Company's 2025 Annual Report in the Corporate Governance section. Throughout 2025, there were no transactions involving conflicts of interest, including transactions that required approval from independent shareholders. All transactions conducted by the Company met terms, conditions, and economic benefits that were substantially equivalent to those applicable to transactions with third parties. The Company also did not identify any cross-board memberships or cross-ownership with suppliers or other stakeholders that could potentially give rise to conflicts of interest. Information regarding transactions involving conflicts of

yang berpotensi menimbulkan benturan kepentingan. Informasi terkait dengan transaksi yang mengandung benturan kepentingan telah disampaikan pada bagian Analisis dan Pembahasan Manajemen dalam Laporan Tahunan PT TIMAH (Persero) Tbk 2025.

## NOMINASI DAN SELEKSI DEWAN KOMISARIS DAN DIREKSI [GRI 2-10]

Proses nominasi anggota Dewan Komisaris dan Direksi Perseroan mengacu pada Peraturan Otoritas Jasa Keuangan (POJK) No.33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik, serta Peraturan Menteri BUMN No.PER-02/MBU/02/2015 tentang Persyaratan dan Tata Cara Pengangkatan dan Pemberhentian Anggota Dewan Komisaris dan Dewan Pengawas Badan Usaha Milik Negara. Perseroan telah menetapkan proses nominasi dan pemilihan Dewan Komisaris yang dilakukan melalui proses penentuan kandidat anggota Dewan Komisaris dimulai dengan pengajuan usulan oleh Dewan Komisaris kepada RUPS Perseroan, yang sebelumnya menerima masukan dan rekomendasi dari Komite Tata Kelola Terintegrasi, Nominasi dan Remunerasi. Kandidat yang diusulkan kemudian wajib mengikuti uji kelayakan dan kepatutan (*fit and proper test*) yang diselenggarakan oleh Pemegang Saham. Hanya kandidat yang memenuhi persyaratan ini yang kemudian diangkat oleh RUPS menjadi anggota Dewan Komisaris. Selain itu, seluruh proses nominasi dan pengangkatan anggota Dewan Komisaris juga dijabarkan dalam Board Manual Perseroan, yang berfungsi sebagai pedoman tata kelola bagi semua organ perusahaan.

Sedangkan proses nominasi anggota Direksi, setiap proses pengangkatan, pemberhentian, maupun penggantian anggota Direksi melalui RUPS harus memperhatikan rekomendasi Dewan Komisaris atau Komite Tata Kelola Terintegrasi, Nominasi dan Remunerasi. Di samping itu, Perseroan telah membentuk Komite Talenta yang bertugas menyusun dan memperbarui daftar talenta karyawan yang berpotensi menempati jabatan strategis atau dipromosikan, berdasarkan kebijakan dan keputusan Direksi. Bersama dengan Direktur Sumber Daya Manusia, Direksi menerapkan kebijakan menyeluruh terkait nominasi dan pengembangan karier karyawan. Perseroan juga menjalankan kebijakan *Talent Pool* yang menjadi dasar pengelolaan dan pengembangan sumber daya manusia secara berkelanjutan, berfokus pada kebutuhan strategis jangka panjang perusahaan. Kandidat anggota Direksi PT TIMAH (Persero) Tbk yang diajukan oleh Pemegang Saham dalam RUPS dapat berasal dari:

interest is presented in the Management Discussion and Analysis section of PT TIMAH (Persero) Tbk's 2025 Annual Report.

## NOMINATION AND SELECTION OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS [GRI 2-10]

The nomination process for members of the Company's Board of Commissioners and Board of Directors refers to the Financial Services Authority Regulation (POJK) No. 33/POJK.04/2014 on the Board of Directors and Board of Commissioners of Issuers or Public Companies, as well as the Regulation of the Minister of State-Owned Enterprises No. PER-02/MBU/02/2015 on the Requirements and Procedures for the Appointment and Dismissal of Members of the Board of Commissioners and Supervisory Board of State-Owned Enterprises. The Company has established a nomination and selection process for the Board of Commissioners that begins with the identification of candidates proposed by the Board of Commissioners to the GMS, following input and recommendations from the Human Resources, Remuneration, and Nomination Committee. The proposed candidates are then required to undergo a fit and proper test conducted by the Shareholders. Only candidates who meet these requirements are subsequently appointed by the GMS as members of the Board of Commissioners. Furthermore, the entire nomination and appointment process for members of the Board of Commissioners is outlined in the Company's Board Manual, which serves as a governance guideline for all Company organs.

Meanwhile, the nomination process for members of the Board of Directors stipulates that any appointment, dismissal, or replacement of Board members through the GMS must consider recommendations from the Board of Commissioners or the Integrated Governance, Nomination, and Remuneration Committee. In addition, the Company has established a Talent Committee responsible for developing and updating a talent pool of employees with the potential to occupy strategic positions or be promoted, based on policies and decisions of the Board of Directors. Together with the Director of Human Resources, the Board of Directors implements comprehensive policies on employee nominations and career development. The Company also implements a Talent Pool policy that serves as the foundation for sustainable human resource management and development, focusing on the Company's long-term strategic needs. Candidates for membership on the Board of Directors of PT TIMAH (Persero) Tbk proposed by Shareholders at the GMS may originate from:

1. Anggota Direksi Perusahaan Anggota *Holding*, Anak Perusahaan Anggota *Holding*, dan/atau Anak Perusahaan *Holding*.
2. Pejabat internal Perusahaan Anggota *Holding*, Anak Perusahaan Anggota Holding, dan/atau Anak Perusahaan *Holding* minimal dua tingkat di bawah Direksi.
3. Sumber lain yang memiliki reputasi baik, relevan, dan dapat dipertanggungjawabkan.

Dalam rangka memastikan kesinambungan kepemimpinan, PT TIMAH (Persero) Tbk memiliki mekanisme suksesi untuk posisi Direksi. Perseroan menerapkan kebijakan suksesi Direksi yang dirancang untuk memastikan proses pergantian pimpinan di level Direksi berlangsung secara terencana, lancar, dan mendukung kelangsungan operasional serta pertumbuhan Perseroan. Kebijakan Suksesi Manajemen Posisi Kunci telah disampaikan pada bab Tata Kelola Perusahaan dalam Laporan Tahunan PT TIMAH (Persero) Tbk tahun 2025.

Dalam pemilihan calon anggota Dewan Komisaris dan Direksi, Perseroan mempertimbangkan keberagaman, independensi, serta kompetensi yang sesuai dengan bidang yang dibutuhkan. Kebijakan Keberagaman Direksi dan Dewan Komisaris, serta implementasinya dan pembahasan lebih rinci terkait proses nominasi dan seleksi Dewan Komisaris dan Direksi telah disajikan pada Bab Tata Kelola Perusahaan dalam Laporan Tahunan PT TIMAH (Persero) Tbk tahun 2025.

## PENILAIAN KINERJA DEWAN KOMISARIS DAN DIREKSI [GRI 2-18]

Untuk memastikan pencapaian tujuan dan kinerja yang maksimal, Perseroan secara rutin melakukan evaluasi terhadap kinerja Direksi dan Dewan Komisaris. Evaluasi ini bertujuan menilai sejauh mana Direksi dan Dewan Komisaris melaksanakan tugas dan tanggung jawabnya secara efektif dalam mencapai sasaran yang telah ditetapkan. Hasil evaluasi ini kemudian digunakan sebagai acuan dalam pengambilan keputusan terkait penunjukan kembali anggota serta penetapan remunerasi yang seimbang dan sesuai dengan kontribusi masing-masing anggota Direksi dan Dewan Komisaris. Dalam melakukan penilaian kinerja anggota Direksi dan Dewan Komisaris. Proses evaluasi ini dipimpin dan diawasi oleh Komite Tata Kelola Terintegrasi, Nominasi dan Remunerasi, yang bertanggung jawab memastikan evaluasi berjalan objektif dan sesuai kebijakan Perseroan.

1. Members of the Board of Directors of Holding Company members, Subsidiaries of Holding Company members, and/or other subsidiaries within the Holding structure.
2. Internal officials of Holding Company members, Subsidiaries of Holding Company members, and/or other subsidiaries within the Holding structure, at least two organizational levels below the Board of Directors.
3. Other sources with strong reputations, relevant expertise, and credible qualifications.

In ensuring leadership continuity, PT TIMAH (Persero) Tbk has established a succession mechanism for Board of Directors positions. The Company implements a Board of Directors succession policy designed to ensure that leadership transitions at the executive level occur in a planned and seamless manner, supporting the continuity of operations and the Company's growth. The Key Management Succession Policy is presented in the Corporate Governance chapter of PT TIMAH (Persero) Tbk's 2025 Annual Report.

In selecting candidates for the Board of Commissioners and Board of Directors, the Company considers diversity, independence, and competencies aligned with the required fields of expertise. The Policy related to the Board Diversity and its implementation, as well as more detailed information regarding the nomination and selection process for members of the Board of Commissioners and Board of Directors, are presented in the Corporate Governance chapter of PT TIMAH (Persero) Tbk's 2025 Annual Report.

## PERFORMANCE EVALUATION OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS [GRI 2-18]

In order to ensure the achievement of objectives and optimal performance, the Company regularly evaluates the performance of the Board of Directors and the Board of Commissioners. These evaluations aim to assess the extent to which the Board of Directors and Board of Commissioners effectively carry out their duties and responsibilities in achieving the predetermined targets. The results of these evaluations are subsequently used as a reference for decision-making related to reappointment and the determination of remuneration that is balanced and commensurate with the contributions of each member of the Board of Directors and the Board of Commissioners. This evaluation process is led and overseen by the Integrated Governance, Nomination, and Remuneration Committee, which is responsible for ensuring that the evaluation is conducted objectively and in accordance with Company policies.

## PENILAIAN KINERJA DEWAN KOMISARIS

Penilaian kinerja Dewan Komisaris dilakukan dengan menerapkan prosedur dan kriteria yang berbeda, dengan mempertimbangkan ruang lingkup tugas, tanggung jawab, dan rekomendasi dari Komite Nominasi dan Remunerasi. Pertama, *self-assessment* yang mengacu pada *Key Performance Indicators* (KPI), di mana hasil evaluasi ini kemudian dilaporkan kepada Rapat Umum Pemegang Saham (RUPS). Kedua, GCG *Assessment* yang melibatkan pihak independen, bertujuan memberikan penilaian yang lebih objektif dan komprehensif mengenai efektivitas pelaksanaan fungsi pengawasan dan pemberian nasihat oleh Dewan Komisaris.

## PENILAIAN KINERJA DIREKSI

Penilaian kinerja Direksi dilakukan sesuai dengan prinsip-prinsip GCG dan pedoman yang berlaku bagi BUMN. Proses evaluasi ini menggunakan 3 (tiga) metode, yaitu: pertama, penilaian berdasarkan pencapaian *Key Performance Indicators* (KPI) dan tingkat kesehatan Perseroan; kedua, penilaian mandiri atau *self-assessment* yang dilakukan oleh Direksi sendiri; dan ketiga, penilaian yang berlandaskan hasil *assessment* serta evaluasi GCG oleh pihak internal maupun eksternal selaku pihak independen untuk memastikan objektivitas dan akurasi hasil penilaian. Dalam melakukan penilaian kinerja Dewan Komisaris dan Direksi, Perseroan juga mempertimbangkan pencapaian kinerja pada Program Kerja ESG yang telah tercakup dalam KPI Manajemen Kolegial merujuk pada Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tanggal 3 Maret 2023 serta Kontrak Manajemen yang telah disepakati antara Direksi dan Dewan Komisaris Perseroan pada tanggal 24 Februari 2025 dan disetujui oleh PT Mineral Industri Indonesia (Persero).

Evaluasi kinerja Direksi dilakukan secara kolegial secara berkala pada setiap tahunnya oleh Dewan Komisaris dan hasilnya disampaikan kepada Pemegang Saham melalui Rapat Umum Pemegang Saham (RUPS). Penilaian kinerja Direksi mencakup KPI terkait keuangan dan manajemen risiko, pengembangan usaha, sumber daya manusia, serta operasi dan produksi. Di tahun 2025, Perseroan menetapkan kriteria penilaian kinerja Direksi yang terintegrasi ke dalam KPI Korporasi. KPI ini mencakup 5 (lima) perspektif utama serta dilengkapi dengan Indikator Kinerja dan Target yang telah memperoleh persetujuan dan ditetapkan melalui RUPS.

## PERFORMANCE EVALUATION OF THE BOARD OF COMMISSIONERS

The performance evaluation of the Board of Commissioners is conducted through specific procedures and criteria, taking into account the scope of its duties and responsibilities, as well as recommendations from the Nomination and Remuneration Committee. First, a self-assessment is conducted based on Key Performance Indicators (KPIs), with the results subsequently reported to the General Meeting of Shareholders (GMS). Second, the GCG Assessment is carried out involving independent parties, aimed at providing a more objective and comprehensive evaluation of the effectiveness of the supervisory and advisory functions performed by the Board of Commissioners.

## PERFORMANCE EVALUATION OF THE BOARD OF DIRECTORS

The performance evaluation of the Board of Directors is conducted in accordance with GCG principles and applicable guidelines for SOEs. This evaluation process uses 3 (three) methods, namely: first, performance assessment based on the achievement of Key Performance Indicators (KPIs) and the Company's soundness level; second, Self-assessment conducted by the Board of Directors; and third, Assessment based on the results of GCG evaluations conducted by internal and external parties acting as independent assessors to ensure objectivity and accuracy of the evaluation results. In assessing the performance of the Board of Commissioners and Board of Directors, the Company also considers the achievement of ESG Work Program performance targets, which are incorporated into the Collegial Management KPIs, as referred to in the Regulation of the Minister of SOE No. PER-2/MBU/03/2023 dated March 3, 2023, as well as the Management Contract agreed between the Board of Directors and Board of Commissioners on February 24, 2025, and approved by PT Mineral Industri Indonesia (Persero).

The performance evaluation of the Board of Directors is conducted collegially on an annual basis by the Board of Commissioners, and the results are reported to Shareholders through the General Meeting of Shareholders (GMS). The performance evaluation covers KPIs for finance and risk management, business development, human resources, and operations and production. In 2025, the Company established performance evaluation criteria for the Board of Directors integrated into Corporate KPIs. These KPIs encompass 5 (five) main perspectives and are supported by Performance Indicators and Targets that have been approved and formally established through the GMS.

Direksi Perseroan pada setiap awal Tahun Buku menyampaikan Kontrak Manajemen yang memuat KPI Korporasi sebagai indikator pencapaian kinerja serta sasaran-sasaran bisnis yang telah ditetapkan dalam RKAP. KPI Korporasi disusun mengacu pada Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor PER-2/MBU/03/2023 tanggal 3 Maret 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara. Untuk Tahun Buku 2025, penentuan KPI Perseroan juga mengacu kepada Surat Edaran Kementerian BUMN terkait Aspirasi Pemegang Saham/Pemilik Modal untuk Penyusunan Rencana Kerja dan Anggaran perusahaan Tahun 2025 maupun Dokumen Strategis perusahaan.

Berdasarkan hasil evaluasi kinerja, tidak ada perubahan komposisi Dewan Komisaris dan Direksi PT TIMAH (Persero) Tbk pada periode ini. Hasil penilaian kinerja Dewan Komisaris dan Direksi merupakan bagian yang tak terpisahkan dalam skema remunerasi serta menjadi dasar pertimbangan penunjukkan kembali anggota Dewan Komisaris dan Direksi pada periode selanjutnya. Hasil evaluasi juga menjadi dasar perbaikan praktik tata kelola dan penyempurnaan kebijakan organisasi apabila diperlukan. Informasi terkait dengan penilaian kinerja Dewan Komisaris dan Direksi secara rinci telah disampaikan pada Bab Tata Kelola Perusahaan dalam Laporan Tahunan PT TIMAH (Persero) Tbk tahun 2025.

At the beginning of each fiscal year, the Board of Directors submits a Management Contract containing Corporate KPIs as performance achievement indicators and business targets established in the RKAP. The Corporate KPIs are prepared in accordance with the Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-2/MBU/03/2023 dated March 3, 2023, on the Guidelines for Corporate Governance and Significant Corporate Activities of State-Owned Enterprises. For the 2025 fiscal year, the determination of the Company's KPIs also referred to the Circular Letter of the Ministry of State-Owned Enterprises regarding Shareholder/Capital Owner Aspirations for the preparation of the Company Work Plan and Budget for 2025, as well as the Company's strategic documents.

Based on the performance evaluation results, there were no changes in the composition of the Board of Commissioners and Board of Directors of PT TIMAH (Persero) Tbk during this period. The results of the performance evaluation of the Board of Commissioners and Board of Directors form an integral part of the remuneration scheme and serve as a basis for consideration in the reappointment of members of the Board of Commissioners and Board of Directors in subsequent periods. The evaluation results also serve as a basis for improving governance practices and refining organizational policies where necessary. Detailed information regarding the performance evaluation of the Board of Commissioners and Board of Directors is presented in the Corporate Governance chapter of PT TIMAH (Persero) Tbk's 2025 Annual Report.

## KEBIJAKAN REMUNERASI [GRI 2-19, GRI 2-20, GRI 2-21]

Dalam memberikan remunerasi kepada Dewan Komisaris dan Direksi mengacu pada Peraturan Menteri Negara BUMN No. PER-01/ MBU/05/2019 tanggal 31 Mei 2019 tentang Perubahan Keempat atas Peraturan Menteri Negara BUMN No.PER-04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas Badan Usaha Milik Negara serta Peraturan Menteri Negara BUMN No. PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN telah diubah terakhir dengan Peraturan Menteri Negara BUMN No.PER-09/MBU/2012 tentang Perubahan atas Peraturan Peraturan Menteri Negara BUMN No. PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN. Komponen remunerasi Dewan Komisaris dan Direksi yang telah ditetapkan adalah sebagai berikut.

Penetapan remunerasi Perseroan mengikuti arahan dari MIND ID sebagai holding. Kebijakan tersebut diturunkan secara bertahap (*cascade*) dari tingkat holding ke perusahaan-perusahaan di bawahnya, Selanjutnya,

## REMUNERATION POLICY [GRI 2-19, GRI 2-20, GRI 2-21]

In providing remuneration to the Board of Commissioners and Board of Directors, the Company refers to the Regulation of the Minister of SOE No. PER-01/MBU/05/2019 dated May 31, 2019, on the Fourth Amendment to the Regulation of the Minister of SOE No. PER-04/MBU/2014 on the Guidelines for Determining the Income of the Board of Directors, Board of Commissioners, and Supervisory Board of State-Owned Enterprises, as well as the Regulation of the Minister of SOE No. PER-01/MBU/2011 on the Implementation of Good Corporate Governance (GCG) in State-Owned Enterprises, which was last amended by Regulation of the Minister of SOE No. PER-09/MBU/2012 on the Amendments to the Regulation of the Minister of SOE No. PER-01/MBU/2011 on the Implementation of Good Corporate Governance (GCG) in SOEs. The remuneration components for the Board of Commissioners and Board of Directors established by the Company are as follows. The determination of remuneration levels for members

The Company's remuneration policy follows guidelines from MIND ID as the holding company. This policy is cascaded from the holding company level down to its subsidiaries. Furthermore, the Company will communicate

Perseroan akan menyampaikan kebijakan tersebut kepada seluruh pengurus dan/atau pengelola perusahaan di masing-masing anak perusahaan terkait penetapan remunerasi. Selain itu, setiap tahun dalam Rapat Umum Pemegang Saham (RUPS) anak perusahaan, agenda penetapan remunerasi juga selalu dibahas dan diputuskan dalam RUPS.

this policy to all executives and/or managers at each subsidiary regarding the determination of remuneration. Additionally, every year during the General Meeting of Shareholders (GMS) of the subsidiaries, the agenda regarding remuneration determination is always discussed and decided upon at the GMS.

Namun, meskipun keputusan tersebut ditetapkan dalam RUPS, acuan besaran remunerasi tetap mengacu pada angka atau pedoman yang disampaikan oleh MIND ID sebagai perusahaan induk. Terkait dengan tantiem, bonus, dan bentuk penghargaan lainnya, penetapannya mengikuti ketentuan Peraturan Menteri BUMN NOMOR PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Badan Usaha Milik Negara, yaitu didasarkan pada Key Performance Indicator (KPI) atau kinerja perusahaan dan manajemen. Dengan demikian, besaran tantiem dan bonus akan ditentukan berdasarkan pencapaian kinerja yang telah ditetapkan.

However, even though these decisions are made at the GMS, the reference for the amount of remuneration still adheres to the figures or guidelines provided by MIND ID as the parent company. Regarding profit-sharing, bonuses, and other forms of incentives, their determination follows the provisions of Ministry of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 on the Structure and Human Resources of State-Owned Enterprises, which are based on Key Performance Indicators (KPIs) or the performance of the company and management. Thus, the amounts of profit-sharing and bonuses will be determined based on the achievement of the established performance targets.

**Tabel Remunerasi Dewan Komisaris dan Direksi**
Table of Remuneration for the Board of Commissioners and the Board of Directors

| **Komponen Penghasilan**<br>Remuneration Components | **Dewan Komisaris**<br>Board of Commissioners | **Direksi**<br>Board of Directors |
|---|---|---|
| Gaji atau Honorarium<br>Salary or Honorarium | • Komisaris Utama/Ketua Dewan Pengawas sebesar 45% gaji/honorarium Direktur Utama.<br>• Dewan Komisaris/Dewan Pengawas lainnya 90 % gaji/honorarium Komisaris Utama<br>• President Commissioner: 45% of the salary/ honorarium of the President Director.<br>• Other Commissioners: 90% of the salary/ honorarium of the President Commissioner. | • Direktur Utama BUMN ditetapkan oleh Menteri.<br>• Anggota Direksi BUMN sebesar 85% dari gaji/honorarium Direktur Utama.<br>• President Director: 100% (base reference).<br>• Other Directors: 85% of the salary/ honorarium of the President Director. |
| Tunjangan Hari Raya<br>Religious Holiday Allowance | Sebesar 1 kali honorarium/gaji.<br>Equivalent to 1 time the salary/honorarium. | |
| Asuransi Purna Jabatan<br>Post-Employment Insurance | Dengan premi sebesar maksimal 25% gaji/honorarium per tahun.<br>Premium of up to a maximum of 25% of annual salary/honorarium. | |
| Fasilitas Kesehatan<br>Medical Benefits | Berupa asuransi kesehatan atau pengganti biaya pengobatan.<br>Provided in the form of health insurance or reimbursement of medical expenses. | |
| Fasilitas Bantuan Hukum<br>Legal Assistance | Berupa *Director's and Officers Liability Insurance*<br>Provided in the form of Directors and Officers Liability Insurance. | |
| Fasilitas Lain<br>Other Facilities | Fasilitas biaya komunikasi, seragam, keanggotaan perkumpulan profesi, keanggotaan klub/ perusahaan, biaya representasi (*corporate credit card*) dengan mempertimbangkan kemampuan keuangan Perseroan dan dianggarkan dalam RKAP.<br>Communication allowance, uniforms, membership in professional associations, club/company memberships, and representation expenses (corporate credit card), taking into account the Company's financial capability and budgeted in the RKAP. | |
| Pajak atas Penghasilan<br>Income Tax | Ditanggung oleh Perseroan<br>Borne by the Company. | |

**Tabel Remunerasi Dewan Komisaris dan Direksi**
Table of Remuneration for the Board of Commissioners and the Board of Directors

| Komponen Penghasilan<br>Remuneration Components | Dewan Komisaris<br>Board of Commissioners | Direksi<br>Board of Directors |
|---|---|---|
| Tantiem/Insentif Kinerja<br>Tantiem/ Performance Incentive | Komposisi besaran bagi anggota Dewan Komisaris BUMN mengikuti Faktor Jabatan sebagai berikut:<br>• Komisaris Utama/Ketua Dewan Pengawas: 45% dari Direktur Utama;<br>• Wakil Komisaris Utama/Wakil Ketua Dewan Pengawas: 42,5% dari Direktur Utama; dan<br>• Anggota Dewan Komisaris/Dewan Pengawas: 90% dari Komisaris Utama/Ketua Dewan Pengawas.<br><br>The composition of tantiem for members of the Board of Commissioners of SOEs follows the position factor as follows:<br>• President Commissioner/Chairman of the Supervisory Board: 45% of the President Director.<br>• Vice President Commissioner/Vice Chairman of the Supervisory Board: 42.5% of the President Director.<br>• Member of the Board of Commissioners/ Supervisory Board: 90% of the President Commissioner/Chairman of the Supervisory Board. | Komposisi besaran bagi anggota Direksi BUMN mengikuti Faktor Jabatan sebagai berikut:<br>• Wakil Direktur Utama: 95% dari Direktur Utama;<br>• Direktur yang membidangi Sumber Daya Manusia: 90% dari Direktur Utama; dan<br>• Anggota Direksi lainnya: 85% dari Direktur Utama.<br><br>The composition of tantiem for members of the Board of Directors of SOEs follows the position factor as follows:<br>• Vice President Director: 95% of the President Director.<br>• Director in charge of Human Resources: 90% of the President Director.<br>• Other Directors: 85% of the President Director. |

Penentuan besaran remunerasi bagi Direksi dan Dewan Komisaris mempertimbangkan berbagai faktor, antara lain kewajaran, kelayakan, dan kondisi keuangan Perseroan. Beberapa indikator yang digunakan sebagai acuan dalam penetapan remunerasi bagi Dewan Komisaris dan Direksi adalah sebagai berikut:

1. Komponen Honorarium/Gaji, Tunjangan dan Fasilitas yang bersifat tetap ditentukan dengan mempertimbangkan faktor-faktor berikut:
   a. Skala usaha;
   b. Kompleksitas usaha
   c. Tingkat inflasi;
   d. Kondisi dan kemampuan keuangan perusahaan;
   e. Faktor-faktor lain yang relevan, termasuk tingkat penghasilan yang berlaku umum dalam industri sejenis;
   f. Tidak boleh bertentangan dengan peraturan perundang-undangan; dan
   g. Dalam hal perhitungan honorarium ternyata lebih rendah meskipun telah memperhatikan faktor-faktor tersebut di atas, dibandingkan dari tahun sebelumnya, maka Perseroan akan menggunakan besaran yang sama dengan honorarium tahun sebelumnya.
2. Komponen penghasilan yang berupa tantiem/insentif kinerja yang bersifat variabel (*merit rating*) ditetapkan dengan mempertimbangkan faktor-faktor, seperti kinerja berdasarkan KPI dan kemampuan keuangan Perseroan, serta faktor-faktor lain yang relevan termasuk tingkat penghasilan yang berlaku umum dalam industri sejenis.

Determination of the nomination amount of the Board of Directors and Board of Commissioners considers various factors, including fairness, reasonableness, and the Company's financial condition. Several indicators used as references in determining remuneration for the Board of Commissioners and Board of Directors include the following:

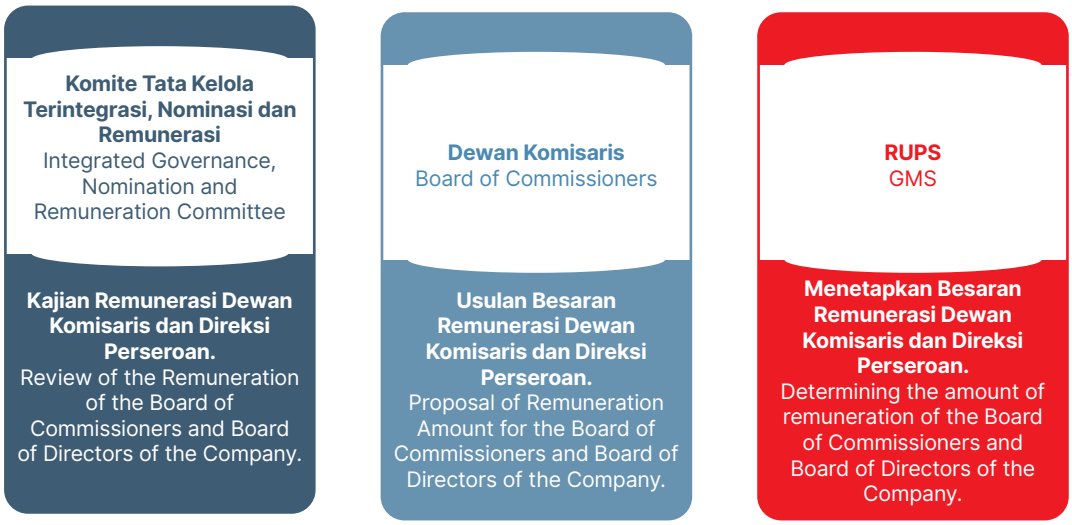
1. Fixed Components of Honorarium/Salary, Allowances, and Facilities are determined by considering the following factors:
   a. Business scale;
   b. Business complexity;
   c. Inflation rate;
   d. The Company's financial condition and capacity;
   e. Other relevant factors, including prevailing income levels within comparable industries;
   f. Compliance with applicable laws and regulations; and
   g. In the event that the calculated honorarium is lower, despite considering the factors above, than the previous year's amount, the Company will maintain the same honorarium level as the previous year.
2. Variable Income Components in the form of tantiem/ performance incentives (merit rating) are determined by considering factors such as performance based on KPIs and the Company's financial capability, as well as other relevant factors, including prevailing income levels within comparable industries.

Dalam penetapan remunerasi Dewan Komisaris dan Direksi, Perseroan juga mempertimbangkan pencapaian kinerja pada Program Kerja ESG yang telah tercakup dalam KPI Manajemen Kolegial merujuk pada Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tanggal 3 Maret 2023 serta Kontrak Manajemen yang telah disepakati antara Direksi dan Dewan Komisaris Perseroan pada tanggal 24 Februari 2025 dan disetujui oleh PT Mineral Industri Indonesia (Persero). Perseroan mencatat pencapaian KPI kolegial sebesar 67,49.

In determining the remuneration of the Board of Commissioners and Board of Directors, the Company also considers performance achievements related to ESG Work Programs, which are incorporated into the Collegial Management KPIs, as referred to in the Regulation of the Minister of SOE No. PER-2/MBU/03/2023 dated March 3, 2023, as well as the Management Contract agreed between the Board of Directors and Board of Commissioners on February 24, 2025, and approved by PT Mineral Industri Indonesia (Persero). The Company recorded an achievement of collegial KPIs of 67.49.

Penetapan remunerasi bagi anggota Dewan Komisaris dan Direksi Perseroan dilakukan melalui proses yang terstruktur dan transparan. Proses ini diawali dengan rekomendasi dari Komite Tata Kelola Terintegrasi, Nominasi dan Remunerasi, yang bertugas menilai serta menyusun besaran dan struktur remunerasi yang sesuai dengan tanggung jawab dan peran masing-masing anggota. Hasil kajian komite kemudian dikaji lebih lanjut oleh Dewan Komisaris untuk memperoleh masukan tambahan. Setelah melalui tahap penyempurnaan, usulan remunerasi diajukan ke Rapat Umum Pemegang Saham (RUPS) untuk mendapatkan persetujuan resmi dari seluruh pemegang saham.

The determination of remuneration for members of the Board of Commissioners and Board of Directors is carried out through a structured and transparent process. This process begins with recommendations from the Integrated Governance, Nomination, and Remuneration Committee, which is responsible for assessing and formulating remuneration levels and structures appropriate to the responsibilities and roles of each member. The Board of Commissioners subsequently reviews the committee's findings to obtain additional input. Following refinement, the proposed remuneration is submitted to the General Meeting of Shareholders (GMS) for formal approval by all shareholders.




Hasil pemungutan suara dalam RUPS menunjukkan bahwa 5.267.546.609 atau 96.45% setuju, 1.105.000 atau 0.02% tidak setuju, dan 192.987.493 atau 3.53% abstain. Informasi terkait RUPS telah disampaikan secara rinci pada Laporan Tahunan Perseroan tahun 2025 bagian Tata Kelola Perusahaan.

The voting results at the GMS showed that 5,267,546,609 shares or 96.45% voted in favor, 1,105,000 shares or 0.02% voted against, and 192,987,493 shares or 3.53% abstained. Detailed information regarding the GMS has been disclosed in the Company's 2025 Annual Report under the Corporate Governance section.

Selain itu, Perseroan juga melaporkan rasio total kompensasi Direksi dengan rata-rata kompensasi karyawan. Total kompensasi karyawan merupakan jumlah dari seluruh kompensasi yang diterima oleh karyawan. Adapun rincian disajikan sebagai berikut.

In addition, the Company also reports the ratio of total compensation of the Board of Directors to the average employee compensation. Total employee compensation represents the aggregate amount of all compensation received by employees. The details are presented as follows:

**Tabel Rasio Kompensasi**
Table of Compensation Ratio

| Keterangan<br>Description | 2025 | 2024 | 2023 |
|---|---|---|---|
| Rasio Perbandingan Kompensasi Tahunan Direktur Utama Terhadap Median Kompensasi Tahunan Karyawan<br>Ratio of the President Director's Annual Compensation to the Median Annual Employee Compensation | 1 : 20,26 | 1 : 38,19 | 1 : 37,86 |
| Perbandingan Persentase Kenaikan Kompensasi Tahunan Direktur Utama Terhadap Kenaikan Persentase Median Jumlah Kompensasi Tahunan Karyawan<br>Percentage Increase in the President Director's Annual Compensation Compared to the Percentage Increase in the Median Annual Employee Compensation | 1 : 0,12 | 1 : 1,35 | 1 : (0,05) |

## RAPAT DIREKSI DAN DEWAN KOMISARIS

Sepanjang tahun 2025, Dewan Komisaris telah menyelenggarakan 37 (tiga puluh tujuh) rapat internal untuk membahas berbagai isu strategis dan operasional Perseroan. Selanjutnya, Selama tahun 2025, Direksi Perseroan menyelenggarakan 27 rapat internal.

## MEETING OF THE BOARD OF DIRECTORS AND BOARD OF COMMISSIONERS

Throughout 2025, the Board of Commissioners held 37 (thirty-seven) internal meetings to discuss various strategic and operational issues of the Company. Furthermore, during 2025, the Company's Board of Directors held 27 internal meetings.

### Tabel Tingkat Kehadiran dalam Rapat Internal Dewan Komisaris Tahun 2025
Table of Attendance Rate at Internal Meetings of the Board of Commissioners in 2025

| Nama<br>Name | Jabatan<br>Position | Jumlah/Persentase Kehadiran<br>Attendance Rate (Number/Percentage) |
|---|---|---|
| M. Alfan Bahrudin* | Komisaris Utama/Independen<br>President Commissioner/Independent Commissioner | 8/100% |
| Agus Rajani Panjaitan* | Komisaris Independen<br>Independent Commissioner | 8/100% |
| Yudo Dwinanda Priaadi* | Komisaris<br>Commissioner | 8/100% |
| Sufyan Syarif* | Komisaris<br>Commissioner | 8/100% |
| Rustam Effendi* | Komisaris<br>Commissioner | 8/100% |
| Agus Rohman** | Komisaris Utama/Independen<br>President Commissioner/Independent Commissioner | 29/100% |
| Yuslih Ihza Mahendra** | Komisaris Independen<br>Independent Commissioner | 29/100% |
| Rizani Usman** | Komisaris<br>Commissioner | 29/100% |
| M. Hita Tunggal** | Komisaris Independen<br>Independent Commissioner | 29/100% |
| Eniya Listiani Dewi** | Komisaris<br>Commissioner | 29/100% |

Keterangan:
*) Menjabat sampai dengan tanggal 2 Mei 2025
**) Menjabat sejak 2 Mei 2025
Notes:
*) In office until May 2, 2025
**) In office since May 2, 2025

### Tabel Tingkat Kehadiran dalam Rapat Internal Direksi Tahun 2025
Table of Attendance Rate at Internal Meetings of the Board of Directors in 2025

| Nama<br>Name | Jabatan<br>Position | Jumlah/Persentase Kehadiran<br>Attendance Rate (Number/Percentage) |
|---|---|---|
| Ahmad Dani Virsal* | Direktur Utama<br>President Director | 4/100% |
| Nur Adi Kuncoro*** | Direktur Operasi dan Produksi<br>Director of Operations and Productions | 13/87% |
| Dicky Octa Zahriadi* | Direktur Pengembangan Usaha<br>Director of Business Development | 4/100% |
| Fina Eliani | Direktur Keuangan dan Manajemen Risiko<br>Director of Finance & Risk Management | 27/100% |
| Hendra Kusuma Wardana* | Direktur Sumber Daya Manusia<br>Director of Human Resources | 20/74% |
| Restu Widiyantoro** | Direktur Utama<br>President Director | 21/91% |
| Harry Budi Sidharta**** | Wakil Direktur Utama<br>Deputy President Director | 11/100% |
| Suhendra Yusuf Ratuprawiranegara** | Direktur Pengembangan Usaha<br>Director of Business Development | 22/96% |

**Tabel Tingkat Kehadiran dalam Rapat Internal Direksi Tahun 2025**
Table of Attendance Rate at Internal Meetings of the Board of Directors in 2025

| Nama<br>Name | Jabatan<br>Position | Jumlah/Persentase Kehadiran<br>Attendance Rate (Number/Percentage) |
|---|---|---|
| Andi Seto Gadhista Asapa***** | Direktur Sumber Daya Manusia<br>Director of Human Resources | 12/92% |
| Handy Geniardi**** | Direktur Operasi<br>Director of Operations | 11/100% |
| Ilhamsyah Mahendra**** | Direktur Produksi dan Komersial<br>Director of Production & Commercial | 11/100% |
| Ratih Mayasari****** | Direktur Sumber Daya Manusia<br>Director of Human Resources | 6/100% |

Keterangan:
*) Menjabat sampai dengan tanggal 2 Mei 2025
**) Menjabat sejak tanggal 2 Mei 2025
***) Menjabat sampai dengan tanggal 13 Oktober 2025
****) Menjabat sejak tanggal 29 Oktober 2025
*****) Menjabat sejak 2 Mei 2025 hingga pemberhentiannya dikukuhkan pada 17 November 2025
******) Menjabat sejak tanggal 18 Desember 2025
Notes:
*) Served until May 2, 2025
**) Served since May 2, 2025
***) Serving until October 13, 2025
****) Serving since October 29, 2025
*****) Serving from May 2, 2025 until his dismissal was confirmed on November 17, 2025
******) Serving since December 18, 2025

## PENANGGUNG JAWAB PENERAPAN PEMBANGUNAN BERKELANJUTAN [OJK E.1, IFRS-S1-GOVERNANCE, IFRS-S2-GOVERNANCE, ICMM 1.4]

### PERAN BADAN TATA KELOLA TERTINGGI DALAM MENGAWASI MANAJEMEN DAMPAK [OJK E.1, GRI 2-9, 2-12, 2-14]

Dalam menerapkan praktik keberlanjutan, Perseroan telah memiliki Tim Kerja ESG yang bertanggung jawab atas penerapan praktik keberlanjutan. Division Head HSE & Sustainability merupakan ketua pelaksana atas implementasi program kerja ESG dan bertanggungjawab langsung kepada Direktur Utama. Struktur Tim Kerja ESG telah tercantum dalam surat Keputusan Direksi PT TIMAH (Persero) Tbk Nomor 0257/Tbk/SK-0000/24-S11.2 tanggal 20 Februari 2024 dan Surat Keputusan Direksi PT TIMAH (Persero) Tbk Nomor 0306/Tbk/SK-0000/25-S11.2 tanggal 23 April 2025 tentang Perubahan dan Penetapan Kembali Tim Kerja Environment, Social & Governance (ESG) di Lingkungan PT TIMAH (Persero) Tbk. Direktur Utama bertanggung jawab dalam merumuskan, mengarahkan, dan memastikan penerapan prinsip keberlanjutan terintegrasi ke dalam strategi dan kebijakan Perseroan.

## RESPONSIBLE PARTY RELATED TO SUSTAINABLE DEVELOPMENT PRACTICES [OJK E.1, IFRS-S1-GOV, IFRS-S2-GOV, ICMM 1.4]

### ROLE OF THE HIGHEST GOVERNANCE BODY IN OVERSEEING IMPACT MANAGEMENT [OJK E.1, GRI 2-9, 2-12, 2-14]

In implementing sustainability practices, the Company has established an ESG Working Team responsible for the implementation of sustainability initiatives. The Head of the HSE & Sustainability Division serves as the executive lead for the implementation of ESG work programs and reports directly to the President Director. The structure of the ESG Working Team is stipulated in the Board of Directors' Decision Letter of PT TIMAH (Persero) Tbk No. 0257/Tbk/SK-0000/24-S11.2 dated February 20, 2024 and Board of Directors' Decision Letter No. 0306/Tbk/SK-0000/25-S11.2 dated April 23, 2025 on the Amendment and Re-establishment of the Environment, Social & Governance (ESG) Working Team within PT TIMAH (Persero) Tbk. The President Director is responsible for formulating, directing, and ensuring that sustainability principles are integrated into the Company's strategies and policies.

Peran Direksi dan Dewan Komisaris yaitu pemantauan dan evaluasi dari penerapan strategi keberlanjutan dan inisiatif-inisiatif yang mendukung praktik keberlanjutan serta memberikan persetujuan atas topik material dan informasi-informasi yang disampaikan dalam Laporan Keberlanjutan.

Dewan Komisaris dan Direksi Perseroan secara aktif mengawasi pengelolaan dampak operasi Perseroan terhadap ekonomi, lingkungan, dan masyarakat. Dalam menjalankan fungsi pengawasan, badan tata kelola terlibat dengan pemangku kepentingan melalui mekanisme seperti pertemuan dengan regulator, Masyarakat, Lembaga Swadaya Masyarakat, pemasok, pemegang saham, dan dialog internal dengan karyawan untuk membahas isu keberlanjutan. Masukan yang diterima dari pemangku kepentingan digunakan untuk memperkuat proses identifikasi dan pengelolaan risiko serta dampak, termasuk penyesuaian kebijakan keberlanjutan dan praktik operasional Perseroan. Dewan Komisaris dan badan tata kelola tertinggi juga senantiasa melakukan pemantauan, pengawasan, dan evaluasi atas pelaksanaan strategi dan program keuangan berkelanjutan, termasuk meninjau efektivitas proses pengelolaan dampak termasuk pengawasan terhadap risiko dan peluang keberlanjutan.

## DELEGASI TANGGUNG JAWAB UNTUK MENGELOLA DAMPAK [OJK E.1, GRI 2-13]

Direktur utama telah mendelegasikan kepada Division Head HSE & Sustainability sebagai ketua pelaksana atas implementasi program kerja ESG. Evaluasi dan pemantauan tersebut dilakukan dalam rapat Direksi dan Dewan Komisaris yang diadakan setiap bulan (12 kali/ tahun). Seluruh divisi berkontribusi terhadap penerapan praktik keberlanjutan di lingkungan Perseroan. Masing-masing kinerja dari divisi terkait akan dilaporkan kepada Direksi setiap sebulan sekali. Dengan demikian, seluruh organ tata kelola terlibat dan bertanggung jawab terhadap penerapan praktik keberlanjutan.

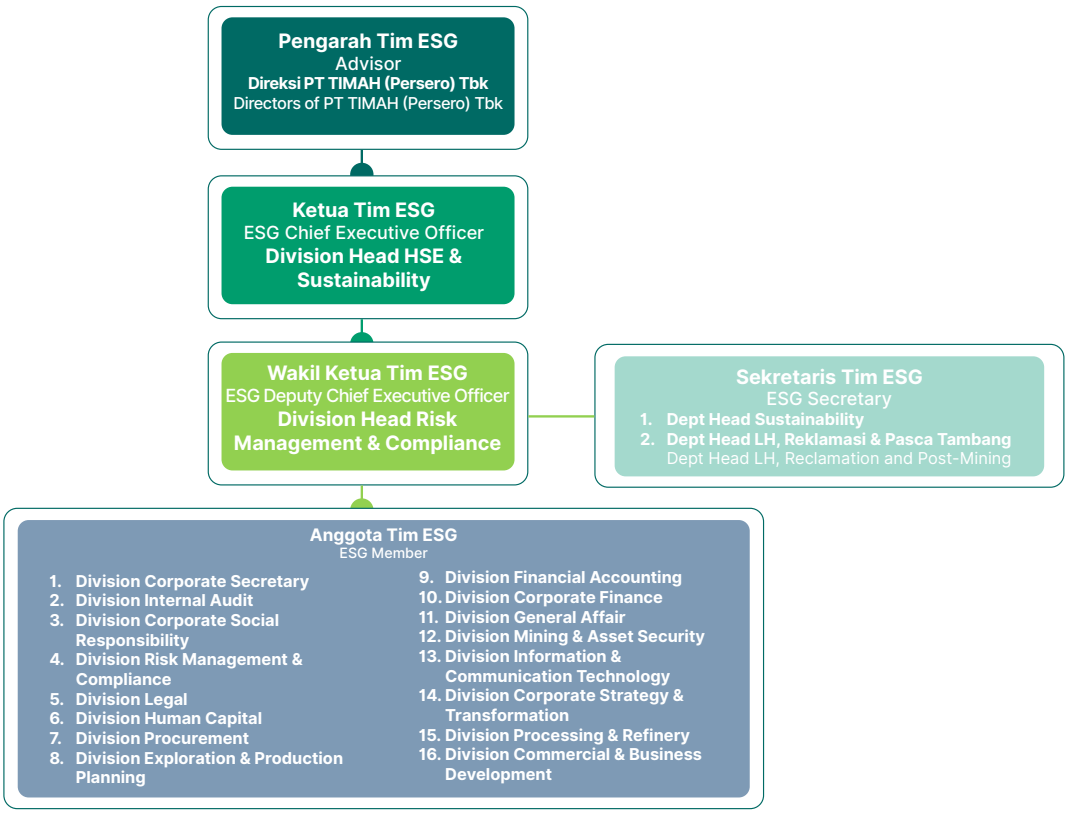
The roles of the Board of Directors and Board of Commissioners include monitoring and evaluating the implementation of sustainability strategies and initiatives that support sustainability practices, as well as approving material topics and disclosures presented in the Sustainability Report.

The Board of Commissioners and Board of Directors actively oversee the management of the Company's operational impacts on the economy, environment, and society. In carrying out its supervisory functions, the governance body engages with stakeholders through mechanisms such as meetings with regulators, communities, non-governmental organizations, suppliers, shareholders, and internal employee dialogues to discuss sustainability issues. Feedback from stakeholders is used to strengthen processes for identifying and managing risks and impacts, including adjustments to sustainability policies and the Company's operational practices. The Board of Commissioners, the highest governance body, also continuously monitors, supervises, and evaluates the implementation of sustainable finance strategies and programs, including reviewing the effectiveness of impact management processes and oversight of sustainability-related risks and opportunities.

## DELEGATION OF RESPONSIBILITY FOR MANAGING IMPACTS [OJK E.1, GRI 2-13]

The President Director has delegated responsibility to the Head of the HSE & Sustainability Division to serve as the executive lead for the implementation of ESG work programs. Evaluation and monitoring are conducted through the Board of Directors and Board of Commissioners meetings held on a monthly basis (12 times/ year). All divisions contribute to the implementation of sustainability practices within the Company. The performance of each relevant division is reported to the Board of Directors monthly. Accordingly, all governance organs are involved in and accountable for implementing sustainability practices.

**Susunan Tim Kerja ESG di Lingkungan PT TIMAH (Persero) Tbk**
Composition of the ESG Work Team at PT TIMAH (Persero) Tbk




## TUGAS DAN TANGGUNG JAWAB TIM KERJA ESG

**Pengarah Tim ESG**

1. Memberikan arahan strategis mengenai kebijakan dan prioritas implementasi praktik penambangan yang baik *(good mining practices)* dan tata kelola penambangan yang baik *(good mining governance)* di lingkungan PT TIMAH (Persero) Tbk.
2. Memberikan dukungan dalam pengelolaan program/ inisiatif untuk memenuhi standar kinerja penambangan sesuai dengan regulasi yang berlaku, Pedoman Strategis MIND ID, Kebijakan Pelaksana MIND ID dan praktik-praktik terbaik (*best practices*) ESG seperti Prinsip Penambangan ICMM, Indikator ESG *Risk Rating*, MIND ID *Sustainability Pathway* dan standar-standar yang relevan lainnya dalam rangka meningkatkan kinerja ESG di lingkungan PT TIMAH (Persero) Tbk.

**Ketua Tim ESG**

1. Memfasilitasi pelaksanaan kerja Tim yang mengacu pada regulasi yang berlaku, Pedoman Strategis MIND ID, kebijakan pelaksana dan praktik-praktik terbaik (*best practices*) ESG seperti Prinsip Penambangan ICMM, Indikator ESG *Risk Rating*, MIND ID *Sustainability Pathway* dan standar-standar yang relevan lainnya, serta hal-hal lain yang perlu dilakukan.

## ROLES AND RESPONSIBILITIES OF THE ESG WORKING TEAM

**ESG Advisor**

1. Providing strategic direction on policies and priorities for implementing good mining practices and good mining governance within PT TIMAH (Persero) Tbk.
2. Providing support in managing programs and initiatives to meet mining performance standards in accordance with applicable regulations, MIND ID Strategic Guidelines, MIND ID Implementing Policies, and ESG best practices, such as the ICMM Mining Principles, ESG Risk Rating indicators, the MIND ID Sustainability Pathway, and other relevant standards, in order to enhance ESG performance within PT TIMAH (Persero) Tbk.

**ESG Chief Executive Officer**

1. Facilitating the implementation of the Team's work in accordance with applicable regulations, MIND ID Strategic Guidelines, implementing policies, and ESG best practices, such as the ICMM Mining Principles, ESG Risk Rating indicators, the MIND ID Sustainability Pathway, and other relevant standards, as well as other necessary actions.

2. Mengoordinasikan pelaksanaan kerja Tim ESG yang sifatnya internal (Divisi terkait) dan eksternal untuk tercapainya kinerja ESG dan implementasi program kerja ESG di lingkungan PT TIMAH (Persero) Tbk.

3. Melaporkan laporan pelaksanaan kerja Tim ESG secara periodik kepada Pengarah Tim ESG menyangkut pelaksanaan dan capaian kinerja ESG, kesinambungan program kerja yang dijalankan dan mensinergikan implementasi program kerja ESG di lingkungan PT TIMAH (Persero) Tbk.
4. Memberikan usulan kepada Pengarah mengenai penyediaan sumber daya yang diperlukan yang meliputi:
   - Ketersediaan kecukupan SDM baik jumlah maupun kompetensi;
   - Ketersediaan dana; dan
   - Ketersediaan sarana pendukung lainnya.

**Wakil Ketua Tim ESG**
1. Melakukan pemantauan dan evaluasi terhadap efektivitas pelaksanaan kerja Tim ESG secara menyeluruh.
2. Mengoordinasikan pelaksanaan evaluasi bulanan rapat Tim kerja ESG
3. Membuat laporan pelaksanaan kerja Tim ESG secara periodik kinerja ESG dan implementasi program kerja ESG di lingkungan PT TIMAH (Persero) Tbk

**Sekretaris Tim ESG**
1. Melaksanakan tugas administrasi dan menyiapkan agenda pertemuan/Rapat yang berkaitan dengan tugas Tim ESG;
2. Membantu Wakil Ketua Tim ESG dalam menyiapkan laporan pelaksanaan kerja Tim ESG secara periodik kepada Pengarah Tim;
3. Mendokumentasikan seluruh dokumen yang berhubungan dengan pekerjaan Tim ESG secara periodik.

**Anggota Tim ESG**
1. Memastikan seluruh tahapan perencanaan, pelaksanaan, pemantauan, evaluasi dan pelaporan program/inisiatif terdokumentasi dengan baik.
2. Memastikan pelaksanaan kerja Tim ESG dari Aspek *Environmental*/*Social*/*Go*vernance berjalan dengan efektif.
3. Memastikan pengelolaan program/inisiatif yang mengacu pada regulasi, Pedoman Strategis MIND ID, Kebijakan Pelaksana MIND ID, prinsip-prinsip penambangan ICMM, indikator ESG *Risk Rating*, MIND ID *Sustainability Pathway* dan praktik-praktik terbaik ESG, serta hal-hal lain yang perlu dilakukan.
4. Memberikan laporan perkembangan secara periodik kepada Ketua Pelaksana Tim mengenai pelaksanaan dan capaian kinerja program/inisiatif dari Aspek *Environmental/Social/Governance*.
5. Menyampaikan usulan program/inisiatif dan saran perbaikan kepada Ketua Pelaksana Tim ESG.

2. Coordinating the implementation of the Team's work internally (across relevant divisions/units) and externally to achieve ESG performance targets and ensure effective execution of ESG work programs within PT TIMAH (Persero) Tbk.
3. Submitting periodic reports on the implementation of the ESG Team's activities to the Team's Advisor, covering ESG performance achievements, program continuity, and alignment of ESG work program implementation within PT TIMAH (Persero) Tbk.

4. Providing recommendations to the Advisor regarding the provision of necessary resources, including:
   - Adequacy of HC in terms of both quantity and competency;
   - Availability of funding; and
   - Availability of other supporting facilities.

**ESG Deputy Chief Executive Officer**
1. Monitoring and evaluating the overall effectiveness of ESG Team's work.
2. Coordinating the implementation of ESG Team's monthly meeting evaluations.
3. Preparing periodic ESG Team's work reports on ESG performance and the implementation of ESG work programs within PT TIMAH (Persero) Tbk.

**ESG Team Secretary**
1. Performing administrative duties and preparing meeting agendas related to the ESG Team's responsibilities;

2. Assisting the Chief of the ESG Team in preparing periodic reports on the implementation of the ESG Team's activities for submission to the Team's Advisor;
3. Maintaining proper documentation of all records and documents related to the ESG Team's work periodically.

**ESG Members**
1. Ensuring that all stages of planning, implementation, monitoring, evaluation, and reporting of programs and initiatives are properly documented.
2. Ensuring the ESG Team's work on Environmental, Social, and Governance aspects is implemented effectively.
3. Ensuring that program and initiative management aligns with applicable regulations, MIND ID Strategic Guidelines, MIND ID Implementing Policies, ICMM Mining Principles, ESG Risk Rating indicators, the MIND ID Sustainability Pathway, ESG best practices, and other necessary requirements.
4. Providing periodic progress reports to the Team's Executive Lead regarding the implementation and performance achievements of programs and initiatives across Environmental, Social, and Governance aspects.
5. Submitting proposals for programs, initiatives, and improvement recommendations to the ESG Team's Executive Lead.

Selama tahun 2025, Tim Kerja ESG telah melakukan rapat koordinasi yang membahas terkait dengan isu-isu keberlanjutan serta pembahasan terkait perbaikan rating ESG Sustainalytic. Rapat tersebut difokuskan pada identifikasi langkah-langkah strategis untuk meningkatkan kinerja keberlanjutan perusahaan, termasuk perbaikan dalam aspek lingkungan, sosial, dan tata kelola, guna memperkuat posisi Perseroan dalam penilaian ESG Sustainalytics serta mendukung pencapaian target-target keberlanjutan jangka panjang.

Throughout 2025, the ESG Working Team conducted coordination meetings to discuss sustainability-related issues, including initiatives to improve the Company's Sustainalytics ESG rating. These meetings focused on identifying strategic actions to enhance the Company's sustainability performance, including improvements in environmental, social, and governance aspects, to strengthen the Company's position in the Sustainalytics ESG assessment and support the achievement of long-term sustainability targets.

## PENGEMBANGAN KOMPETENSI TERKAIT PEMBANGUNAN BERKELANJUTAN [OJK E.2, GRI 2-17]

Dalam meningkatkan kapasitas internal, Perseroan senantiasa mengikutsertakan insan Perseroan dalam pelatihan dan pengembangan kompetensi terkait keberlanjutan, termasuk bagi Dewan Komisaris, Direksi, dan unit penanggungjawab keberlanjutan yang bertujuan untuk meningkatkan keterampilan, dan pengalaman. Adapun kebijakan Perseroan dalam memberikan pelatihan kepada Dewan Komisaris dan Direksi mengacu pada Peraturan Menteri BUMN PER-2/MBU/02/2023: Pedoman Tata Kelola & Kegiatan Korporasi Signifikan BUMN. Adapun pelatihan dan pengembangan kompetensi terkait keberlanjutan disajikan sebagai berikut.

## COMPETENCY DEVELOPMENT RELATED TO SUSTAINABLE DEVELOPMENT [OJK E.2, GRI 2-17]

To enhance internal capacity, the Company consistently involves its personnel in training and competency development related to sustainability, including for the Board of Commissioners, the Board of Directors, and the unit responsible for sustainability, with the aim of improving their skills and experience. The Company's policy regarding training for the Board of Commissioners and the Board of Directors is based on Ministry of State-Owned Enterprises Regulation PER-2/MBU/02/2023: Guidelines on Corporate Governance and Significant Corporate Activities of State-Owned Enterprises. The training and competency development related to sustainability are outlined as follows.

**Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Dewan Komisaris**
Table of Competency Development related to Sustainable Development for the Board of Commissioners

| **Nama dan Jabatan** Name and Position | **Jenis Pendidikan dan Pelatihan** Type of Education and Training | **Judul Pendidikan dan Pelatihan** Name of Education and Training | **Tempat/Tanggal** Venue/Date | **Penyelenggara** Organizer |
|---|---|---|---|---|
| Agus Rohman<br><br>Komisaris Utama/ Independen<br>President Commissioner/ Independent | *Online Learning* | MIND ID GRC Series #16 - GRC Perspective on Sustainability in Mining & Metals Industries | Zoom Meeting, 23/05/2025 | MIND ID |
| | | MIND ID GRC Series #17 - Innovation through a lens of mature corporation - is it a risk or opportunity | Zoom Meeting, 20/06/2025 | MIND ID |
| | | MIND ID GRC Series #18 - Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries | Zoom Meeting, 18/07/2025 | MIND ID |
| | | MIND ID GRC Series #19 - Future Proofing MIND ID : Leveraging GRC to Navigate Industry Challenges and Drive Sustainable Growth | Zoom Meeting, 29/08/2025 | MIND ID |
| | Sertifikasi | Training Certified : Governance, Risk, and Compliance for Executive - GRCE | Ruang Rapat Kantor Komisaris Timah - Perwakilan Jakarta, 04/12/2025 | PT Jasa Management Strategis |

## Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Dewan Komisaris
Table of Competency Development related to Sustainable Development for the Board of Commissioners

| Nama dan Jabatan<br>Name and Position | Jenis Pendidikan dan Pelatihan<br>Type of Education and Training | Judul Pendidikan dan Pelatihan<br>Name of Education and Training | Tempat/Tanggal<br>Venue/Date | Penyelenggara<br>Organizer |
|---|---|---|---|---|
| Yuslih Ihza<br><br>Komisaris Independen<br>Independent Commissioner | *Online Learning* | MIND ID GRC Series #16 - GRC Perspective on Sustainability in Mining & Metals Industries | Zoom Meeting, 23/05/2025 | MIND ID |
| | | MIND ID GRC Series #17 - Innovation through a lens of mature corporation - is it a risk or opportunity | Zoom Meeting, 20/06/2025 | MIND ID |
| | | MIND ID GRC Series #18 - Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries | Zoom Meeting, 18/07/2025 | MIND ID |
| | | MIND ID GRC Series #19 - Future Proofing MIND ID : Leveraging GRC to Navigate Industry Challenges and Drive Sustainable Growth | Zoom Meeting, 29/08/2025 | MIND ID |
| | Sertifikasi | Training Certified : Governance, Risk, and Compliance for Executive - GRCE | Ruang Rapat Kantor Komisaris Timah - Perwakilan Jakarta, 04/12/2025 | PT Jasa Management Strategis |
| M. Hita Tunggal<br><br>Komisaris Independen<br>Independent Commissioner | *Online Learning* | MIND ID GRC Series #16 - GRC Perspective on Sustainability in Mining & Metals Industries | Zoom Meeting, 23/05/2025 | MIND ID |
| | | MIND ID GRC Series #18 - Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries | Zoom Meeting, 18/07/2025 | MIND ID |
| | | MIND ID GRC Series #19 - Future Proofing MIND ID : Leveraging GRC to Navigate Industry Challenges and Drive Sustainable Growth | Zoom Meeting, 29/08/2025 | MIND ID |
| | Sertifikasi | Training Certified : Governance, Risk, and Compliance for Executive - GRCE | Ruang Rapat Kantor Komisaris Timah - Perwakilan Jakarta, 04/12/2025 | PT Jasa Management Strategis |
| Eniya Listiani Dewi<br><br>Komisaris<br>Commissioner | *Online Learning* | MIND ID GRC Series #16 - GRC Perspective on Sustainability in Mining & Metals Industries | Zoom Meeting, 23/05/2025 | MIND ID |
| | | MIND ID GRC Series #17 - Innovation through a lens of mature corporation - is it a risk or opportunity | Zoom Meeting, 20/06/2025 | MIND ID |
| | | MIND ID GRC Series #18 - Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries | Zoom Meeting, 18/07/2025 | MIND ID |
| | Sertifikasi | Training Certified : Governance, Risk, and Compliance for Executive - GRCE | Ruang Rapat Kantor Komisaris Timah - Perwakilan Jakarta, 04/12/2025 | PT Jasa Management Strategis |

### Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Dewan Komisaris
Table of Competency Development related to Sustainable Development for the Board of Commissioners

| Nama dan Jabatan<br>Name and Position | Jenis Pendidikan dan Pelatihan<br>Type of Education and Training | Judul Pendidikan dan Pelatihan<br>Name of Education and Training | Tempat/Tanggal<br>Venue/Date | Penyelenggara<br>Organizer |
|---|---|---|---|---|
| Rizani Usman<br><br>Komisaris<br>Commissioner | *Online Learning* | MIND ID GRC Series #16 - GRC Perspective on Sustainability in Mining & Metals Industries | Zoom Meeting, 23/05/2025 | MIND ID |
| | | MIND ID GRC Series #17 - Innovation through a lens of mature corporation - is it a risk or opportunity | Zoom Meeting, 20/06/2025 | MIND ID |
| | | MIND ID GRC Series #18 - Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries | Zoom Meeting, 18/07/2025 | MIND ID |
| | | MIND ID GRC Series #19 - Future Proofing MIND ID : Leveraging GRC to Navigate Industry Challenges and Drive Sustainable Growth | Zoom Meeting, 29/08/2025 | MIND ID |
| | Sertifikasi | - Training Certified : Governance, Risk, and Compliance for Executive - GRCE | Ruang Rapat Kantor Komisaris Timah - Perwakilan Jakarta, 04/12/2025 | PT Jasa Management Strategis |

### Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Direksi
Table of Competency Development related to Sustainable Development for the Board of Directors

| Nama dan Jabatan<br>Name and Position | Jenis Pendidikan dan Pelatihan<br>Type of Education and Training | Judul Pendidikan dan Pelatihan<br>Name of Education and Training | Tempat/Tanggal<br>Venue/Date | Penyelenggara<br>Organizer |
|---|---|---|---|---|
| Restu Widiyantoro<br><br>Direktur Utama<br>President Director | *Online Learning* | - MIND ID GRC Series #16 - GRC Perspective on Sustainability in Mining & Metals Industries | Zoom Meeting, 23/05/2025 | MIND ID |
| | | - MIND ID GRC Series #17 - Innovation through a lens of mature corporation - is it a risk or opportunity | Zoom Meeting, 20/06/2025 | MIND ID |
| | | - MIND ID GRC Series #19 - Future Proofing MIND ID : Leveraging GRC to Navigate Industry Challenges and Drive Sustainable Growth | Zoom Meeting, 29/08/2025 | MIND ID |
| | Sertifikasi | - Training Certified : Governance, Risk, and Compliance for Executive - GRCE | Ruang Rapat Kantor Komisaris Timah - Perwakilan Jakarta, 04/12/2025 | PT Jasa Management Strategis |

**Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Direksi**
Table of Competency Development related to Sustainable Development for the Board of Directors

| **Nama dan Jabatan** Name and Position | **Jenis Pendidikan dan Pelatihan** Type of Education and Training | **Judul Pendidikan dan Pelatihan** Name of Education and Training | **Tempat/Tanggal** Venue/Date | **Penyelenggara** Organizer |
|---|---|---|---|---|
| Fina Eliani<br><br>Direktur Keuangan & Manajemen Risiko<br>Director of Finance & Risk Management | Online Learning | MIND ID GRC Series 13: Operational Risk in Mining & Metals Industry - Our Roles as Safety Leader | Zoom Meeting, 14/01/2025 | MIND ID |
| | *Offline Learning* | Group Leadership Coordination MIND ID Group 2025 | Ruang Rapat Kantor MIND ID, 25/02/2025 | MIND ID |
| | *Online Learning* | Sosialisasi DHE Sub Sektor Mineral dan Batu Bara | Zoom Meeting, 24/01/2025 | Kementrian Koordinator Bidang Perekonomian Sekretariat |
| | | Sosialisasi POJK Nomor 45 Tahun 2024 Tentang Pengembangan dan Penguatan Emiten Perusahaan Publik | Zoom Meeting, 06/02/2025 | Otoritas Jasa Keuangan |
| | | MIND ID GRC Series #15 - From Risk To Reality | Zoom Meeting, 02/05/2025 | MIND ID |
| | | MIND ID GRC Series #19 - Future Proofing MIND ID : Leveraging GRC to Navigate Industry Challenges and Drive Sustainable Growth | Zoom Meeting, 29/08/2025 | MIND ID |
| Suhendra Yusuf Ratuprawinegara<br><br>Direktur Pengembangan Usaha<br>Director of Business Development | *Online Learning* | MIND ID GRC Series #16 - GRC Perspective on Sustainability in Mining & Metals Industries | Zoom Meeting, 23/05/2025 | MIND ID |
| | | MIND ID GRC Series #17 - Innovation through a lens of mature corporation - is it a risk or opportunity | Zoom Meeting, 20/06/2025 | MIND ID |
| | | MIND ID GRC Series #18 - Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries | Zoom Meeting, 18/07/2025 | MIND ID |
| | | MIND ID GRC Series #19 - Future Proofing MIND ID : Leveraging GRC to Navigate Industry Challenges and Drive Sustainable Growth | Zoom Meeting, 29/08/2025 | MIND ID |
| | *Offline Learning* | Project Showcase Xcellence Program [Batch 3 & 4] | Antam Office Building, 29/08/2025 | MIND ID |
| Handy Geniardi<br><br>Direktur Operasi<br>Director of Operation | Sertifikasi | Training Certified : Governance, Risk, and Compliance for Executive - GRCE | Ruang Rapat Kantor Komisaris Timah - Perwakilan Jakarta, 04/12/2025 | PT Jasa Management Strategis |

Selain itu, Perseroan juga mengikutsertakan unit penanggung jawab pada pelatihan terkait dengan pembangunan berkelanjutan. Adapun jenis pelatihan, materi dan penyelenggara pelatihan yang dapat dilihat pada tabel di bawah ini.

In addition, the Company also involves responsible units in training programs related to sustainable development. The types of training, training materials, and training providers are presented in the table below.

**Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Unit Penanggungjawab**
Table of Competency Development related to Sustainable Development for the Responsible Units

| **Nama Unit Penanggung Jawab** Name of the Responsible Unit | **Jenis Pendidikan dan Pelatihan** Type of Education and Training | **Judul Pendidikan dan Pelatihan** Name of Education and Training | **Tempat/Tanggal** Venue/Date | **Penyelenggara** Organizer |
|---|---|---|---|---|
| Division Corporate Secretary<br>Corporate Secretary Division | *Core Competency* | MIND ID GRC Series #14: "Investment Risk" | Zoom Meeting<br>14 Maret 2025<br>March 14, 2025 | MIND ID |
| | | Webinar Tins Series Operation: Laut Bukan Tong Sampah, "Praktik Baik Pengelolaan Limbah Plastik di Kapal Produksi Timah"<br>Webinar Tins Series Operation: The Sea Is Not a Dump, "Best Practices for Plastic Waste Management on Tin Production Vessels" | Zoom Meeting<br>18 Juni 2025<br>June 18, 2025 | PT Timah Tbk |
| | | MIND ID GRC Series #17 - Innovation through a lens of mature corporation - is it a risk or opportunity | Zoom Meeting<br>20 Juni 2025<br>June 20, 2025 | MIND ID |
| | | MIND ID GRC Series #18 - Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries | Zoom Meeting<br>18 Juli 2025<br>July 18,2025 | MIND ID |
| | | MIND ID GRC Series #19 | Online Zoom Meeting<br>29 Agustus 2025<br>August 29,2025 | MIND ID |
| | | GRC Talk Series PT Timah Tbk & Anak Perusahaan<br>GRC Talk Series of PT Timah Tbk & Subsidiaries | Gedung Graha Timah Pangkalpinang<br>15-16 Desember 2025<br>Graha Timah Building, Pangkalpinang<br>December 15-16, 2025 | Jerry Marmen M.S., M.Ec., M.Mgt., Phd. & Ricky Ihsan CFA, PFM, FRM, FRAC, ERMCP, CFOS, CRMP, CSA, CFP |
| | *Critical Competency* | MIND ID GRC Series #15 - From Risk to Reality | Zoom Meeting<br>2 Mei 2025<br>May 2, 2025 | MIND ID |
| | | MIND ID GRC Series #16 - GRC Perspective on Sustainability in Mining & Metals Industries | Zoom Meeting<br>23 Mei 2025<br>May 23, 2025 | MIND ID |
| | *Technical Competency* | MIND ID GRC Series 13: Operational Risk in Mining & Metals Industry - Our Roles as Safety Leader | Zoom Meeting<br>14 Januari 2025<br>January 14, 2025 | PT Mineral Industri Indonesia (Persero) |

**Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Unit Penanggungjawab**
Table of Competency Development related to Sustainable Development for the Responsible Units

| **Nama Unit Penanggung Jawab** Name of the Responsible Unit | **Jenis Pendidikan dan Pelatihan** Type of Education and Training | **Judul Pendidikan dan Pelatihan** Name of Education and Training | **Tempat/Tanggal** Venue/Date | **Penyelenggara** Organizer |
|---|---|---|---|---|
| Division Exploration & Production Planning<br>Exploration & Production Planning Division | *Core Competency* | MIND ID GRC Series #14: "Investment Risk" | Zoom Meeting<br>14 Maret 2025<br>March 14, 2025 | MIND ID |
| | | Workshop Pengelolaan Sampah Dalam Rangka Hari Lingkungan Hidup Sedunia Tahun 2025<br>Waste Management Workshop in Commemoration of World Environment Day 2025 | Meeting Room Hotel Golden Tulip, Tanjungpandan<br>16 Juni 2025<br>Meeting Room of Golden Tulip Hotel, Tanjungpandan<br>June 16, 2025 | DLH Kab. Belitung & Pengurus Bank Sampah Akar Berebat<br>Environmental Agency of Belitung Regency & Management of the Akar Berebat Waste Bank |
| | | Seminar Pengelolaan Limbah B3 & Sampah Domestik di Lingkungan<br>Seminar on the Management of Hazardous Waste & Domestic Waste in the Workplace Environment | Wisma PT TIMAH Tbk Area Kundur<br>17 Juni 2025<br>PT TIMAH Tbk Guesthouse, Kundur Area<br>June 17, 2025 | Dinas Lingkungan Hidup Provinsi Kepulauan Riau<br>Environmental Agency of Riau Islands Province |
| | | Webinar Tins Series Operation: Laut Bukan Tong Sampah, "Praktik Baik Pengelolaan Limbah Plastik di Kapal Produksi Timah"<br>Webinar Tins Series Operation: The Sea Is Not a Dump, "Best Practices for Plastic Waste Management on Tin Production Vessels" | Zoom Meeting<br>18 Juni 2025<br>June 18, 2025 | PT Timah Tbk |
| | | Workshop Business Judgement Rules – Edukasi Prinsip Hukum yang Fundamental dalam Tata Kelola Perusahaan<br>Business Judgment Rule Workshop — Education on Fundamental Legal Principles in Corporate Governance | Gedung Graha Timah Pangkalpinang<br>19 Juni 2025<br>Graha Timah Building, Pangkalpinang<br>June 19, 2025 | PT Timah Tbk |
| | | MIND ID GRC Series #17 - Innovation through a lens of mature corporation - is it a risk or opportunity | Zoom Meeting<br>20 Juni 2025<br>June 20, 2025 | MIND ID |
| | | MIND ID GRC Series #18 - Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries | Zoom Meeting<br>18 Juli 2025<br>July 18, 2025 | MIND ID |
| | | Sosialisasi & Simulasi Aplikasi Perhitungan Emisi Gas Rumah Kaca<br>Dissemination & Simulation of the Greenhouse Gas Emissions Calculation Application | Graha Kantor Pusat - PT TIMAH Tbk<br>18-19 September 2025<br>Head Office Building - PT TIMAH Tbk<br>September 18-19, 2025 | PT Sinergi Mitra Lestari |
| | | Pelatihan Tata Kelola dan Pengawasan Koperasi Pertambangan<br>Training on Governance and Supervision of Mining Cooperatives | Gedung Graha Timah Pangkalpinang<br>10 November 2025<br>Graha Timah Building, Pangkalpinang<br>November 10, 2025 | Dinas Koperasi Bangka Belitung & Division Corporate Social Responsibility<br>Cooperatives Office of Bangka Belitung Province & Corporate Social Responsibility Division |
| | | GRC Talk Series PT Timah Tbk & Anak Perusahaan<br>GRC Talk Series of PT Timah Tbk & Subsidiaries | Gedung Graha Timah Pangkalpinang<br>15-16 Desember 2025<br>Graha Timah Building, Pangkalpinang<br>December 15-16, 2025 | Jerry Marmen M.S., M.Ec., M.Mgt., Phd. & Ricky Ihsan CFA, PFM, FRM, FRAC, ERMCP, CFOS, CRMP, CSA, CFP |
| | *Critical Competency* | MIND ID GRC Series #15 - From Risk to Reality | Zoom Meeting<br>2 Mei 2025<br>May 2, 2025 | MIND ID |
| | | MIND ID GRC Series #16 - GRC Perspective on Sustainability in Mining & Metals Industries | Zoom Meeting<br>23 Mei 2025<br>May 23, 2025 | MIND ID |
| | *Technical Competency* | MIND ID GRC Series 13: Operational Risk in Mining & Metals Industry - Our Roles as Safety Leader | Zoom Meeting<br>14 Januari 2025<br>January 14, 2025 | PT Mineral Industri Indonesia (Persero) |

**Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Unit Penanggungjawab**
Table of Competency Development related to Sustainable Development for the Responsible Units

| Nama Unit Penanggung Jawab<br>Name of the Responsible Unit | Jenis Pendidikan dan Pelatihan<br>Type of Education and Training | Judul Pendidikan dan Pelatihan<br>Name of Education and Training | Tempat/Tanggal<br>Venue/Date | Penyelenggara<br>Organizer |
|---|---|---|---|---|
| Division HSE & Sustainability<br>HSE & Sustainability Division | *Core Competency* | MIND ID GRC Series #14: "Investment Risk" | Zoom Meeting<br>14 Maret 2025<br>March 14, 2025 | MIND ID |
| | | Webinar Tins Series Operation: Laut Bukan Tong Sampah, "Praktik Baik Pengelolaan Limbah Plastik di Kapal Produksi Timah"<br>Webinar Tins Series Operation: The Sea Is Not a Dump, "Best Practices for Plastic Waste Management on Tin Production Vessels" | Zoom Meeting<br>18 Juni 2025<br>June 18, 2025 | PT Timah Tbk |
| | | Workshop Business Judgement Rules – Edukasi Prinsip Hukum yang Fundamental dalam Tata Kelola Perusahaan<br>Business Judgment Rule Workshop — Education on Fundamental Legal Principles in Corporate Governance | Gedung Graha Timah Pangkalpinang<br>19 Juni 2025<br>Graha Timah Building, Pangkalpinang<br>June 19, 2025 | PT Timah Tbk |
| | | MIND ID GRC Series #17 - Innovation through a lens of mature corporation - is it a risk or opportunity | Zoom Meeting<br>20 Juni 2025<br>June 20, 2025 | MIND ID |
| | | Sosialisasi & Simulasi Aplikasi Perhitungan Emisi Gas Rumah Kaca<br>Dissemination & Simulation of the Greenhouse Gas Emissions Calculation Application | Graha Kantor Pusat - PT TIMAH Tbk<br>18-19 September 2025<br>Head Office Building - PT TIMAH Tbk<br>September 18-19, 2025 | PT Sinergi Mitra Lestari |
| | | Seminar dan Pameran Gelar Teknologi Reklamasi Tambang IPB Bogor<br>Seminar and Exhibition on Mining Reclamation Technology by IPB Bogor | Botani Square Building, jl Raya Pajajaran Raya Lt.2 Tegalega Bogor<br>9 November 2025 – 9 Desember 2025<br>November 9, 2025 – December 9, 2025 | Institut Pertanian Bogor (IPB) |
| | | GRC Talk Series PT Timah Tbk & Anak Perusahaan<br>GRC Talk Series of PT Timah Tbk & Subsidiaries | Gedung Graha Timah Pangkalpinang<br>15-16 Desember 2025<br>Graha Timah Building,<br>Pangkalpinang<br>December 15-16, 2025 | Jerry Marmen M.S., M.Ec., M.Mgt., Phd. & Ricky Ihsan CFA, PFM, FRM, FRAC, ERMCP, CFOS, CRMP, CSA, CFP |
| | *Certification* | Sertifikasi Ahli K3 Lingkungan Kerja<br>OHS Expert Certification in the Work Environment | Zoom Meeting dan Jakarta<br>13-20 Februari 2025<br>Zoom Meeting and Jakarta<br>February 13-20, 2025 | PT Primera Solusi Bisnis |
| | *Critical Competency* | MIND ID GRC Series #16 - GRC Perspective on Sustainability in Mining & Metals Industries | Zoom Meeting<br>23 Mei 2025<br>May 23, 2025 | MIND ID |
| | | PPLB3 (Penanggung Jawab Penyimpanan Limbah B3)<br>PPLB3 (Person in Charge of Hazardous Waste Storage) | Zoom Meeting dan Timah Learning Center<br>26-28 Mei 2025<br>Zoom Meeting and Timah Learning Center<br>May 26-28, 2025 | PT Sinergi Mitra Lestari Indonesia |
| | | Diklat & Sertifikasi Pelaksanaan Reklamasi<br>Reclamation Implementation Training & Certification | Jayakarta hotel, Dago Bandung<br>26-28 November 2025<br>November 26-28, 2025 | PT Sentra Inti Minerba |

**Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Unit Penanggungjawab**
Table of Competency Development related to Sustainable Development for the Responsible Units

| **Nama Unit Penanggung Jawab** Name of the Responsible Unit | **Jenis Pendidikan dan Pelatihan** Type of Education and Training | **Judul Pendidikan dan Pelatihan** Name of Education and Training | **Tempat/Tanggal** Venue/Date | **Penyelenggara** Organizer |
|---|---|---|---|---|
| Division HSE & Sustainability<br>HSE & Sustainability Division | *Technical Competency* | MIND ID GRC Series 13: Operational Risk in Mining & Metals Industry - Our Roles as Safety Leader | Zoom Meeting<br>14 Januari 2025<br>January 14, 2025 | PT Mineral Industri Indonesia (Persero) |
| | | Sertifikasi GRI-Certified Sustainability Reporting Training dan Certified Sustainability Reporting Specialist (CSRS+) Grup MIND ID<br>GRI-Certified Sustainability Reporting Training and Certified Sustainability Reporting Specialist (CSRS+) Certification for the MIND ID Group | Friendly Meeting Room, HARRIS Suites FX Sudirman, Jl. Jenderal Sudirman, RT.1/RW.3, Senayan, Kecamatan Tanah Abang,Kota Jakarta Pusat 10270<br>14-16 Januari 2025<br>Friendly Meeting Room, HARRIS Suites FX Sudirman, Jl. Jenderal Sudirman, RT.1/RW.3, Senayan, Tanah Abang District, Central Jakarta 10270<br>January 14-16, 2025 | MIND ID |
| | | Pelatihan Alat Pengukuran Lingkungan Kerja<br>Training on Workplace Environmental Measurement Instruments | Tins Gallery Pangkalpinang dan GBT Sungailiat (Praktik)<br>15-16 Mei 2025<br>May 15-16, 2025 | PT Has Environmental |
| | | Training Internal Control over Sustainability Reporting (ICSR) | Mangkuluhur ARTOTEL Suites-Kota Jakarta Selatan-Daerah Khusus Ibu Kota Jakarta 12930<br>19-20 Juni 2025<br>Mangkuluhur ARTOTEL Suites, South Jakarta City, Special Capital Region of Jakarta 12930<br>June 19-20, 2025 | MIND ID |
| Division Procurement<br>Procurement Division | *Core Competency* | MIND ID GRC Series #14: "Investment Risk" | Zoom Meeting<br>14 Maret 2025<br>March 14, 2025 | MIND ID |
| | | Seminar Pengelolaan Limbah B3 & Sampah Domestik di Lingkungan<br>Seminar on the Management of Hazardous Waste & Domestic Waste in the Workplace Environment | Wisma PT TIMAH Tbk Area Kundur<br>17 Juni 2025<br>PT TIMAH Tbk Guesthouse, Kundur Area<br>June 17, 2025 | Dinas Lingkungan Hidup Provinsi Kepulauan Riau<br>Environmental Agency of Riau Islands Province |
| | | Webinar Tins Series Operation: Laut Bukan Tong Sampah, "Praktik Baik Pengelolaan Limbah Plastik di Kapal Produksi Timah"<br>Webinar Tins Series Operation: The Sea Is Not a Dump, "Best Practices for Plastic Waste Management on Tin Production Vessels" | Zoom Meeting<br>18 Juni 2025<br>June 18, 2025 | PT Timah Tbk |
| | | Workshop Business Judgement Rules – Edukasi Prinsip Hukum yang Fundamental dalam Tata Kelola Perusahaan<br>Business Judgment Rule Workshop — Education on Fundamental Legal Principles in Corporate Governance | Gedung Graha Timah Pangkalpinang<br>19 Juni 2025<br>Graha Timah Building, Pangkalpinang<br>June 19, 2025 | PT Timah Tbk |

**Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Unit Penanggungjawab**
Table of Competency Development related to Sustainable Development for the Responsible Units

| Nama Unit Penanggung Jawab<br>Name of the Responsible Unit | Jenis Pendidikan dan Pelatihan<br>Type of Education and Training | Judul Pendidikan dan Pelatihan<br>Name of Education and Training | Tempat/Tanggal<br>Venue/Date | Penyelenggara<br>Organizer |
|---|---|---|---|---|
| Division Procurement<br>Procurement Division | *Core Competency* | MIND ID GRC Series #17 - Innovation through a lens of mature corporation - is it a risk or opportunity | Zoom Meeting<br>20 Juni 2025<br>June 20, 2025 | MIND ID |
| | | MIND ID GRC Series #18 - Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries | Zoom Meeting<br>18 Juli 2025<br>July 18, 2025 | MIND ID |
| | | Pelatihan Tata Kelola dan Pengawasan Koperasi Pertambangan<br>Training on Governance and Supervision of Mining Cooperatives | Gedung Graha Timah Pangkalpinang<br>10 November 2025<br>Graha Timah Building, Pangkalpinang<br>November 10, 2025 | Dinas Koperasi Bangka Belitung & Division Corporate Social Responsibility<br>Cooperatives Office of Bangka Belitung Province & Corporate Social Responsibility Division |
| | | GRC Talk Series PT Timah Tbk & Anak Perusahaan<br>GRC Talk Series of PT Timah Tbk & Subsidiaries | Gedung Graha Timah Pangkalpinang<br>15-16 Desember 2025<br>Graha Timah Building, Pangkalpinang<br>December 15-16, 2025 | Jerry Marmen M.S., M.Ec., M.Mgt., Phd. & Ricky Ihsan CFA, PFM, FRM, FRAC, ERMCP, CFOS, CRMP, CSA, CFP |
| | *Critical Competency* | MIND ID GRC Series #15 - From Risk to Reality | Zoom Meeting<br>2 Mei 2025<br>May 2, 2025 | MIND ID |
| Division Risk Management & Compliance<br>Risk Management & Compliance Division | *Core Competency* | MIND ID GRC Series #14: "Investment Risk" | Zoom Meeting<br>14 Maret 2025<br>March 14, 2025 | MIND ID |
| | | Webinar Tins Series Operation: Laut Bukan Tong Sampah, "Praktik Baik Pengelolaan Limbah Plastik di Kapal Produksi Timah"<br>Webinar Tins Series Operation: The Sea Is Not a Dump, "Best Practices for Plastic Waste Management on Tin Production Vessels" | Zoom Meeting<br>18 Juni 2025<br>June 18, 2025 | PT Timah Tbk |
| | | MIND ID GRC Series #17 - Innovation through a lens of mature corporation - is it a risk or opportunity | Zoom Meeting<br>20 Juni 2025<br>June 20, 2025 | MIND ID |
| | | Pelatihan Tata Kelola dan Pengawasan Koperasi Pertambangan<br>Training on Governance and Supervision of Mining Cooperatives | Gedung Graha Timah Pangkalpinang<br>10 November 2025<br>Graha Timah Building, Pangkalpinang<br>November 10, 2025 | Dinas Koperasi Bangka Belitung & Division Corporate Social Responsibility<br>Cooperatives Office of Bangka Belitung Province & Corporate Social Responsibility Division |
| | | GRC Talk Series PT Timah Tbk & Anak Perusahaan<br>GRC Talk Series of PT Timah Tbk & Subsidiaries | Gedung Graha Timah Pangkalpinang<br>15-16 Desember 2025<br>Graha Timah Building, Pangkalpinang<br>December 15-16, 2025 | Jerry Marmen M.S., M.Ec., M.Mgt., Phd. & Ricky Ihsan CFA, PFM, FRM, FRAC, ERMCP, CFOS, CRMP, CSA, CFP |
| | *Critical Competency* | Pelatihan dan Uji Kompetensi Certified Governance Professional (CGP)<br>Training and Competency Assessment for Certified Governance Professional (CGP) | Gedung Tifa Arum Realty Jakarta<br>10-13 Maret 2025<br>Tifa Arum Realty Building, Jakarta<br>March 10-13, 2025 | CRMS Indonesia |
| | | MIND ID GRC Series #15 - From Risk to Reality | Zoom Meeting<br>2 Mei 2025<br>May 2, 2025 | MIND ID |
| | | MIND ID GRC Series #16 - GRC Perspective on Sustainability in Mining & Metals Industries | Zoom Meeting<br>23 Mei 2025<br>May 23, 2025 | MIND ID |
| | | Certified Governance Professional (CGP) | Jakarta<br>3-6 November 2025<br>November 3-6, 2025 | CRMS |

**Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Unit Penanggungjawab**
Table of Competency Development related to Sustainable Development for the Responsible Units

| **Nama Unit Penanggung Jawab** Name of the Responsible Unit | **Jenis Pendidikan dan Pelatihan** Type of Education and Training | **Judul Pendidikan dan Pelatihan** Name of Education and Training | **Tempat/Tanggal** Venue/Date | **Penyelenggara** Organizer |
|---|---|---|---|---|
| Division Risk Management & Compliance<br>Risk Management & Compliance Division | *Technical Competency* | Training Internal Control over Sustainability Reporting (ICSR) | Mangkuluhur ARTOTEL Suites-Kota Jakarta Selatan-Daerah Khusus Ibu Kota Jakarta 12930<br>19-20 Juni 2025<br>Mangkuluhur ARTOTEL Suites, South Jakarta City, Special Capital Region of Jakarta 12930<br>June 19-20, 2025 | MIND ID |
| | *Certification* | Sertifikasi Governance, Risk, and Compliance (GRC) - Environmental, Social and Governance, Risk, and Compliance (ESGRC) | Swiss-Belresort Dago Heritage Bandung<br>23-24 Januari 2025<br>January 23-24, 2025 | Indonesia Training Institute & Consulting Service |
| Division Corporate Social Responsibility<br>Corporate Social Responsibility Division | *Core Competency* | Workshop Pengelolaan Sampah Dalam Rangka Hari Lingkungan Hidup Sedunia Tahun 2025<br>Waste Management Workshop in Commemoration of World Environment Day 2025 | Meeting Room Hotel Golden Tulip, Tanjungpandan<br>16 Juni 2025<br>Meeting Room of Golden Tulip Hotel, Tanjungpandan<br>June 16, 2025 | DLH Kab. Belitung & Pengurus Bank Sampah Akar Berebat<br>Environmental Agency of Belitung Regency & Management of the Akar Berebat Waste Bank |
| | | Seminar Pengelolaan Limbah B3 & Sampah Domestik di Lingkungan<br>Seminar on the Management of Hazardous Waste & Domestic Waste in the Workplace Environment | Wisma PT TIMAH Tbk Area Kundur<br>17 Juni 2025<br>PT TIMAH Tbk Guesthouse, Kundur Area<br>June 17, 2025 | Dinas Lingkungan Hidup Provinsi Kepulauan Riau<br>Environmental Agency of Riau Islands Province |
| | | Webinar Tins Series Operation: Laut Bukan Tong Sampah, "Praktik Baik Pengelolaan Limbah Plastik di Kapal Produksi Timah"<br>Webinar Tins Series Operation: The Sea Is Not a Dump, "Best Practices for Plastic Waste Management on Tin Production Vessels" | Zoom Meeting<br>18 Juni 2025<br>June 18, 2025 | PT Timah Tbk |
| | | Pelatihan Tata Kelola dan Pengawasan Koperasi Pertambangan<br>Training on Governance and Supervision of Mining Cooperatives | Gedung Graha Timah Pangkalpinang<br>10 November 2025<br>Graha Timah Building, Pangkalpinang<br>November 10, 2025 | Dinas Koperasi Bangka Belitung & Division Corporate Social Responsibility<br>Cooperatives Office of Bangka Belitung Province & Corporate Social Responsibility Division |
| | | GRC Talk Series PT Timah Tbk & Anak Perusahaan<br>GRC Talk Series of PT Timah Tbk & Subsidiaries | Gedung Graha Timah Pangkalpinang<br>15-16 Desember 2025<br>Graha Timah Building, Pangkalpinang<br>December 15-16, 2025 | Jerry Marmen M.S., M.Ec., M.Mgt., Phd. & Ricky Ihsan CFA, PFM, FRM, FRAC, ERMCP, CFOS,CRMP, CSA, CFP |
| | *Technical Competency* | Sertifikasi GRI-Certified Sustainability Reporting Training dan Certified Sustainability Reporting Specialist (CSRS+) Grup MIND ID<br>GRI-Certified Sustainability Reporting Training and Certified Sustainability Reporting Specialist (CSRS+) Certification for the MIND ID Group | Friendly Meeting Room, HARRIS Suites FX Sudirman, Jl. Jenderal Sudirman, RT.1/RW.3, Senayan, Kecamatan Tanah Abang,Kota Jakarta Pusat 10270<br>14-16 Januari 2025<br>Friendly Meeting Room, HARRIS Suites FX Sudirman, Jl. Jenderal Sudirman, RT.1/RW.3, Senayan, Tanah Abang District, Central Jakarta 10270<br>January 14-16, 2025 | MIND ID |

**Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Unit Penanggungjawab**
Table of Competency Development related to Sustainable Development for the Responsible Units

| Nama Unit Penanggung Jawab<br>Name of the Responsible Unit | Jenis Pendidikan dan Pelatihan<br>Type of Education and Training | Judul Pendidikan dan Pelatihan<br>Name of Education and Training | Tempat/Tanggal<br>Venue/Date | Penyelenggara<br>Organizer |
|---|---|---|---|---|
| Division Human Capital | *Core Competency* | Webinar Tins Series Operation: Laut Bukan Tong Sampah, "Praktik Baik Pengelolaan Limbah Plastik di Kapal Produksi Timah"<br>Webinar Tins Series Operation: The Sea Is Not a Dump, "Best Practices for Plastic Waste Management on Tin Production Vessels" | Zoom Meeting<br>18 Juni 2025<br>June 18, 2025 | PT Timah Tbk |
| | | Workshop Business Judgement Rules – Edukasi Prinsip Hukum yang Fundamental dalam Tata Kelola Perusahaan<br>Business Judgment Rule Workshop — Education on Fundamental Legal Principles in Corporate Governance | Gedung Graha Timah Pangkalpinang<br>19 Juni 2025<br>Graha Timah Building, Pangkalpinang<br>June 19, 2025 | PT Timah Tbk |
| | | MIND ID GRC Series #17 - Innovation through a lens of mature corporation - is it a risk or opportunity | Zoom Meeting<br>20 Juni 2025<br>June 20, 2025 | MIND ID |
| | | MIND ID GRC Series #18 - Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries | Zoom Meeting<br>18 Juli 2025<br>July 18, 2025 | MIND ID |
| | | MIND ID GRC Series #19 | Zoom Meeting<br>29 Agustus 2025<br>August 29, 2025 | MIND ID |
| | | GRC Talk Series PT Timah Tbk & Anak Perusahaan<br>GRC Talk Series of PT Timah Tbk & Subsidiaries | Gedung Graha Timah Pangkalpinang<br>15-16 Desember 2025<br>Graha Timah Building, Pangkalpinang<br>December 15-16, 2025 | Jerry Marmen M.S., M.Ec., M.Mgt., Phd. & Ricky Ihsan CFA, PFM, FRM, FRAC, ERMCP, CFOS, CRMP, CSA, CFP |
| | *Technical Competency* | MIND ID GRC Series 13: Operational Risk in Mining & Metals Industry - Our Roles as Safety Leader | Zoom Meeting<br>14 Januari 2025<br>January 14, 2025 | PT Mineral Industri Indonesia (Persero) |
| Division Legal | *Core Competency* | Webinar Tins Series Operation: Laut Bukan Tong Sampah, "Praktik Baik Pengelolaan Limbah Plastik di Kapal Produksi Timah"<br>Webinar Tins Series Operation: The Sea Is Not a Dump, "Best Practices for Plastic Waste Management on Tin Production Vessels" | Zoom Meeting<br>18 Juni 2025<br>June 18, 2025 | PT Timah Tbk |
| | | Workshop Business Judgement Rules – Edukasi Prinsip Hukum yang Fundamental dalam Tata Kelola Perusahaan<br>Business Judgment Rule Workshop — Education on Fundamental Legal Principles in Corporate Governance | Gedung Graha Timah Pangkalpinang<br>19 Juni 2025<br>Graha Timah Building, Pangkalpinang<br>June 19, 2025 | PT Timah Tbk |
| | | MIND ID GRC Series #17 - Innovation through a lens of mature corporation - is it a risk or opportunity | Zoom Meeting<br>20 Juni 2025<br>June 20, 2025 | MIND ID |
| | | Pelatihan Tata Kelola dan Pengawasan Koperasi Pertambangan<br>Training on Governance and Supervision of Mining Cooperatives | Gedung Graha Timah Pangkalpinang<br>10 November 2025<br>Graha Timah Building, Pangkalpinang<br>November 10, 2025 | Dinas Koperasi Bangka Belitung & Division Corporate Social Responsibility<br>Cooperatives Office of Bangka Belitung Province & Corporate Social Responsibility Division |
| | | GRC Talk Series PT Timah Tbk & Anak Perusahaan<br>GRC Talk Series of PT Timah Tbk & Subsidiaries | Gedung Graha Timah Pangkalpinang<br>15-16 Desember 2025<br>Graha Timah Building, Pangkalpinang<br>December 15-16, 2025 | Jerry Marmen M.S., M.Ec., M.Mgt., Phd. & Ricky Ihsan CFA, PFM, FRM, FRAC, ERMCP, CFOS, CRMP, CSA, CFP |
| | *Critical Competency* | MIND ID GRC Series #16 - GRC Perspective on Sustainability in Mining & Metals Industries | Zoom Meeting<br>23 Mei 2025<br>May 23, 2025 | MIND ID |

## MANAJEMEN RISIKO ATAS PENERAPAN PEMBANGUNAN BERKELANJUTAN [OJK E.3, ICMM 4.1]

Identifikasi serta pengelolaan risiko merupakan salah satu bentuk penerapan prinsip *Good Corporate Governance* (GCG). Dalam menjalankan operasionalnya, Perseroan dituntut untuk selalu responsif dan peka terhadap berbagai situasi serta kondisi yang sedang berlangsung, sehingga potensi risiko yang muncul tidak memberikan dampak negatif terhadap keberlangsungan usaha. Oleh karena itu, Perseroan menerapkan manajemen risiko dengan berpedoman pada ketentuan Peraturan Menteri BUMN No. PER-2/MBU/03/2023 serta standar internasional ISO 31000:2018 *Risk Management – Guidelines*. Dalam pelaksanaannya, penyusunan profil risiko serta perencanaan langkah-langkah mitigasi menjadi aspek yang sangat penting bagi Direksi, terutama sebagai dasar pertimbangan dalam menetapkan berbagai keputusan strategis Perseroan. Proses pengelolaan risiko yang diterapkan di lingkungan Perseroan juga didukung oleh pemanfaatan aplikasi TRIMS (TIMAH *Risk Information Management System*), yang berfungsi untuk mempermudah proses pemantauan serta pengelolaan seluruh jenis risiko yang dihadapi Perseroan, termasuk risiko yang berkaitan dengan aspek ekonomi, sosial, maupun lingkungan.

Dalam menentukan risiko, Perseroan telah melakukan identifikasi, melakukan analisis jenis dan bentuk-bentuk risiko yang berpotensi muncul, menentukan penyebabnya *(root cause)* dan dampak bagi Perseroan, serta menetapkan langkah mitigasi. Kemudian risiko-risiko yang teridentifikasi selanjutnya diklasifikasikan menurut *Top Risk* di Perseroan. Penentuan *Top Risk* dilakukan melalui metode *top-down* berdasarkan arahan Kementerian BUMN yang tertuang dalam Aspirasi Pemegang Saham dan arahan Manajemen MIND ID serta metode *bottom-up* melalui penyampaian jenis risiko Divisi-Divisi dan *Top Subsidiaries Risks* PT TIMAH (Persero) Tbk. Penjelasan terkait penerapan manajemen risiko yang dijalankan Perseroan dapat dilihat pada Laporan Tahunan 2025. Sedangkan, pengelolaan risiko telah disampaikan pada bagian Strategi Keberlanjutan pada Laporan Keberlanjutan ini.

Untuk menjalankan proses pemulihan dan kelangsungan bisnis perusahaan terhadap bencana atau dampak yang dapat mempengaruhi keberlangsungan, Perseroan memiliki prosedur *Business Continuity Planning* (BCP) yang merupakan bagian dari *Business Continuity Management System* (BCMS). Prosedur ini terutama diterapkan di wilayah operasional Pangkalpinang, Muntok, Belinyu & Kundur. Perseroan juga memiliki *Critical Business Function* (CBF) untuk unit operasional perusahaan (Eksplorasi, Keteknikan, Penambangan Darat & Laut, Pengolahan, Peleburan & Pemurnian, Pemasaran, Perencanaan & Pengendalian Produksi, Teknologi Informasi) dalam menjalankan proses bisnis.

## RISK MANAGEMENT ON SUSTAINABLE DEVELOPMENT PRACTICES [OJK E.3, ICMM 4.1]

Risk identification and management are key components of implementing the principles of Good Corporate Governance (GCG). In conducting its operations, the Company is required to remain responsive and sensitive to various ongoing situations and conditions, ensuring that potential risks do not negatively impact the sustainability of the business. Therefore, the Company implements risk management in accordance with the provisions of Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 and the international standard ISO 31000:2018 Risk Management – Guidelines. In practice, the development of risk profiles and the planning of mitigation measures are critical aspects for the Board of Directors, particularly as a basis for consideration in making the Company's strategic decisions. The risk management process implemented within the Company is also supported by the use of the TRIMS (TIMAH Risk Information Management System) application, which serves to facilitate the monitoring and management of all types of risks faced by the Company, including risks related to economic, social, and environmental aspects.

In assessing risks, the Company has identified and analyzed the types and forms of risks that may arise, determined their root causes and impacts on the Company, and established mitigation measures. The identified risks are then classified according to the Company's Top Risks. The determination of Top Risks is conducted using a top-down approach based on the Ministry of State-Owned Enterprises' guidelines as outlined in the Shareholders' Aspirations and MIND ID Management's directives, as well as a bottom-up approach through the submission of risk types by the Divisions and Top Subsidiaries of PT TIMAH (Persero) Tbk. An explanation regarding the implementation of the risk management system carried out by the Company can be found in the 2025 Annual Report. Meanwhile, risk management has been addressed in the Sustainability Strategy section of this Sustainability Report.

In order to ensure business recovery and continuity in the event of disasters or other impacts that may disrupt operations, the Company has established a Business Continuity Planning (BCP) procedure as part of its Business Continuity Management System (BCMS). These procedures are primarily implemented in operational areas, including Pangkalpinang, Muntok, Belinyu, and Kundur. The Company has also identified Critical Business Functions (CBF) for its operational units (Exploration, Engineering, Onshore and Offshore Mining, Processing, Smelting and Refining, Marketing, Production Planning and Control, and Information Technology) to ensure the continuity of business processes.

Untuk menanggulangi risiko terjadinya kehilangan data pada saat terjadinya bencana, Perseroan mengandalkan teknologi informasi dalam menjalankan proses bisnisnya dengan mengimplementasikan *Disaster Recovery Plan* (DRP). Kehilangan data ini dapat berdampak pada pendapatan dan kestabilan Perseroan.

Peran Direksi dalam manajemen risiko yaitu bertanggung jawab atas pengelolaan manajemen dan memiliki tugas untuk mengevaluasi, mengidentifikasi, serta mengelola risiko yang dapat mempengaruhi kelangsungan hidup perusahaan. Pengelolaan risiko Perseroan mengacu pada standar ISO 31000:2018 dan Peraturan Menteri Negara Badan Usaha Milik Negara No. PER-2/MBU/03/2023 mengenai Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan BUMN. Selain fokus pada mitigasi risiko bisnis, Direksi juga aktif dalam mengidentifikasi, mengukur, dan mengelola risiko terkait aspek sosial dan lingkungan. Dewan Komisaris berperan dalam memantau dan menilai efektivitas pengelolaan risiko ekonomi, sosial, dan lingkungan serta mengawasi pencapaian kinerja keberlanjutan.

To mitigate the risk of data loss during disasters, the Company relies on information technology to support business operations through the implementation of a Disaster Recovery Plan (DRP). Data loss could have a significant impact on the Company's revenue and operational stability.

The role of the Board of Directors in risk management includes responsibility for overall risk governance and for evaluating, identifying, and managing risks that may affect the Company's sustainability and long-term viability. The Company's risk management framework refers to ISO 31000:2018 and the Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 on the Guidelines for Corporate Governance and Significant Corporate Activities of State-Owned Enterprises. In addition to focusing on business risk mitigation, the Board of Directors actively identifies, measures, and manages risks related to social and environmental aspects. The Board of Commissioners plays a supervisory role in monitoring and assessing the effectiveness of risk management related to economic, social, and environmental aspects, as well as overseeing the achievement of sustainability performance targets.

## PERMASALAHAN TERHADAP PENERAPAN PEMBANGUNAN BERKELANJUTAN [OJK E.5]

Dalam upaya mencapai target keberlanjutan, Perseroan perlu mengelola berbagai tantangan, permasalahan, serta risiko yang berkaitan dengan aspek keberlanjutan yang berasal dari internal maupun eksternal Perseroan. Di samping itu, Perseroan juga terus memperhatikan perkembangan serta pengaruh penerapan praktik keberlanjutan di industri pertambangan. Tantangan internal yang dihadapi Perseroan yaitu peningkatan efisiensi dalam proses produksi dan pengelolaan sumber daya manusia (SDM). Sedangkan, tantangan eksternal yang dihadapi Perseroan yaitu dampak dan risiko perubahan iklim, kondisi geopolitik yang berpengaruh terhadap perekonomian serta permintaan komoditas tambang, serta aktivitas penambangan ilegal yang dilakukan oleh masyarakat di sekitar wilayah operasional tambang yang memerlukan penanganan lebih lanjut.

Dalam menghadapi tantangan-tantangan keberlanjutan tersebut, Perseroan terus berupaya dalam penemuan sumber daya timah maupun peningkatan cadangan timah agar bisa berkelanjutan dengan memprioritaskan sumber daya baru melalui eksplorasi. Perseroan juga menjalankan kebijakan strategis untuk meningkatkan efisiensi, melakukan inisiatif dekarbonisasi, dan meningkatkan kapasitas dan kompetensi SDM. Sementara itu, untuk mengatasi aktivitas penambangan ilegal di Wilayah Izin Usaha Pertambangan (IUP), kami melakukan kegiatan patroli dan penertiban bersama pihak Aparat Penegak Hukum (TNI/Polri). Perseroan senantiasa berupaya

## CHALLENGES IN THE IMPLEMENTATION OF SUSTAINABLE DEVELOPMENT [OJK E.5]

In achieving sustainability targets, the Company must manage various challenges, issues, and risks related to sustainability that arise from both internal and external sources. In addition, the Company also continues to monitor developments and the impact of implementing sustainability practices in the mining industry. The internal challenges faced by the Company include improving efficiency in production processes and human resource management. Meanwhile, the external challenges faced by the Company include the impacts and risks of climate change, geopolitical conditions affecting the economy and demand for mining commodities, as well as illegal mining activities carried out by communities near the mining operational areas, which require further attention.

In addressing these sustainability challenges, the Company continues to pursue the discovery of new tin resources and the enhancement of tin reserves to ensure long-term sustainability, prioritizing new resource development through exploration activities. The Company also implements strategic policies to improve operational efficiency, carry out decarbonization initiatives, and enhance HR capacity and competencies. Meanwhile, to address illegal mining activities within Mining Business License Areas (IUP), the Company conducts patrol and enforcement activities in collaboration with law enforcement authorities (TNI/Polri). The Company also

membangun kemitraan dengan mitra usaha terdaftar dengan merangkul masyarakat sekitar wilayah operasi tambang dalam program peningkatan *recovery* pengolahan bijih timah dan meningkatkan pengamanan objek vital aset cadangan dan sumber daya, serta mengoptimalkan potensi lokal dalam kegiatan penunjang.

continuously seeks to build partnerships with registered business partners by engaging local communities surrounding mining operational areas in programs aimed at improving tin ore recovery rates, strengthening the security of vital assets and resource reserves, and optimizing local potential in supporting operational activities.

## ANTI KORUPSI

### OPERASI-OPERASI YANG DINILAI MEMILIKI RISIKO TERKAIT KORUPSI [GRI 205-1, 14.22.2, EM-MM-510A.1, EM-MM-510A.2, ICMM 1.2]

Perseroan memiliki komitmen penuh dalam mendukung upaya Pemerintah untuk mencegah dan memberantas korupsi. Perseroan senantiasa menerapkan No Bribery, No Kickback, No Gift, dan No Luxurious Hospitality. Perseroan berkomitmen menciptakan lingkungan usaha yang sehat dan bebas dari praktik korupsi, yang dibuktikan melalui perolehan sertifikasi ISO 37001:2016 pada 26 Agustus 2020 dan telah di Resertifikasi pada tanggal 31 Desember 2023. Untuk memperkuat implementasi SMAP, Perseroan menerbitkan Peraturan Perusahaan Nomor: 0005.A/Tbk/PER-0000/22-S10.2 tertanggal 1 Juli 2022 tentang Perubahan dan Penetapan Kembali Peraturan Perusahaan Nomor: 0014/Tbk/PER-0000/20.S10.2 tentang Pedoman Sistem Manajemen Anti Penyuapan (SMAP) Di Lingkungan PT TIMAH Tbk. selain itu, Perseroan telah menerbitkan Peraturan Direksi Nomor: 0003/Tbk/PER-0000/25-S11.1 tentang Pedoman Sistem Manajemen Anti Penyuapan (SMAP) Di Lingkungan PT TIMAH Tbk yang efektif sejak 30 Januari 2025 yang bertujuan untuk mewujudkan Tata Kelola Perusahaan yang baik di lingkungan Perseroan yang memenuhi prinsip transparansi, akuntabilitas, pertanggungjawaban, kemandirian, dan kewajaran.

Dalam implementasi SMAP, Perseroan telah menjalankan prinsip "Manajemen Risiko" dalam melakukan *profiling* dan *assessment* terhadap risiko yang berhubungan langsung dengan korupsi. Berdasarkan implementasi di tahun 2025, perseroan telah melakukan pemetaan proses bisnis terhadap seluruh area yang berpotensi terdapat risiko *fraud*, sehingga didapatkan 7 area utama yang disertifikasi ISO 37001:2016 Sistem Manajemen Anti Penyuapan yang memiliki risiko *fraud* tinggi. Kemudian dari keseluruhan area utama tersebut, risiko tersebut diagregasikan menjadi beberapa kelompok risiko yang signifikan, sebagai berikut:

1. Proses Pengadaan Vendor/Mitra Usaha (Potensi keterjadiannya 30% - 50%, berdasarkan pendekatan analisa probabilitas inherent risk)
2. Perizinan (Potensi keterjadiannya 30% - 50%, berdasarkan pendekatan analisa probabilitas inherent risk)
3. Aktivitas Operasional (Potensi keterjadiannya 30% - 50%, berdasarkan pendekatan analisa probabilitas inherent risk)

## ANTI-CORRUPTION

### OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION [GRI 205-1, 14.22.2, EM-MM-510A.1, EM-MM-510A.2, ICMM 1.2]

The Company is fully committed to supporting the Government's efforts to prevent and eradicate corruption. The Company consistently adheres to a policy of No Bribery, No Kickbacks, No Gifts, and No Luxurious Hospitality. The Company is committed to creating a healthy business environment free from corrupt practices, as evidenced by the attainment of ISO 37001:2016 certification on August 26, 2020, and its recertification on December 31, 2023. To strengthen the implementation of the Anti-Bribery Management System (ABMS), the Company issued Company Regulation No. 0005.A/Tbk/PER-0000/22-S10.2 dated July 1, 2022, regarding the Amendment and Re-establishment of Company Regulation No. 0014/Tbk/PER-0000/20. S10.2 regarding Guidelines for the Anti-Bribery Management System (SMAP) within PT TIMAH Tbk. Additionally, the Company has issued Board Regulation No. 0003/Tbk/PER-0000/25-S11.1 regarding Guidelines for the Anti-Bribery Management System (ASM) within PT TIMAH Tbk, effective as of January 30, 2025, aimed at realizing good corporate governance within the Company that adheres to the principles of transparency, accountability, responsibility, independence, and fairness.

In implementing SMAP, the Company applies "Risk Management" principles by conducting profiling and assessments of risks directly related to corruption. Based on the 2025 implementation, the Company mapped business processes across all areas with potential fraud risks, resulting in the identification of 7 main areas certified under ISO 37001:2016 Anti-Bribery Management System that present a high risk of fraud. From these main areas, the risks are then aggregated into several significant risk groups, as follows:

1. Vendor/Business Partner Procurement Processes (Probability of occurrence: 30%-50%, based on inherent risk probability analysis);
2. Licensing Processes (Probability of occurrence: 30%-50%, based on inherent risk probability analysis); and
3. Operational Activities (Probability of occurrence: 30%-50%, based on inherent risk probability analysis).

**Tabel Risiko Korupsi dan Upaya Mitigasi**
Table of Corruption Risks and Mitigation Measures

| **Fokus** Focus | **Risiko** Risk | **Mitigasi** Mitigation |
|---|---|---|
| Proses Pengadaan Vendor/Mitra Usaha<br>Vendor/Business Partner Procurement Process | • Potensi terjadinya *kickback* terhadap proses pemilihan vendor pelatihan/sertifikasi/pelatihan<br>• Potensi terjadinya penyuapan oleh calon Penyediaan Barang Jasa kepada "oknum" Tim Pengadaan untuk dapat menjadi Penyedia Barang Jasa<br>• Potensi terjadinya penyuapan oleh Penyedia Barang Jasa untuk bisa memenangkan tender pengadaan barang/jasa<br>• Potential kickbacks in the selection process of training/certification/webinar vendors.<br>• Potential bribery by prospective Goods and Services Providers to procurement "personnel" in order to be appointed as suppliers.<br>• Potential bribery by Goods and Services Providers to secure tender awards for the procurement of goods and services. | • Membuat *checklist* kelengkapan dokumen rencana pengadaan Pelatihan/Sertifikasi/ webinar/ dan lainnya yang disesuaikan dengan Pedoman Pengadaan untuk dilakukan verifikasi awal<br>• Melakukan analisa *Knowing Your Customer* (KYC) terhadap calon Vendor<br>• Peningkatan terhadap nilai-nilai dan perangkat-perangkat SMAP (WBS, Peraturan Internal, UPG, dan lainnya) dilingkungan Perusahaan<br>• Develop a checklist for the completeness of procurement planning documents for training, certification, webinars, and related activities in accordance with the Procurement Guidelines to enable initial verification.<br>• Conduct a Know Your Customer (KYC) analysis on prospective vendors.<br>• Strengthen the implementation of Anti-Bribery Management System (SMAP) values and mechanisms (WBS, Internal Regulations, UPG, etc.) across the Company. |
| Perizinan<br>Licensing | • Potensi terjadinya penyuapan oleh calon Mitra Usaha Penambangan untuk mendapatkan SPK Penambangan<br>• Potensi terjadinya penyuapan atas proses perizinan lokasi tambang<br>• Potential bribery by prospective Mining Business Partners to obtain SPK.<br>• Potential bribery related to the process of obtaining mining location permits. | • Sosialisasi Pedoman Pelaksanaan Pengadaan MU Penambangan di lingkungan PT TIMAH (Persero) Tbk<br>• Peningkatan terhadap nilai-nilai dan perangkat-perangkat SMAP (WBS, Peraturan Internal, UPG, dan lainnya) dilingkungan Perusahaan<br>• Conduct socialization and implementation of the Guidelines for Procurement of Mining Business Partners within PT TIMAH (Persero) Tbk.<br>• Strengthen the implementation of Anti-Bribery Management System (SMAP) values and mechanisms (WBS, Internal Regulations, UPG, etc.) across the Company. |
| Aktivitas Operasional<br>Operational Activities | • Potensi terjadinya penyuapan untuk memberikan informasi terkait potensi cadangan dan lokasi penambangan ke calon mitra usaha atau pihak luar<br>• Potensi terjadinya penyuapan atas penyelesaian sengketa lahan<br>• Potensi terjadinya penyuapan atas proses penimbangan (menaikan data timbangan)<br>• Potential bribery to disclose information regarding resource reserves and mining locations to prospective business partners or external parties.<br>• Potential bribery in relation to land dispute settlement processes.<br>• Potential bribery related to weighing processes (e.g., manipulation of weighing data). | • Peningkatan terhadap nilai-nilai dan perangkat-perangkat SMAP (WBS, Peraturan Internal, UPG, dan lainnya) dilingkungan Perusahaan<br>• Membuat SK tim penyelesaian sengketa lintas Divisi sebagai bentuk implementasi *check & balance*<br>• Melakukan kalibrasi rutin terhadap perangkat/ equipment operasional, membuat BAP Penerimaan Bijih yang ditandatangani oleh seluruh *stakeholder* terkait serta adanya fungsi evaluasi/review terhadap selisih timbangan penerimaan dan pengiriman<br>• Strengthen the implementation of Anti-Bribery Management System (SMAP) values and governance tools (WBS, Internal Regulations, UPG, etc.) across the Company.<br>• Issue formal decrees establishing cross-divisional dispute resolution teams as part of implementing checks and balances.<br>• Conduct routine calibration of operational equipment, prepare official Ore Receipt Reports signed by all relevant stakeholders, and implement evaluation and review functions to reconcile discrepancies between incoming and outgoing weighing records. |

Atas risiko korupsi yang telah diidentifikasi, Perseroan telah memiliki upaya mitigasi antara lain;

- Penerapan Sistem Manajemen Anti Penyuapan (SMAP) ISO 37001:2016, termasuk audit internal dan pelaporan kepatuhan secara berkala
- Penguatan *Whistleblowing System* (WBS) sebagai kanal pelaporan yang aman, rahasia, dan responsif terhadap indikasi *fraud* dan korupsi

Based on the corruption risks identified, the Company has implemented several mitigation measures, including:

- Implementation of the ISO 37001:2016 Anti-Bribery Management System (SMAP), including periodic internal audits and compliance reporting.
- Strengthening of the Whistleblowing System (WBS) as a secure, confidential, and responsive reporting channel for indications of fraud and corruption.

- Pengembangan program edukasi dan literasi integritas yang diikuti oleh seluruh karyawan, termasuk manajemen puncak
- Penegakan sistem pelaporan gratifikasi dan pengendalian benturan kepentingan, yang dikelola secara digital dan terdokumentasi
- Penyempurnaan kebijakan dan SOP anti korupsi, *anti-fraud*, dan etika bisnis, yang dievaluasi dan disosialisasikan secara berkala oleh Division Risk Management & Compliance.

Sebagai wujud komitmen Perseroan dalam menerapkan budaya anti korupsi, sepanjang tahun 2025, Perseroan tidak memiliki wilayah operasional yang berlokasi di negara dengan tingkat risiko korupsi tinggi, yaitu negara yang termasuk dalam 20 peringkat terbawah berdasarkan Indeks Persepsi Korupsi (*Corruption Perceptions Index*/ CPI) yang diterbitkan oleh Transparency International.

## KOMUNIKASI DAN PELATIHAN TENTANG KEBIJAKAN DAN PROSEDUR ANTI-KORUPSI [GRI 205-2, 14.22.3]

Kebijakan Sistem Manajemen Anti Penyuapan disosialisasikan secara aktif kepada seluruh karyawan untuk memastikan pemahaman dan penerapan yang menyeluruh. Sebagai bagian dari langkah strategis ini, Perseroan juga mengeluarkan Peraturan Direksi Nomor: 0019/Tbk/PER-0000/23-S11.1 tentang Pedoman Pengendalian Gratifikasi di Lingkungan PT TIMAH Tbk dan Anak Perusahaan. Perseroan melaksanakan kegiatan sosialisasi terkait kebijakan anti korupsi kepada seluruh anggota Dewan Komisaris, Direksi, dan karyawan dengan cara melakukan penandatanganan Pakta Integritas setiap tahunnya. Dengan adanya penandatanganan Pakta Integritas, Perseroan bertujuan membangun budaya kerja yang bersih, transparan, dan terbebas dari praktik korupsi, sekaligus menumbuhkan akuntabilitas pada setiap level organisasi.

Pada tahun 2025, Perseroan telah melakukan sosialisasi dan pelatihan terkait anti korupsi kepada Dewan Komisaris, Direksi, BOD-1, dan karyawan Perseroan. Perseroan melakukan sosialisasi dan *training* secara bersamaan. Adapun sosialisasi dan pelatihan pada Dewan Komisaris, Direksi, dan karyawan disampaikan sebagai berikut.

- Development of integrity education and literacy programs attended by all employees, including senior management.
- Enforcement of gratuity reporting systems and conflict of interest controls, managed digitally and properly documented.
- Enhancement of anti-corruption, anti-fraud, and business ethics policies and SOPs, which are periodically evaluated and communicated by the Risk Management & Compliance Division.

As part of the Company's commitment to fostering an anti-corruption culture, throughout 2025, the Company had no operational areas located in countries with high corruption risk, defined as countries ranked among the lowest 20 positions in the Corruption Perceptions Index (CPI) published by Transparency International.

## COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES [GRI 205-2, 14.22.3]

The Anti-Bribery Management System Policy is actively communicated to all employees to ensure comprehensive understanding and implementation. As part of this strategic initiative, the Company has also issued Board Regulation No. 0019/Tbk/PER-0000/23-S11.1 regarding Guidelines for the Control of Gratuities within PT TIMAH Tbk and its Subsidiaries. The Company conducts awareness activities regarding anti-corruption policies for all members of the Board of Commissioners, the Board of Directors, and employees by having them sign an Integrity Pact annually. Through the signing of the Integrity Pact, the Company aims to foster a work culture that is clean, transparent, and free from corrupt practices, while simultaneously promoting accountability at every level of the organization.

In 2025, the Company had conducted anti-corruption awareness sessions and training for the Board of Commissioners, the Board of Directors, BOD-1, and the Company's employees. The Company conducted these awareness sessions and training simultaneously. The details of the awareness sessions and training for the Board of Commissioners, the Board of Directors, and employees are as follows.

## Tabel Jumlah Dewan Komisaris, Direksi, BOD-1 yang telah mengikuti Sosialisasi dan Pelatihan tentang Kebijakan dan Prosedur Anti-Korupsi

Table of Number of Members of the Board of Commissioners, Board of Directors, and BOD-1 Attended Dissemination and Training on Anti-Corruption Policies and Procedures

| **Nama Kegiatan** Name of Activity | **Wilayah Operasional** Operational Area | **Jumlah Peserta** Number of Participants | | | **Persentase** Percentage | | |
|---|---|---|---|---|---|---|---|
| | | **BOC** | **BOD** | **BOD-1** | **BOC** | **BOD** | **BOD-1** |
| *Awareness* ISO 37001-2016 System Manajemen Anti Penyuapan (SMAP) *Batch* 1 | Bangka | - | - | 1 | - | - | 2% |
| *Group Leadership Coordination* MIND ID *Group* 2025 | Bangka | - | 1 | | - | 14% | - |
| MIND ID GRC *Series* #14 : *"Investment Risk"* | Bangka | - | | 17 | - | - | 39% |
| MIND ID GRC *Series* #15 - *From Risk To Reality* | Bangka | - | 1 | 7 | - | 14% | 16% |
| MIND ID GRC *Series* #16 - GRC *Perspective on Sustainability in Mining & Metals Industries* | Bangka | - | 2 | 8 | - | 29% | 18% |
| | Jakarta | 5 | - | - | 100% | - | - |
| MIND ID GRC *Series* #17 - *Innovation through a lens of mature corporation - is it a risk or opportunity* | Bangka | - | 3 | 11 | | 43% | 25% |
| | Jakarta | 4 | - | - | 80% | - | - |
| MIND ID GRC *Series* #18 - *Beyond the Ore: Unearthing Security Risks in Mining & Metals Industries* | Bangka | - | 2 | 11 | - | 29% | 25% |
| | Jakarta | 5 | - | - | 100% | - | - |
| MIND ID GRC *Series* #19 | Jakarta | 4 | - | - | 80% | - | - |
| MIND ID GRC *Series* #19 *Future-Proofing* MIND ID : *Leveraging GRC to Navigate Industry Challenges and Drive Sustainable Growth* | Bangka | - | 4 | - | - | 57% | - |
| MIND ID GRC *Series* 13: *Operational Risk in Mining & Metals Industry - Our Roles as Safety Leader* | Bangka | - | 1 | 12 | - | 14% | 27% |
| Sertifikasi *Governance, Risk, and Compliance* (GRC) - *Environmental, Social and Governance, Risk, and Compliance* (ESGRC) | Bangka | - | - | 1 | - | - | 2% |
| Sosialisasi POJK Nomor 45 Tahun 2024 Tentang Pengembangan dan Penguatan Emiten Perusahaan Publik | Bangka | - | 1 | - | - | 14% | - |
| *Training Certified : Governance, Risk, and Compliance for Executive* - GRCE | Jakarta | 5 | - | - | 100% | - | - |
| *Training Certified : Governance, Risk, and Compliance for Executive* (GRCE) | Bangka | - | 2 | - | - | 29% | - |

### Tabel Sosialisasi Kebijakan dan Pelatihan Anti Korupsi Bagi Karyawan
Table of Anti-Corruption Policy Dissemination and Training for Employees

| Nama Kegiatan<br>Name of Activity | Level | Wilayah Operasional<br>Operational Area | | | |
|---|---|---|---|---|---|
| | | Bangka | Belitung | Kundur | Jakarta |
| 1. *Awareness* ISO 37001-2016 System Manajemen Anti Penyuapan (SMAP)<br>ISO 37001: 2016 Awareness Anti-Bribery Management System (ABMS)<br>2. Pelatihan dan Sertifikasi SMAP ISO (37001): 2016<br>Training and Certification SMAP ISO (37001) : 2016<br>3. *Webinar Tins Series - Corporate Services* "Bayangan Gratifikasi: Terjebak Tanpa Disadari" | BOD-1 | 10 | - | - | 3 |
| | BOD-2 | 97 | 3 | 7 | 1 |
| | BOD-3 | 321 | 7 | 31 | 14 |
| | BOD-4 | 472 | 11 | 48 | 11 |
| | BOD-5 | 974 | 30 | 111 | 4 |
| | BOD-6 | 396 | 4 | 48 | 1 |
| | **Jumlah**<br>Total | **2.270** | **55** | **245** | **34** |
| | **Persentase**<br>Percentage | **79,6%** | **30,9%** | **29,9%** | **47,2%** |

Terkait sosialisasi kebijakan dan prosedur anti korupsi bagi mitra bisnis, hal ini telah diatur dalam perjanjian kerja sama antara Perseroan dan masing-masing mitra. Selain itu, Perseroan secara aktif melakukan sosialisasi anti korupsi kepada seluruh mitra bisnis di seluruh wilayah operasional, melalui berbagai cara seperti *aanwizjing*, pertemuan langsung, serta penandatanganan Pakta Integritas. Seluruh mitra bisnis yang terlibat dalam operasional Perseroan dipilih melalui proses pengadaan barang dan jasa, baik melalui tender maupun penunjukan langsung. Para mitra kerja diwajibkan menandatangani Pakta Integritas yang memuat komitmen mereka terhadap prinsip anti korupsi. Pertemuan dengan mitra bisnis dilakukan melalui kegiatan *Vendor Gathering*, yang dijadwalkan pada bulan Agustus 2024. Berikut adalah daftar mitra bisnis di seluruh wilayah operasional Perseroan yang telah mengikuti sosialisasi terkait kebijakan anti korupsi.

In terms of the communication of anti-corruption policies and procedures to business partners, such provisions are stipulated in cooperation agreements between the Company and each respective partner. Besides, the Company actively conducts anti-corruption outreach to all business partners across its operational areas through various channels, including aanwijzing sessions, direct meetings, and the signing of an Integrity Pact. All business partners involved in the Company's operations are selected through procurement processes for goods and services, either through competitive tender or direct appointment mechanisms. Business partners are required to sign an Integrity Pact that outlines their commitment to anti-corruption principles. Meetings with business partners are also conducted through Vendor Gathering activities scheduled for August 2024. The following is a list of business partners across the Company's operational areas who have participated in dissemination activities related to anti-corruption policies.

### Tabel Sosialisasi Kebijakan Anti Korupsi Bagi Mitra Kerja
Table of Anti-Corruption Policy Dissemination for Business Partners

| Relasi Bisnis<br>Business Relations | Jumlah<br>Total | Persentase<br>Percentage |
|---|---|---|
| Mitra Kerja<br>Business Partner | 253 | 100% |

## INSIDEN KORUPSI YANG TERBUKTI DAN TINDAKAN YANG DIAMBIL [GRI 205-3, 14.22.4]

Sepanjang tahun 2025, tidak terdapat insiden korupsi yang terbukti. Oleh karenanya, tidak terdapat karyawan yang diberhentikan atau dihukum karena korupsi, mitra bisnis yang diakhiri atau tidak diperbarui karena pelanggaran terkait korupsi, serta tidak terdapat korupsi yang diajukan oleh publik.

## CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN [GRI 205-3, 14.22.4]

Throughout 2025, there were no confirmed incidents of corruption. Consequently, no employees were terminated or disciplined for corruption, no business partnerships were terminated or not renewed due to corruption-related violations, and no allegations of corruption were reported by the public.

## KEPATUHAN TERHADAP HUKUM DAN PERATURAN [GRI 2-27, ICMM 1.1]

Perseroan senantiasa berkomitmen untuk menjalankan kegiatan bisnisnya dengan mematuhi peraturan perundang-undangan yang berlaku. Atas komitmen tersebut, pada tahun 2025 tidak terdapat kasus ketidakpatuhan yang dikenakan Perseroan, sehingga tidak terdapat informasi denda yang dikeluarkan maupun sanksi non-moneter yang dikenakan.

## COMPLIANCE WITH LAWS AND REGULATIONS [GRI 2-27, ICMM 1.1]

The Company consistently demonstrates its commitment to conducting business activities in compliance with applicable laws and regulations. In line with this commitment, in 2025, there were no cases of non-compliance imposed on the Company. Consequently, there were no fines issued or non-monetary sanctions imposed during the reporting period.

## PENGADUAN MASYARAKAT [OJK F.24, GRI 2-16, GRI 2-26, 14.10.4, ICMM 9.3]

Perseroan menyediakan *grievance mechanism* yang merupakan Sistem Pelaporan Pelanggaran (*Whistleblowing System*/WBS) yang dapat dimanfaatkan oleh seluruh pemangku kepentingan internal dan external untuk menyampaikan laporan atas dugaan pelanggaran terhadap prinsip-prinsip Tata Kelola Perusahaan yang Baik (GCG) dan standar etika yang berlaku serta penyampaian informasi terkait keluhan pemangku kepentingan termasuk masyarakat. Penyampaian laporan dilakukan secara sukarela. Jenis pelanggaran yang dapat dilaporkan meliputi antara lain tindak pidana, praktik kecurangan (*fraud*), korupsi, kolusi, nepotisme, pemerasan, pelecehan seksual, pelanggaran kerahasiaan atau kode etik, serta tindakan rasisme. Pembahasan mengenai tindak lanjut laporan masalah kritis akan disampaikan saat rapat *monitoring* dan evaluasi yang dilakukan setiap bulan oleh Direksi dengan MIND ID.

Saluran pelaporan pelanggaran atau *Whistleblowing System* (WBS) yang digunakan merupakan WBS MIND ID/OpenMIND. OpenMIND adalah sarana pelaporan independen bagi semua pihak atas pelanggaran yang dilakukan oleh oknum dalam lingkungan MIND ID secara luas. OpenMIND menjamin kerahasiaan pelaporan dan identitas pelapor. Para pemangku kepentingan dapat melaporkan pelanggaran melalui:

## PUBLIC COMPLAINTS [OJK F.24, GRI 2-16, GRI 2-26, 14.10.4, ICMM 9.3]

The Company provides a grievance mechanism, which is mechanism through a Whistleblowing System (WBS) all internal and external stakeholders can use to report alleged violations of Good Corporate Governance (GCG) principles and applicable ethical standard and the provision of information regarding complaints from stakeholders, including the public. Reporting is conducted voluntarily. Types of violations that may be reported include, but are not limited to, criminal acts, fraud, corruption, collusion, nepotism, extortion, sexual harassment, breaches of confidentiality or code of conduct, and acts of racism. Discussions regarding the follow-up of critical issue reports are presented during monthly monitoring and evaluation meetings conducted by the Board of Directors together with MIND ID.

The Whistleblowing System (WBS) used is the MIND ID's WBS/OpenMIND. The OpenMIND is an independent reporting channel available to all parties for reporting violations committed by individuals within the broader MIND ID organization. The OpenMIND guarantees the confidentiality of reports and the identity of whistleblowers. Stakeholders may submit reports through the following channels:

Website : OpenMind-wbs.com
Email : OpenMIND@kpmg.co.id
Whatsapp : 0811-1464-632 / 0811-646-343
Post Mail : PT KPMG Siddharta Advisory
Atnn : KPMG Ethicsline (MIND ID)
Menara Astra Lantai 21
Jl. Jend. Sudirman Kav 5-6
Jakarta 10220

Selama tahun 2025, Perseroan telah menerima 3 (tiga) laporan yang diterima melalui WBS MIND ID dan sudah *close* secara keseluruhan (100%).

Selain melalui WBS, masyarakat juga dapat melaporkan pengaduan melalui email atau telpon *hotline*. Unit usaha yang menerima laporan tersebut berada pada Divisi Corporate Social Responsibility (CSR). Selama tahun 2025, Division CSR mendapat 1 (satu) pengaduan keluhan masyarakat. Seluruh (100%) pengaduan yang diterima telah selesai ditindaklanjuti oleh Perseroan.

Pengaduan masyarakat yang disampaikan pada tahun 2025 merupakan pengaduan tentang pencemaran udara akibat bau asap pabrik peleburan timah di Kelurahan Sungai Baru Kecamatan Mentok Kabupaten Bangka Barat. Hal ini menjadi keluhan masyarakat karena polusi udara menghasilkan limbah yang berpotensi dampak negatif pada kualitas udara, kesehatan manusia, dan lingkungan secara keseluruhan. Selain itu, adanya permintaan audit terkait polusi udara dari kegiatan proses produksi industri PT TIMAH (Persero) Tbk Divisi Pengolahan dan Peleburan Mentok dalam kegiatan Rapat Dengar Pendapat bersama Komisi III DPRD Kabupaten Bangka Barat. Dalam menindaklanjuti pengaduan tersebut, Perseroan telah memberikan bantuan berupa pengecekan kesehatan dan obat gratis bagi masyarakat melalui Program Pengobatan Gratis Mobil Sehat dan telah melakukan cek uji pencemaran udara di 3 titik lokasi terdekat yaitu di Kampung Tanjung Pakdan, Gang Cik Mas, dan Jalan Raya Peltim. Hasil uji tersebut menunjukkan bahwa tingkat kebauan (bau dari odoran tunggal) yang di lakukan berada di bawah baku mutu. Pemangku kepentingan yang terlibat dalam kegiatan ini yaitu Aparatur Pemerintah Setempat, Dinas Kesehatan, Mutuagung Lestari Tbk (MUTU Internasional), Satker Terkait, dan Masyarakat Sekitar.

Throughout 2025, the Company received 3 (three) reports through the MIND ID WBS, all of which have been fully resolved (100%).

In addition to the WBS mechanism, the public may also submit complaints through email or hotline services managed by the Corporate Social Responsibility (CSR) Division. During 2025, the CSR Division received 1 (one) public complaint. All complaints received (100%) were successfully addressed by the Company.

Public complaints submitted in 2025 related to air pollution caused by odors from the tin smelting plant located in Sungai Baru Village, Mentok District, West Bangka Regency. The issue was raised due to concerns that air pollution from industrial waste emissions could negatively impact air quality, human health, and the surrounding environment. Additionally, a request for an environmental audit regarding air pollution from the production activities of PT TIMAH (Persero) Tbk's Mentok Processing and Smelting Division was discussed during a public hearing with Commission III of the West Bangka Regional House of Representatives. In response to the complaint, the Company provided assistance in the form of free health check-ups and medication for the community through the Mobile Health Service Program (Mobil Sehat). The Company also conducted air pollution testing at three nearby locations: Kampung Tanjung Pakdan, Gang Cik Mas, and Jalan Raya Peltim. The test results indicated that odor levels (single odorant measurements) were below the applicable regulatory quality standards. Stakeholders involved in this process included Local Government Authorities, Health Department, Mutuagung Lestari Tbk (MUTU Internasional), Relevant Operational Units, and Surrounding Communities.

**Tabel Pengaduan Masyarakat Tahun 2025**
Table of Public Complaints in 2025

| **Unit Usaha**<br>Business Unit | **Jumlah Keluhan yang Diterima**<br>Number of Complaints Received | **Status Penyelesaian**<br>Resolution Status |
|---|---|---|
| Divisi Corporate Social Responsibilities (CSR)<br>Corporate Social Responsibility (CSR) Division | 1 | 100 |
| **Total** | **1** | **100** |

## PROSEDUR PELAYANAN INFORMASI PUBLIK PT TIMAH (PERSERO) TBK

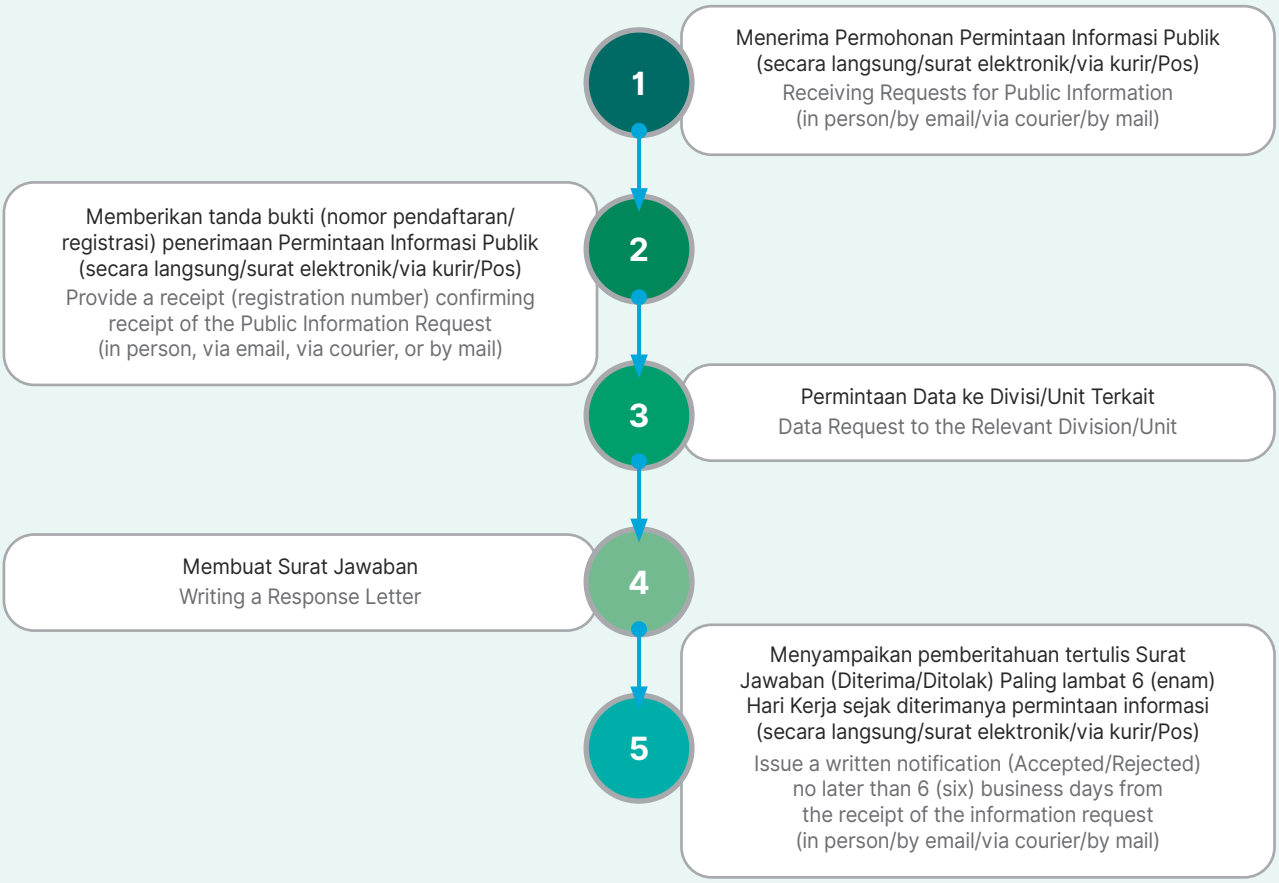
Di samping memiliki *grievance mechanism*, Perseroan juga telah menyediakan sarana bagi pemangku kepentingan untuk mendapatkan informasi di Lingkungan PT TIMAH (Persero) Tbk permintaan informasi dapat dilakukan secara langsung, melalui *website* https://timah.com/contact-us.html, email corsec@pttimah.co.id, atau berkirim surat ke Kantor Pusat Perseroan maupun Kantor Perwakilan Perseroan. Seluruh pemangku kepentingan berhak memperoleh informasi terkait Perseroan. Perseroan dapat memberikan informasi yang tidak dikategorikan dikecualikan/rahasia.

Berdasarkan Peraturan Perusahaan Nomor 0005/Tbk/PER-0000/23-S11.1 tentang Pedoman Pengendalian Informasi di Lingkungan PT TIMAH Tbk, khususnya pada Bab V mengenai Mekanisme Memberikan Informasi, prosedur yang tertuang dalam Pasal 16 Ayat (2) menetapkan mekanisme pemberian informasi Perusahaan sebagai berikut:

## PT TIMAH (PERSERO) TBK PUBLIC INFORMATION SERVICE PROCEDURES

In addition to having a grievance mechanism, the Company has also provided a means for stakeholders to obtain information within PT TIMAH (Persero) Tbk Information requests can be made in person, via the website https://timah.com/contact-us.html, by email at corsec@pttimah.co.id, or by sending a letter to the Company's Head Office or Regional Offices. All stakeholders have the right to obtain information regarding the Company. The Company may provide information that is not classified as exempt or confidential.

Pursuant to Company Regulation No. 0005/Tbk/PER-0000/23-S11.1 regarding Guidelines for Information Control within PT TIMAH Tbk, specifically Chapter V on the Mechanism for Providing Information, the procedure set forth in Article 16, Paragraph (2) establishes the Company's information disclosure mechanism as follows:







# Lain-lain
## Others

# Verifikasi Tertulis dari Pihak Independen [OJK G.1, GRI 2-5, ICMM 10.4]

## Written Verification by Independent Party [OJK G.1, GRI 2-5, ICMM 10.4]

Laporan Keberlanjutan PT TIMAH (Persero) Tbk Tahun 2025 telah diverifikasi oleh pihak independen yang kompeten di bidangnya. Perseroan telah menunjuk PT TUV Rheinland Indonesia untuk melakukan verifikasi seluruh data termasuk topik material yang disajikan dalam laporan keberlanjutan tahun 2025 yang berisi informasi kinerja keberlanjutan Perseroan dengan periode 1 Januari sampai 31 desember 2025 dengan periode pelaksanaan *assurance* yaitu pada bulan 6 – 7 April 2026. Penunjukan pihak independen dilakukan berdasarkan kebijakan Perseroan dalam memilih dan menentukan penyedia jasa *assurance* berdasarkan kebijakan SOP Pengadaan Barang dan Jasa yang telah disetujui oleh Direksi, serta mendapat pengawasan dari Dewan Komisaris. Perseroan senantiasa memastikan bahwa tidak terdapat benturan kepentingan dalam proses verifikasi laporan ini. Proses verifikasi dilakukan dengan menggunakan tipe 2 Moderate Level berdasarkan standar AA1000 Assurance Standard v.3. Proses *assurance* dilakukan dengan menelaah kelengkapan data yang disajikan dalam laporan serta melakukan wawancara dengan seluruh unit kerja terkait, untuk memastikan akurasi dan konsistensi informasi yang dilaporkan.

The 2025 Sustainability Report of PT TIMAH (Persero) Tbk has been verified by an independent party with recognized expertise in the relevant field. The Company appointed PT TUV Rheinland Indonesia to verify all data, including the material topics presented in the 2025 Sustainability Report, which contains information on the Company's sustainability performance for the period from January 1 to December 31, 2025, with the assurance process conducted on April 6–7, 2026. The appointment of the independent party was carried out in accordance with the Company's policy in selecting and determining assurance service providers based on the SOPs for the Goods and Services Procurement approved by the Board of Directors, with oversight from the Board of Commissioners. The Company consistently ensures that no conflicts of interest arise in the verification process of this report. The verification process was conducted using a Type 2 Moderate Level assurance approach in accordance with the AA1000 Assurance Standard v.3. The assurance process involved reviewing the completeness of the data presented in the report and conducting interviews with all relevant work units to ensure the accuracy and consistency of the information disclosed.

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# INDEPENDENT ASSURANCE STATEMENT

## The 2025 Sustainability Report of PT TIMAH (Persero) Tbk
**Statement No:** 507/TRID-A04/4/2026

PT TUV Rheinland Indonesia (hereinafter "TÜV Rheinland" or "we") has been engaged by the management of PT TIMAH (Persero) Tbk (hereinafter "the Company" or "the Reporting Company") to provide an independent assurance of the PT TIMAH (Persero) Tbk Sustainability Report 2025 (hereinafter, "the Report"). TÜV Rheinland, headquartered in Germany, is a global independent Environmental, Social, and Governance ("ESG") & Sustainability Assurance service provider with qualified ESG practitioners worldwide.

This assurance statement applies only to the relevant information included in the scope of the assurance. The entire content and information of the Report is in the responsibility of the Company. The responsibility of the assurance team (the "Assurance Team" or the "Assurer") is to provide the Company and its stakeholder with an independent assurance statement based on our expert opinions by applying the verification methodology for the specified assurance scope. The overall objective is to provide the Company's stakeholders with assurance on the reliability and objectivity of the information contained in the Report. The intended users of this assurance statement are stakeholders who are interested in the Company's overall sustainability performance and the impacts of its business activities.

### SCOPE OF ASSURANCE AND SUBJECT MATTER

The scope of assurance engagement agreed upon with the Company includes the following:

1. The reporting period: 1st January 2025 to 31st December 2025.
2. The assurance covers the Report against the reporting criteria including evaluation of quality, accuracy and reliability of performance information, and includes all operational areas, namely the Bangka Area, Kundur Area, Belitung Area, and the Jakarta Representative Office.
3. Material topics identified and reported by the Company consist of 4 material topics (the "Subject Matter"). These material topics include the following:
    - Decarbonization
    - Responsible Production (Waste)
    - Health & Safety
    - Economic Impact

### REPORTING CRITERIA AND FRAMEWORK

- Reporting in accordance to the Global Reporting Initiative Standards 2021 ("GRI 2021").
- GRI 14: Mining Sector 2024.
- The Regulation of Financial Services Authority Number 51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies.
- The Circular Letter of The Financial Services Authority Number 16/SEOJK.04/2021 on the Form and Content of the Annual Report of Issuers or Public Companies.
- International Financial Reporting Standards (IFRS) S1 and S2.
- Sustainability Accounting Standard Board (Metal & Mining).
- International Council on Mining and Metals (ICMM).

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**ASSURANCE STANDARD AND LEVEL OF ASSURANCE**

The independent assurance was conducted in accordance:

- AA1000AP (2018) Principles, covering the accountability principles of inclusivity, materiality, responsiveness, and impact (the "AA1000AP (2018) Principles").
- AA1000AS v3 with assurance engagement: **Type 2** and level of assurance: **Moderate.**

**LIMITATIONS**

The assurance was performed at a moderate assurance level in accordance with AA1000AS. The information and performance data subject to assurance is limited to the content of the Report and supporting data provided by the reporting organization. It implies that no significant errors were found during the assurance process and that there are limitations related to the unavoidable risks that may exist.

**ASSURANCE METHODOLOGY**

We have evaluated the overall sustainability strategy, targets and commitments disclosed in the Report. We have performed an objective review of the reported information and evidence gathered against the criteria defined in the assurance standards, i.e. the accountability principles of inclusivity, materiality, responsiveness and impact. The processes and system controls applied by the Reporting Company in the disclosure of quantitative and qualitative information on sustainability performance, from source to aggregation, were evaluated. Analytical procedures, interviews, and data testing were performed on a sample basis to test the generation and collection of data for defined sustainability key performance indicators in accordance with the Company's corporate sustainability strategy, governance, and management systems as disclosed in the Report. Our work included interviews with the Company representatives, including senior management at the executive and functional levels, as well as relevant employees responsible for collecting, aggregating and reporting the data. The assurance work was performed by our multidisciplinary team of experienced professionals in the areas of corporate sustainability, climate change, environmental, social, governance and stakeholder engagement. The opinion expressed is based on a moderate level of assurance and at the level of materiality of the Assurer's professional judgment.

**ADHERENCE TO THE AA1000AP (2018) PRINCIPLES**

**Inclusivity:**

The Company ensures inclusiveness by proactively identifying and engaging with diverse stakeholder groups, whose concerns are systematically addressed throughout the Report. Its approach to stakeholder engagement is supported by formal strategies designed to foster ongoing communication and collaboration. This commitment comes from the highest levels of leadership within the organization. Engagement activities include a variety of formats, including customer and employee surveys, meetings, and group discussions. Each interaction is carefully documented, and dedicated personnel are responsible for managing the feedback received. In addition, the Company is transparent in communicating sustainability goals and commitments to stakeholders. This ensures that stakeholders are well-informed about initiatives and progress toward its sustainability goals.

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**Materiality:**

The Company has systematically conducted a materiality assessment of sustainability issues, taking into account the industry landscape, due diligence findings, risk assessments and stakeholder engagement. This assessment, which has become an annual practice, is a cornerstone of their commitment to sustainability. The Sustainability Steering Group reflecting the commitment of top management, carefully reviews and approves the list of material issues. The materiality assessment provides a comprehensive understanding of the relevant issues. These material issues are then methodically addressed in specific sections, each outlined by measurable metrics. The Company's senior management and cross-functional teams are well versed in these processes, which are informed by extensive documentation and interviews.

**Responsiveness:**

The Company is committed to addressing stakeholder concerns through a multi-faceted approach embedded in the sustainability strategy, policies, procedures, code of conduct and established sustainability goals. The Company actively promotes stakeholder engagement through various channels, including multi-stakeholder platforms and customer interfaces. In particular, the dialog-driven approach is exemplified throughout the Report.

**Impact:**

The Company adheres to the GRI 2021, which prioritize the assessment of internal and external impacts. The Company has systematically identified the impacts associated with its operations and products. Their commitment to impact assessment is reflected in careful documentation and tracking of impacts through internal processes and systems. Impact analysis covering environmental, economic, social, people and its human rights. In addition, their commitment to identifying and mitigating negative impacts is evident in their annual risk and materiality assessment.

**STATEMENT OF RESPONSIBILITY OF THE MANAGEMENT OF THE COMPANY**

The Management of the Company has sole responsibility for preparing and presenting the Subject Matter (material topics) in accordance with GRI 2021 and preparing the Report in adherence to the AA1000AP (2018) Principles. The Company's responsibilities also include maintaining effective internal controls over the information and data, resulting in the preparation of the Subject Matter in a way that is free from material misstatements.

**STATEMENT OF RESPONSIBILITY, COMPETENCY, INDEPENDENCY AND IMPARTIALITY OF ASSURANCE PROVIDER**

TÜV Rheinland ensures that appropriately qualified individuals are selected based on their qualifications, training and experience. We have maintained complete impartiality and independence throughout the assurance engagement and have not been involved in the preparation of the content of the Report or provided any related information. The assurance statement is only valid if it is published in its entirety with the Report. TÜV Rheinland does not accept any liability or responsibility to any third party for any perception or decision regarding the Company based on this assurance statement.

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**CONCLUSION AND OPINION**

In conclusion, we can mention that no instances or information came to our attention that would be contrary to the statement made below:

- The Report 2025 **meets** the requirements of the AA1000AP Accountability Principles.
- The Report **meets** the requirements of **Type 2, Moderate Assurance Level** according to the AA1000AS v3 and follows the requirements of reporting **in accordance with** GRI 2021.
- The Report contains statements and claims that reflect the Company's sustainability achievements and challenges, supported by documentary evidence and internal records.
- The Assurer concludes that the Report for all the performance indicators related to the material topics are **reasonably represented**, and nothing has come to our attention that would cause us to believe that the Company has not presented accurate and not reliable data.

For and on behalf of PT TUV Rheinland Indonesia
Jakarta, 27 April 2026

**Nyoman Susila**
President Director

www.tuv.com

# Lembar Umpan Balik [OJK G.2 GRI 2-26]

## Feedback Form [OJK G.2 GRI 2-26]

Setelah membaca Laporan Keberlanjutan PT TIMAH (Persero) Tbk, kami mohon kesediaan para pemangku kepentingan untuk memberikan umpan balik dengan mengirim email atau mengirim formulir ini melalui fax/pos. Setiap masukan dari pembaca sangat membantu untuk meningkatkan kualitas dan memenuhi harapan semua pemangku kepentingan. Oleh karena itu, ada beberapa pertanyaan yang terkait dengan laporan ini.

After reading the 2025 Sustainability Report of PT TIMAH (Persero) Tbk, we kindly invite stakeholders to provide feedback by sending an email or submitting this form via fax or mail. All input from readers is highly valuable in helping the Company improve the quality of the report and meet the expectations of all stakeholders. Therefore, the following questions are provided in relation to this report.

| **Pertanyaan** Question | **1 (Sangat Tidak Setuju /** Strongly Disagree**)** | **2 (Tidak Setuju /** Disagree**)** | **3 (Setuju /** Agree**)** | **4 (Sangat Setuju /** Strongly Agree**)** |
|---|---|---|---|---|
| Laporan ini telah memberikan informasi yang bermanfaat mengenai kinerja ekonomi, sosial, dan lingkungan Perusahaan.<br>This report provides useful information on the Company's economic, social, and environmental performance. | | | | |
| Data dan informasi yang diungkapkan mudah dipahami, lengkap, transparan, dan berimbang.<br>The data and information disclosed are easy to understand, comprehensive, transparent, and balanced. | | | | |
| Data dan informasi yang disajikan berguna dalam pengambilan keputusan.<br>The data and information presented are useful for decision-making. | | | | |
| Laporan ini menarik dan mudah dibaca.<br>This report is engaging and easy to read. | | | | |

Mohon berikan nilai mengenai aspek yang terdapat dalam laporan ini (nilai 1 = sangat tidak penting, 2 = tidak penting, 3 = penting, 4 = sangat penting).

Please provide a rating for the aspects included in this report (1 = very unimportant, 2 = not important, 3 = important, 4 = very important).

(.....) Dekarbonisasi | Decarbonization

(.....) Kesehatan dan Keselamatan Pelanggan | Responsible Production

(.....) Kesehatan dan Keselamatan Kerja | Health & Safety

(.....) Dampak Ekonomi Tidak Langsung | Economic Impact

Mohon berikan komentar/saran/usulan bagi laporan ini:
Please provide your comments/suggestions/recommendations regarding this report:

.....

.....

**Profil Pemangku Kepentingan | Stakeholder Profile**

Nama | Name : .....
Pekerjaan | Occupation : .....
Institusi/Perusahaan | Institution/Company : .....
Kontak (telepon, email) | Contact (telephone, email) : .....

**Kategori Pemangku Kepentingan | Stakeholder Category**

- ☐ Pemegang Saham | Shareholders
- ☐ Pemerintah | Government
- ☐ Masyarakar, Lembaga Swadaya Masyarakat | Community, Non-Governmental Organizations
- ☐ Karyawan | Employees
- ☐ Pelanggan | Customers
- ☐ Pemasok | Suppliers
- ☐ Regulator | Regulators
- ☐ Media | Media
- ☐ Akademisi | Academics
- ☐ Lainnya | Others

Saran dan tanggapan yang Anda berikan atas informasi yang disajikan dalam laporan ini mohon dikirimkan kepada:
Suggestions and feedback regarding the information presented in this report may be submitted to:

**Ruddy Nursalam**
Division Head of Corporate Secretary
**PT TIMAH (Persero) Tbk**
**Kantor Pusat | Head Office**
Jl. Jenderal Sudirman No. 51 Pangkalpinang 33121, Bangka
Provinsi Kepulauan Bangka Belitung, Indonesia
Telp.: +62 717 425 8000
Web: www.timah.com
Email: corsec@pttimah.co.id

Untuk memudahkan pengisian lembar umpan balik, pemangku kepentingan dapat scan barcode berikut
In order to simplify the completion of the feedback form, stakeholders can scan the following barcode

# Tanggapan Terhadap Umpan Balik Laporan Keberlanjutan Tahun 2024 [OJK G.3]

## Response to Feedback on The 2024 Sustainability Report [OJK G.3]

Sepanjang tahun 2025, Perseroan tidak menerima umpan balik atas Laporan Keberlanjutan Tahun buku 2024, sehingga tidak terdapat tindak lanjut yang dilakukan dalam laporan keberlanjutan tahun ini.

Throughout 2025, the Company did not receive any feedback regarding the 2024 Sustainability Report, therefore, no follow-up actions were required or undertaken in this year's sustainability report.

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

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*) N/A : *Not Applicable*

# Indeks Isi *Consolidated* GRI *Standard* 2021

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| | GRI 413-2 | Operasi organisasi yang memiliki dampak aktual atau potensi dampak negatif dan signifikan terhadap masyarakat setempat Operations with actual or potential significant negative impacts on local communities | 218-221 | | | | 14.10.3 |
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| | GRI 414-2 | Dampak sosial negatif dalam rantai pasokan dan tindakan yang telah diambil Negative social impacts in the supply chain and actions taken | 178-180 | | | | 14.17.10 |

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| **KEBIJAKAN PUBLIK**<br>**PUBLIC POLICY** | | | | | | | |
| **GRI 415: Kebijakan Publik 2016**<br>**GRI 415: Public Policy 2016** | GRI 415-1 | Kontribusi politik<br>Political contributions | 246 | | | | 14.24.2 |
| **KESEHATAN DAN KESELAMATAN PELANGGAN**<br>**CUSTOMER HEALTH AND SAFETY** | | | | | | | |
| **GRI 416: Kesehatan dan Keselamatan Pelanggan 2016**<br>**GRI 416: Customer Health and Safety 2016** | GRI 416-1 | Penilaian dampak kesehatan dan keselamatan dari berbagai kategori produk dan jasa<br>Assessment of health and safety impacts of various product and service categories | 172-173 | | | | |
| | GRI 416-2 | Insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa<br>Incidents of non-compliance concerning the health and safety impacts of products and services | 172-173 | | | | |
| **PEMASARAN DAN PELABELAN**<br>**MARKETING AND LABELING** | | | | | | | |
| **GRI 417: Pemasaran dan Pelabelan 2016**<br>**GRI 417: Marketing and Labeling 2016** | GRI 417-1 | Persyaratan untuk pelabelan dan informasi produk dan jasa<br>Requirements for product and service labeling and information | 173-174 | | | | |
| **GRI 417: Pemasaran dan Pelabelan 2016**<br>**GRI 417: Marketing and Labeling 2016** | GRI 417-2 | Insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa<br>Incidents of non-compliance concerning the health and safety impacts of products and services | 173-174 | | | | |
| | GRI 417-3 | Insiden ketidakpatuhan terkait komunikasi pemasaran<br>Incidents of non-compliance related to marketing communications | 173-174 | | | | |
| **PRIVASI PELANGGAN**<br>**CUSTOMER PRIVACY** | | | | | | | |
| **GRI 418: Privasi Pelanggan 2016**<br>**GRI 418: Customer Privacy 2016** | GRI 418-1 | Pengaduan yang berdasar mengenai pelanggaran terhadap privasi pelanggan dan hilangnya data pelanggan<br>Substantiated complaints regarding breaches of customer privacy and loss of customer data | 169 | | | | |

# Index Metals & Mining Sustainability Accounting Standards Board (SASB)

| TOPIC | METRIC | CODE | JAWABAN | HALAMAN |
|---|---|---|---|---|
| Greenhouse Gas Emissions | Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations | EM-MM-110a.1 | 109.758,28 ton CO2eq (100%)<br>109,758.28 ton CO2eq (100%) | 143-146 |
| | Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reducti on targets, and an analysis of performance against those targets | EM-MM-110a.2 | Perseroan telah memiliki Roadmap Dekarbonisasi Menuju *Net Zero Emission* 2060 yang telah dijelaskan secara rinci pada bagian Aspek Emisi.<br>The Company has established a Decarbonization Roadmap Towards Net Zero Emissions by 2060, which has been described in detail in the Emissions Aspect section. | 143-146 |
| Air Quality | Air emissions of the following pollutants:<br>(1 ) CO,<br>(2) NOx (excluding N2O),<br>(3) SOx,<br>(4) particulate matter (PM10),<br>(5) mercury (Hg),<br>(6) lead (Pb), and<br>(7) volatile organic compounds (VOCs) | EM-MM-120a.1 | **Rafinasi (Ton/Tahun)**<br>**Refinery (Tons/Year)**<br>CO: -<br>NOx: 211<br>SOx: 99,6<br>Partikulat \| Particulates: 73<br>Hg: -<br>Pb: 0,0019<br>TVOC: 0,007<br><br>Baghouse 1<br>CO: -<br>NOx: 237<br>SOx: 131<br>Partikulat \| Particulates:: 80<br>Hg: -<br>Pb: 0,0019<br>TVOC: 0,007<br><br>Baghouse 2<br>CO: -<br>NOx: 83<br>SO2: 68,1<br>Partikulat \| Particulates:: 58<br>Hg: -<br>Pb: 0,0019<br>TVOC: 0,007 | 151-155 |
| Energy Management | (1) Total energy consumed,<br>(2) percentage grid electricity and<br>(3) percentage renewable | EM-MM-130a.1 | • Total energy consumed: 1.534.992 gigajoule<br>• Percentage grid electricity: 10,32% dari total penggunaan energi sebesar 1.534.992 gigajoule<br>• Percentage renewable: 37,53% (penggunaan energi terbarukan sebesar 922.314,94 gigajoule dibagi dengan total penggunaan energi terbarukan dan tidak terbarukan yaitu 2.457.306,94 gigajoule)<br>• Total energy consumed: 1,534,992 gigajoules<br>• Percentage of grid electricity: 10.32% of the total energy consumption of 1,534,992 gigajoules<br>• Percentage of renewable energy: 37.53% (renewable energy consumption of 922,314.94 gigajoules divided by the total renewable and non-renewable energy consumption of 2,457,306.94 gigajoules) | 138-140 |

| TOPIC | METRIC | CODE | JAWABAN | HALAMAN |
|---|---|---|---|---|
| Water Management | (1 ) Total water withdrawn,<br>(2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress | EM-MM-140a.1 | • Total water withdrawn: 555,56 Megaliter<br>• Total water consumed: 555,56 Megaliter<br>• Percentage of each in regions with High or Extremely High Baseline Water Stress: 0 | 136-138 |
| | Number of incidents of non-compliance associated with water quality permits, standards and regulations | EM-MM-140a.2 | Sepanjang tahun 2025 tidak ada insiden ketidakpatuhan terhadap batas-batas pembuangan air limbah atau efluen.<br>Throughout 2025, there were no incidents of non-compliance with wastewater or effluent discharge limits | 136-138 |
| Waste & Hazardous Materials Management | Total weight of non-mineral waste generated | EM-MM-150a.4 | 7,04 Ton<br>7.04 Tons | 157-159 |
| | Total weight of tailings produced | EM-MM-150a.5 | Sejalan dengan penerapan prinsip total mining, hingga akhir tahun 2025 Perseroan memastikan bahwa seluruh material hasil pengolahan dikelola dan dimanfaatkan secara optimal sehingga tidak terdapat tailing yang dihasilkan dari aktivitas pengolahan.<br>In line with the implementation of the total mining principle, as of the end of 2025, the Company ensured that all processed materials were managed and utilized optimally, resulting in no tailings generated from processing activities. | 163 |
| | Total weight of waste rock generated | EM-MM-150a.6 | 0 | 157-159 |
| | Total weight of hazardous waste generated | EM-MM-150a.7 | 7,04 Ton<br>7.04 Tons | EM-MM-150a.7 |
| | Total weight of hazardous waste recycled | EM-MM-150a.8 | 1,33 Ton<br>1.33 Tons | 159-161 |
| | Number of significant incidents associated with hazardous materials and waste management | EM-MM-150a.9 | Sepanjang tahun 2025, tidak terjadi tumpahan bahan kimia, minyak, bahan bakar maupun zat-zat lainnya, serta tidak terdapat insiden terkait limbah<br>Throughout 2025, there were no chemical, oil, fuel, or other substance spills, and no waste-related incidents. | 163 |

| TOPIC | METRIC | CODE | JAWABAN | HALAMAN |
|---|---|---|---|---|
| Waste & Hazardous Materials Management | Description of waste and hazardous materials management policies and procedures for active and inactive operations | EM-MM-150a.10 | Perseroan bekerja sama dengan pihak ketiga yang memiliki izin resmi sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. Sebelum diserahkan kepada pihak ketiga, limbah B3 terlebih dahulu dikumpulkan dan disimpan di Tempat Penampungan Sementara (TPS) yang dikelola sesuai prosedur pengelolaan limbah B3 guna mencegah potensi pencemaran lingkungan. Fasilitas TPS dilengkapi dengan peralatan tanggap darurat, jalur evakuasi, Standar Operasional Prosedur (SOP) terkait penyimpanan, pengiriman, dan penanganan keadaan darurat, serta didukung dengan *logbook* dan papan informasi khusus limbah B3.<br>The Company collaborates with third parties that hold official permits in accordance with applicable laws and regulations. Prior to being handed over to third parties, hazardous waste is first collected and stored in a Temporary Storage Facility (TPS) managed in accordance with hazardous waste management procedures to prevent potential environmental pollution. The TPS facility is equipped with emergency response equipment, evacuation routes, and Standard Operating Procedures (SOPs) for storage, transportation, and emergency handling, and is supported by logbooks and dedicated information boards for hazardous waste. | 157-159 |
| Biodiversity Impacts | Description of environmental management policies and practices for active sites | EM-MM-160a.1 | Kebijakan Keselamatan Kesehatan Kerja dan Lingkungan Hidup yang menyatakan bahwa Perseroan harus senantiasa melakukan identifikasi aspek lingkungan hidup dengan upaya mengendalikan semua risiko dan dampak yang ditimbilkan, sehingga dapat mencegah sedini mungkin pencemaran lingkungan.<br>The Occupational Health, Safety, and Environmental Policy stipulates that the Company must continuously identify environmental aspects and control all associated risks and impacts in order to prevent environmental pollution at an early stage. | 106-111 |

| TOPIC | METRIC | CODE | JAWABAN | HALAMAN |
|---|---|---|---|---|
| Biodiversity Impacts | Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation | EM-MM-160a.2 | Sampai dengan akhir tahun 2025, Perseroan belum mengukur besaran persentase lokasi tambang yang mengalami drainase batuan asam.<br><br>Informasi terkait upaya mitigasi telah disampaikan pada bagian Dampak Dari Wilayah Operasional Yang Dekat Atau Berada Di Daerah Konservasi Atau Memiliki Keanekaragaman Hayati Dan Usaha Konservasi Keanekaragaman Hayati<br><br>As of the end of 2025, the Company has not yet determined the percentage of mining sites affected by acid rock drainage.<br><br>Information regarding mitigation efforts has been provided in the section on Impacts from Operational Areas Adjacent to or Located Within Conservation Areas or Areas with Biodiversity and Biodiversity Conservation Efforts | 106-111 |
| | Percentage of (1 ) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat | EM-MM-160a.3 | 0,46% lokasi operasional yang berada di Kawasan Izin Usaha Pertambangan (IUP) berada di kawasan lindung, yaitu hutan konservasi (HK) dan hutan lindung (HL).<br>0.46% of operational locations within the Mining Business License Areas (IUP) are located in protected areas, namely conservation forests (HK) and protected forests (HL). | 106-111 |
| Security, Human Rights & Rights of Indigenous Peoples | Percentage of (1) proved and (2) probable reserves in or near areas of conflict | EM-MM-210a.1 | Sepanjang tahun 2025 tidak terdapat lokasi operasional Perseroan yang berada dan berdekatan di daerah yang terkena dampak konflik atau berisiko tinggi.<br>Throughout 2025, there were no Company operational sites situated in or adjacent to areas affected by conflict or high-risk areas. | 212-214 |
| | Percentage of (1) proved and (2) probable reserves in or near indigenous land | EM-MM-210a.2 | Sepanjang tahun 2025 tidak terdapat lokasi operasional Perseroan yang berada di daerah yang terkena dampak konflik atau berisiko tinggi.<br>Throughout 2025, there were no Company operational sites situated in areas affected by conflict or high-risk areas. | 212-214 |

| TOPIC | METRIC | CODE | JAWABAN | HALAMAN |
|---|---|---|---|---|
| Security, Human Rights & Rights of Indigenous Peoples | Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict | EM-MM-210a.3 | Perseroan juga aktif melibatkan masyarakat adat dalam berbagai aspek, seperti pembicaraan mengenai proses penggantian lahan, memelihara budaya adat setempat, menetapkan lokasi relokasi hunian dan mata pencaharian, serta merealisasikan program TJSL.<br>*Due diligence* dilakukan dengan mengukur SROI atas kegiatan TJSL yang dilaksanakan<br>The Company also actively engages indigenous communities in various aspects, such as discussions on land compensation processes, preservation of local cultural traditions, determination of relocation sites for housing and livelihoods, and implementation of CSR programs.<br>Due diligence is conducted by measuring the SROI of the implemented CSR programs. | 212-214 |
| Community Relations | Discussion of process to manage risks and opportunities associated with community rights and interests | EM-MM-210b.1 | Perseroan menerapkan praktik penghormatan terhadap hak asasi manusia (HAM) yang merupakan tanggung jawab yang luas, tidak hanya terkait pemenuhan HAM bagi pemangku kepentingan internal, tetapi juga bagi masyarakat umum, terutama yang berada di sekitar lokasi tambang.<br><br>Penjelasan secara rinci telah disampaikan pada bagian Keberpihakan pada Penduduk Asli/ Masyarakat Adat.<br><br>The Company applies practices that respect human rights (HR) as a broad responsibility, not only related to fulfilling HR for internal stakeholders but also for the general public, especially those residing around mining locations.<br><br>A detailed explanation has been provided in the section on Support for Indigenous Peoples/Local Communities. | 222-223 |
| | Number and duration of non-technical delays | EM-MM-210b.2 | Tidak terdapat penundaan non teknis selama 2025.<br>There were no non-technical delays during 2025. | 222-223 |

| TOPIC | METRIC | CODE | JAWABAN | HALAMAN |
|---|---|---|---|---|
| Labour Relations | Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees | EM-MM-310a.1 | Perseroan telah memiliki 2 (dua) serikat pekerja yaitu Ikatan Karyawan Timah (IKT) dan Persatuan Karyawan Timah (PKT). Sebanyak 90,66% karyawan Perseroan telah bergabung sebagai anggota IKT, sementara itu 6,47% lainnya merupakan anggota PKT.<br>Seluruh karyawan merupakan karyawan yang berada di Indonesia<br><br>The Company has established 2 (two) labor unions, namely the Timah Employees Association (IKT) and the Timah Employees Union (PKT). A total of 90.66% of the Company's employees are members of IKT, while 6.47% are members of PKT.<br>All employees are based in Indonesia. | 196-199 |
| | Number and duration of strikes and lockouts | EM-MM-310a.2 | Selama tahun 2024, tidak terdapat pemogokan kerja dan penghentian kerja.<br>Throughout 2024, there were no strikes or work stoppages. | 196-199 |
| Workforce Health & Safety | (1 ) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full -time employees and (b) contract employees | EM-MM-320a.1 | all-incidence rate: 0,145<br>fatality rate: 0,026<br>near miss frequency rate (NMFR): 2,036<br>Average hours of health, safety, and emergency response<br>Training: 3.794 orang karyawan | 202 |

| TOPIC | METRIC | CODE | JAWABAN | HALAMAN |
|---|---|---|---|---|
| Business Ethics & Transparency | Description of the management system for prevention of corrupti on and bribery throughout the value chain | EM-MM-510a.1 | Perseroan berkomitmen menciptakan lingkungan usaha yang sehat dan bebas dari praktik korupsi, yang dibuktikan melalui perolehan sertifikasi ISO 37001:2016 pada 26 Agustus 2020 dan telah di Resertifikasi pada tanggal 31 Desember 2023. Untuk memperkuat implementasi SMAP, Perseroan menerbitkan Peraturan Perusahaan Nomor: 0005.A/Tbk/PER-0000/22-S10.2 tertanggal 1 Juli 2022 tentang Perubahan dan Penetapan Kembali Peraturan Perusahaan Nomor: 0014/Tbk/PER-0000/20.S10.2 tentang Pedoman Sistem Manajemen Anti Penyuapan (SMAP) Di Lingkungan PT TIMAH Tbk.<br>Penjelasan secara rinci telah disampaikan pada bagian Anti Korupsi.<br>Penjelasan secara rinci telah disampaikan pada bagian Anti Korupsi.<br><br>The Company is committed to creating a healthy business environment free from corruption practices, as evidenced by obtaining ISO 37001:2016 certification on August 26, 2020, and its recertification on December 31, 2023. To strengthen the implementation of the Anti-Bribery Management System (SMAP), the Company issued Company Regulation Number: 0005.A/Tbk/PER-0000/22-S10.2 dated July 1, 2022, on the Amendment and Re-establishment of Company Regulation Number: 0014/Tbk/PER-0000/20.S10.2 on the Guidelines for the Anti-Bribery Management System (SMAP) within PT TIMAH Tbk.<br>A detailed explanation has been provided in the Anti-Corruption section. | 287-290 |
| | Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index | EM-MM-510a.2 | Sepanjang tahun 2025, Perseroan tidak memiliki wilayah operasional yang berlokasi di negara dengan tingkat risiko korupsi tinggi, yaitu negara yang termasuk dalam 20 peringkat terbawah berdasarkan Indeks Persepsi Korupsi (Corruption Perceptions Index/CPI) yang diterbitkan oleh Transparency International.<br>Throughout 2025, the Company had no operational areas located in countries with high corruption risk, defined as countries ranked among the bottom 20 in the Corruption Perceptions Index (CPI) published by Transparency International. | 287-290 |

| TOPIC | METRIC | CODE | JAWABAN | HALAMAN |
|---|---|---|---|---|
| Tailings Storage Facilities Management | Taili ngs storage facility inventory table: (1 ) facility name, (2) location, (3) ownership status, (4) operational status, (5) constructi on method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11 ) mitigation measures, (12) site-specific EPRP | EM-MM-540a.1 | Sejalan dengan penerapan prinsip total mining, hingga akhir tahun 2025 Perseroan memastikan bahwa seluruh material hasil pengolahan dikelola dan dimanfaatkan secara optimal sehingga tidak terdapat tailing yang dihasilkan dari aktivitas pengolahan.<br>In line with the implementation of the total mining principle, as of the end of 2025, the Company ensured that all processed materials were managed and utilized optimally, resulting in no tailings generated from processing activities. | 157-159, 164 |
| | Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities | EM-MM-540a.2 | Sejalan dengan penerapan prinsip total mining, hingga akhir tahun 2025 Perseroan memastikan bahwa seluruh material hasil pengolahan dikelola dan dimanfaatkan secara optimal sehingga tidak terdapat tailing yang dihasilkan dari aktivitas pengolahan.<br>In line with the implementation of the total mining principle, as of the end of 2025, the Company ensured that all processed materials were managed and utilized optimally, resulting in no tailings generated from processing activities. | 157-159, 164 |
| | Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities | EM-MM-540a.3 | Sejalan dengan penerapan prinsip total mining, hingga akhir tahun 2025 Perseroan memastikan bahwa seluruh material hasil pengolahan dikelola dan dimanfaatkan secara optimal sehingga tidak terdapat tailing yang dihasilkan dari aktivitas pengolahan.<br>In line with the implementation of the total mining principle, as of the end of 2025, the Company ensured that all processed materials were managed and utilized optimally, resulting in no tailings generated from processing activities. | 157-159 |
| Production of (1 ) metal ores and (2) finished metal products | | EM-MM-000.A | Kuantitas Produksi Bijih Timah: 18.635 Ton<br>Kuantitas Produksi Logam Timah: 17.815 Ton<br>Tin ore production quantity: 18,635 Tons<br>Tin metal production quantity: 17,815 Tons | 56-57 |
| Total number of employees, percentage contractors | | EM-MM-000. B | Total number of employees: 3.874 orang<br>percentage contractors<br>Lokal: 28%<br>Nasional: 72%<br>Internasional: 1%<br>Total number of employees: 3,874 persons<br>Percentage of contractors:<br>Local: 28%<br>National: 72%<br>International: 1% | 56-57, 67-72 |

# Tautan Standar GRI dengan TPB (SDGs *Compass*)

## Linkage of GRI Standards with SDGs (SDGs COMPASS)

PT TIMAH (Persero) Tbk berkomitmen untuk berkontribusi dalam pencapaian TPB/SDGs di Indonesia. Dukungan disampaikan melalui tautan antara program/kegiatan yang dilakukan PT TIMAH (Persero) Tbk dengan GRI *Standard* dan SDGs, sesuai panduan SDG *Compass* yang diterbitkan oleh GRI, *United Nations Global Compact*, dan *World Business Council for Sustainable Development* (WBCSD), sebagaimana tabel di bawah ini:

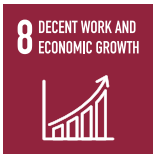
PT TIMAH (Persero) Tbk is committed to contributing to achieving the SDGs in Indonesia. This commitment is demonstrated through the alignment of programs and activities implemented by PT TIMAH (Persero) Tbk with the GRI Standards and the SDGs, in accordance with the SDGs Compass guidelines issued by the GRI, the United Nations Global Compact, and the World Business Council for Sustainable Development (WBCSD), as presented in the table below

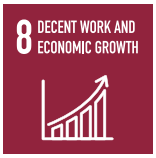
| Logo | Tujuan<br>Goals | Relevansi GRI Standard<br>GRI Standards Relevance | Disclosure | Judul Indikator<br>Indicator Title |
|---|---|---|---|---|
| | | GRI 202: Keberadaan Pasar 2016<br>GRI 202: Market Presence 2016 | 202-1 | Rasio standar upah karyawan pemula berdasarkan jenis kelamin terhadap upah minimum regional<br>Ratio of Standard Entry-Level Wage by Gender Compared to Regional Minimum Wage |
|  | Mengakhiri kemiskinan dalam segala bentuk di mana pun.<br>Ending poverty in all its forms everywhere. | GRI 203: Dampak Ekonomi Tidak Langsung 2016<br>GRI 203: Indirect Economic Impacts 2016 | 203-2 | Dampak ekonomi tidak langsung yang signifikan<br>Significant Indirect Economic Impacts |
| | | GRI 413: Masyarakat Lokal 2016<br>GRI 413: Local Communities 2016 | 413-2 | Operasi organisasi yang memiliki dampak aktual atau potensi dampak negatif dan signifikan terhadap masyarakat setempat<br>Operations with Actual and Potential Significant Negative Impacts on Local Communities |
|  | Mengakhiri kelaparan, mencapai ketahanan pangan, memperbaiki nutrisi dan mempromosikan pertanian yang berkelanjutan.<br>Ending hunger, achieving food security, improving nutrition, and promoting sustainable agriculture. | GRI 411: Hak Masyarakat Adat 2016<br>GRI 411: Rights of Indigenous Peoples 2016 | 411-1 | Insiden pelanggaran yang melibatkan hak-hak masyarakat adat<br>Incidents of Violations Involving the Rights of Indigenous Peoples |
| | | GRI 413: Masyarakat Lokal 2016<br>GRI 413: Local Communities 2016 | 413-2 | Operasi organisasi yang memiliki dampak aktual atau potensi dampak negatif dan signifikan terhadap masyarakat setempat<br>Operations with Actual and Potential Significant Negative Impacts on Local Communities |
|  | Menjamin kehidupan yang sehat dan mendorong kesejahteraan bagi semua orang di segala usia.<br>Ensuring healthy lives and promoting well-being for all at all ages. | GRI 203: Dampak Ekonomi Tidak Langsung 2016<br>GRI 203: Indirect Economic Impacts 2016 | 203-2 | Dampak ekonomi tidak langsung yang signifikan<br>Significant Indirect Economic Impacts |

| Logo | Tujuan<br>Goals | Relevansi GRI Standard<br>GRI Standards Relevance | Disclosure | Judul Indikator<br>Indicator Title |
|---|---|---|---|---|
| | | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016 | 305-1 | Emisi GRK Langsung (Cakupan 1)<br>Direct GHG Emissions (Scope 1) |
| | | | 305-2 | Energi tidak langsung (Cakupan 2) Emisi GRK<br>Energy Indirect GHG Emissions (Scope 2) |
| | | | 305-3 | Emisi GRK (Cakupan 3) tidak langsung lainnya<br>Other Indirect GHG Emissions (Scope 3) |
| | | | 305-6 | Emisi zat perusak ozon (BPO)<br>Ozone-Depleting Substances (ODS) Emissions |
| | | | 305-7 | Nitrogen oksida (NOx), sulfur oksida (SOx), dan emisi udara signifikan lainnya<br>Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions |
| | | GRI 306: Limbah 2020<br>GRI 306: Waste 2020 | 306-1 | Timbulan limbah dan dampak signifikan terkait limbah<br>Waste Generation and Significant Waste-Related Impacts |
| | | | 306-2 | Pengelolaan dampak signifikan terkait limbah<br>Management of Significant Waste-Related Impacts |
| | | | 306-3 | Limbah yang dihasilkan<br>Waste Generated |
| | | | 306-4 | Limbah dialihkan dari pembuangan<br>Waste Diverted from Disposal |
| | | | 306-5 | Limbah diarahkan ke pembuangan<br>Waste Directed to Disposal |
| | | GRI 203: Dampak Ekonomi Tidak Langsung 2016<br>GRI 401: Employment 2016 | 401-2 | Tunjangan yang diberikan kepada karyawan tetap yang tidak diberikan kepada karyawan sementara atau paruh waktu<br>Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees |
| | | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 | 403-3 | Layanan kesehatan kerja<br>Occupational Health Services |
| | | | 403-6 | Peningkatan kualitas kesehatan kerja<br>Promotion of Worker Health |
| | | | 403-9 | Kecelakaan kerja<br>Work-Related Injuries |
| | | | 403-10 | Penyakit akibat kerja<br>Work-Related Health |
|  | Menjamin kualitas pendidikan yang inklusif dan merata serta meningkatkan kesempatan belajar sepanjang hayat untuk semua pada tahun 2030.<br>Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all by 2030. | GRI 404: Pelatihan dan Pendidikan 2016<br>GRI 404: Training and Education 2016 | 404-1 | Rata-rata jam pelatihan per tahun per karyawan<br>Average Training Hours per Employee per Year |

| Logo | Tujuan<br>Goals | Relevansi GRI Standard<br>GRI Standards Relevance | Disclosure | Judul Indikator<br>Indicator Title |
|---|---|---|---|---|
|  | Mencapai kesetaraan gender dan memberdayakan semua perempuan dan anak perempuan.<br>Achieving gender equality and empowering all women and girls. | GRI 2: Pengungkapan Umum 2021<br>GRI 2: General Disclosures 2021 | 2-9 | Struktur dan komposisi tata kelola<br>Governance Structure and Composition |
| | | | 2-10 | Nominasi dan pemilihan badan tata kelola tertinggi<br>Nomination and Selection of the Highest Governance Body |
| | | GRI 202: Keberadaan Pasar 2016<br>GRI 202: Market Presence 2016 | 202-1 | Rasio standar upah karyawan pemula berdasarkan jenis kelamin terhadap upah minimum regional<br>Ratio of Standard Entry-Level Wage by Gender Compared to Regional Minimum Wage |
| | | GRI 203: Dampak Ekonomi Tidak Langsung 2016<br>GRI 203: Indirect Economic Impacts 2016 | 203-1 | Investasi infrastruktur dan dukungan layanan<br>Infrastructure Investments and Services Supported |
| | | GRI 401: Kepegawaian 2016<br>Employment 2016 | 401-1 | Perekrutan karyawan baru dan perputaran karyawan<br>New Employee Hires and Employee Turnover |
| | | | 401-2 | Tunjangan yang diberikan kepada karyawan tetap yang tidak diberikan kepada karyawan sementara atau paruh waktu<br>Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees |
| | | | 401-3 | Cuti Melahirkan<br>Parental Leave |
| | | GRI 404: Pelatihan dan Pendidikan 2016<br>GRI 404: Training and Education 2016 | 404-1 | Rata-rata jam pelatihan per tahun per karyawan<br>Average Training Hours per Employee per Year |
| | | | 404-3 | Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karir<br>Percentage of Employees Receiving Regular Performance and Career Development Reviews |
| | | GRI 405: Keberagaman dan Kesetaraan Kesempatan 2016<br>GRI 405: Diversity and Equal Opportunity 2016 | 405-1 | Keanekaragaman Badan Tata Kelola dan Karyawan<br>Diversity of Governance Bodies and Employees |
| | | | 405-2 | Rasio Gaji Pokok dan Remunerasi Perempuan Dibandingkan Laki- Laki<br>Ratio of Basic Salary and Remuneration of Female to Male |
| | | GRI 409: Kerja Paksa atau Kerja Wajib 2016<br>GRI 409: Forced or Compulsory Labor 2016 | 409-1 | Operasi dan pemasok yang berisiko signifikan terhadap insiden pekerja kerja paksa atau wajib kerja<br>Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor |
| | | GRI 414: Penilaian Sosial Pemasok 2016<br>GRI 414: Supplier Social Assessment 2016 | 414-1 | Seleksi pemasok baru dengan menggunakan kriteria sosial<br>New Suppliers Screened Using Social Criteria |
| | | | 414-2 | Dampak sosial negatif dalam rantai pasokan dan tindakan yang telah diambil<br>Negative Social Impacts in the Supply Chain and Actions Taken |

| Logo | Tujuan<br>Goals | Relevansi GRI Standard<br>GRI Standards Relevance | Disclosure | Judul Indikator<br>Indicator Title |
|---|---|---|---|---|
| | | GRI 203: Dampak Ekonomi Tidak Langsung 2016<br>GRI 203: Indirect Economic Impacts 2016 | 203-1 | Investasi infrastruktur dan dukungan layanan<br>Infrastructure Investments and Services Supported |
|  | Memastikan masyarakat mencapai akses universal air bersih dan sanitasi.<br>Ensuring universal access to clean water and sanitation for all. | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluents 2018 | 303-1 | Interaksi dengan air sebagai sumber daya bersama<br>Interactions with Water as a Shared Resource |
| | | | 303-2 | Pengelolaan dampak terkait pelepasan air<br>Management of Water Discharge-Related Impacts |
| | | | 303-3 | Penarikan air<br>Water Withdrawal |
| | | | 303-4 | Debit air<br>Water Discharge |
| | | | 303-5 | Konsumsi air<br>Water Consumption |
| | | GRI 306: Limbah 2020<br>GRI 306: Waste 2020 | 306-1 | Timbulan limbah dan dampak signifikan terkait limbah<br>Waste Generation and Significant Waste-Related Impacts |
| | | | 306-2 | Pengelolaan dampak signifikan terkait limbah<br>Management of Significant Waste-Related Impacts |
| | | | 306-3 | Limbah yang dihasilkan<br>Waste Generated |
| | | | 306-4 | Limbah dialihkan dari pembuangan<br>Waste Diverted from Disposal |
| | | | 306-5 | Limbah diarahkan ke pembuangan<br>Waste Directed to Disposal |
|  | Menjamin akses energi yang terjangkau, andal, berkelanjutan, dan modern untuk semua lapisan masyarakat.<br>Ensuring access to affordable, reliable, sustainable, and modern energy for all. | GRI 302: Energi 2016 | 302-1 | Konsumsi energi di dalam organisasi<br>Energy Consumption Within the Organization |
| | | | 302-2 | Konsumsi energi di luar organisasi<br>Energy Consumption Outside the Organization |
| | | | 302-3 | Intensitas energi<br>Energy Intensity |
| | | | 302-4 | Reduksi konsumsi energi<br>Reduction of Energy Consumption |
| | | | 302-5 | Pengurangan kebutuhan energi dari produk dan jasa<br>Reductions in Energy Requirements of Products and Services |

| Logo | Tujuan<br>Goals | Relevansi GRI Standard<br>GRI Standards Relevance | Disclosure | Judul Indikator<br>Indicator Title |
|---|---|---|---|---|
|  | Berusaha meningkatkan pertumbuhan ekonomi yang inklusif dan berkelanjutan, kesempatan kerja yang produktif dan menyeluruh serta pekerjaan yang layak untuk semua.<br>Promoting sustained, inclusive, and sustainable economic growth, productive employment, and decent work for all. | GRI 2: Pengungkapan Umum 2021<br>GRI 2: General Disclosures 2021 | 2-7 | Karyawan<br>Employees |
| | | | 2-8 | Pekerja yang bukan karyawan<br>Non-Employee Workers |
| | | | 2-30 | Perjanjian kerja bersama<br>Collective Bargaining Agreements |
| | | GRI 201: Kinerja Ekonomi 2016<br>GRI 201: Economic Performance 2016 | 201-1 | Nilai ekonomi langsung yang dihasilkan dan didistribusikan<br>Direct Economic Value Generated and Distributed |
| | | GRI 202: Keberadaan Pasar 2016<br>GRI 202: Market Presence 2016 | 202-1 | Rasio standar upah karyawan pemula berdasarkan jenis kelamin terhadap upah minimum regional<br>Ratio of Standard Entry-Level Wage by Gender Compared to Regional Minimum Wage |
| | | | 202-2 | Proporsi manajemen senior yang berasal dari masyarakat setempat<br>Proportion of Senior Management Hired from the Local Community |
| | | GRI 203: Dampak Ekonomi Tidak Langsung 2016<br>GRI 203: Indirect Economic Impacts 2016 | 203-2 | Dampak ekonomi tidak langsung yang signifikan<br>Significant Indirect Economic Impacts |
| | | GRI 204: Praktik Pengadaan 2016<br>GRI 204: Procurement Practices 2016 | 204-1 | Proporsi pengeluaran untuk pemasok lokal<br>Proportion of Spending on Local Suppliers |
| | | GRI 301: Material 2016<br>GRI 301: Materials 2016 | 301-1 | Material yang digunakan berdasarkan berat dan volume<br>Materials Used by Weight or Volume |
| | | | 301-2 | Material input dari daur ulang yang digunakan<br>Recycled Input Materials Used |
| | | | 301-3 | Produk pemerolehan ulang dan material kemasannya<br>Reclaimed Products and Their Packaging Materials |
| | | GRI 302: Energi 2016<br>GRI 302: Energy 2016 | 302-1 | Konsumsi energi di dalam organisasi<br>Energy Consumption Within the Organization |
| | | | 302-2 | Konsumsi energi di luar organisasi<br>Energy Consumption Outside the Organization |

| Logo | Tujuan<br>Goals | Relevansi GRI Standard<br>GRI Standards Relevance | Disclosure | Judul Indikator<br>Indicator Title |
|---|---|---|---|---|
|  | Berusaha meningkatkan pertumbuhan ekonomi yang inklusif dan berkelanjutan, kesempatan kerja yang produktif dan menyeluruh serta pekerjaan yang layak untuk semua.<br>Promoting sustained, inclusive, and sustainable economic growth, productive employment, and decent work for all. | GRI 302: Energi 2016<br>GRI 302: Energy 2016 | 302-3 | Intensitas energi<br>Energy Intensity |
| | | | 302-4 | Reduksi konsumsi energi<br>Reduction of Energy Consumption |
| | | | 302-5 | Pengurangan kebutuhan energi dari produk dan jasa<br>Reductions in Energy Requirements of Products and Services |
| | | GRI 306: Limbah 2020 | 306-2 | Pengelolaan dampak signifikan terkait limbah<br>Management of Significant Waste-Related Impacts |
| | | | 306-5 | Limbah diarahkan ke pembuangan<br>Waste Directed to Disposal |
| | | GRI 401: Kepegawaian 2016 | 401-1 | Perekrutan karyawan baru dan perputaran karyawan<br>New Employee Hires and Employee Turnover |
| | | | 401-2 | Tunjangan yang diberikan kepada karyawan tetap yang tidak diberikan kepada karyawan sementara atau paruh waktu<br>Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees |
| | | | 401-3 | Cuti Melahirkan<br>Parental Leave |
| | | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 | 403-1 | Sistem manajemen kesehatan dan keselamatan kerja<br>Occupational Health and Safety Management System |
| | | | 403-2 | Identifikasi bahaya, penilaian risiko, dan investigasi insiden<br>Hazard Identification, Risk Assessment, and Incident Investigation |
| | | | 403-3 | Layanan kesehatan kerja<br>Occupational Health Services |
| | | | 403-4 | Partisipasi pekerja, konsultasi, dan komunikasi tentang kesehatan dan keselamatan kerja<br>Worker Participation, Consultation, and Communication on Occupational Health and Safety |
| | | | 403-5 | Pelatihan pekerja tentang kesehatan dan keselamatan kerja<br>Worker Training on Occupational Health and Safety |
| | | | 403-6 | Peningkatan kualitas kesehatan kerja<br>Promotion of Worker Health |

| Logo | Tujuan<br>Goals | Relevansi GRI Standard<br>GRI Standards Relevance | Disclosure | Judul Indikator<br>Indicator Title |
|---|---|---|---|---|
| | | GRI 403: Kesehatan dan Keselamatan Kerja 2018<br>GRI 403: Occupational Health and Safety 2018 | 403-7 | Pencegahan dan mitigasi dampak-dampak keselamatan dan kesehatan kerja yang secara langsung terkait dengan hubungan bisnis<br>Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relationships |
| | | | 403-8 | Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja<br>Workers Covered by an Occupational Health and Safety Management System |
| | | | 403-9 | Kecelakaan kerja<br>Work-Related Injuries |
| | | | 403-10 | Penyakit akibat kerja<br>Work-related diseases |
| 8 DECENT WORK AND ECONOMIC GROWTH | Berusaha meningkatkan pertumbuhan ekonomi yang inklusif dan berkelanjutan, kesempatan kerja yang produktif dan menyeluruh serta pekerjaan yang layak untuk semua.<br>Promoting sustained, inclusive, and sustainable economic growth, productive employment, and decent work for all. | GRI 404: Pelatihan dan Pendidikan 2016<br>GRI 404: Training and Education 2016 | 404-1 | Rata-rata jam pelatihan per tahun per karyawan<br>Programs for Upgrading Employee Skills and Transition Assistance Programs |
| | | | 404-2 | Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan<br>Percentage of Employees Receiving Regular Performance and Career Development Reviews |
| | | | 404-3 | Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karir |
| | | GRI 405: Keberagaman dan Kesetaraan Kesempatan 2016<br>GRI 405: Diversity and Equal Opportunity 2016 | 405-1 | Keanekaragaman Badan Tata Kelola dan Karyawan<br>Diversity of Governance Bodies and Employees |
| | | | 405-2 | Rasio Gaji Pokok dan Remunerasi Perempuan Dibandingkan Laki- Laki<br>Ratio of Basic Salary and Remuneration of Female to Male |
| | | GRI 406: Nondiskriminasi 2016<br>GRI 406: Non-Discrimination 2016 | 406-1 | Insiden diskriminasi dan tindakan perbaikan yang dilakukan<br>Incidents of Discrimination and Corrective Actions Taken |
| | | GRI 407: Kebebasan Berserikat dan Perundingan Kolektif 2016<br>GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1 | Operasi dan pemasok di mana hak atas kebebasan berserikat dan perundingan kolektif mungkin berisiko<br>Operations and Suppliers Where the Right to Freedom of Association and Collective Bargaining May Be at Risk |
| | | GRI 409: Kerja Paksa atau Kerja Wajib 2016<br>GRI 409: Forced or Compulsory Labor 2016 | 409-1 | Operasi dan pemasok yang berisiko signifikan terhadap insiden pekerja kerja paksa atau wajib kerja<br>Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor |
| | | GRI 414: Penilaian Sosial Pemasok 2016<br>GRI 414: Supplier Social Assessment 2016 | 414-1 | Seleksi pemasok baru dengan menggunakan kriteria sosial<br>New Suppliers Screened Using Social Criteria |
| | | | 414-2 | Dampak sosial negatif dalam rantai pasokan dan tindakan yang telah diambil<br>Negative Social Impacts in the Supply Chain and Actions Taken |

| Logo | Tujuan<br>Goals | Relevansi GRI Standard<br>GRI Standards Relevance | Disclosure | Judul Indikator<br>Indicator Title |
|---|---|---|---|---|
|  | Membangun infrastruktur yang tangguh, meningkatkan industri inklusif dan berkelanjutan, serta mendorong inovasi.<br>Building resilient infrastructure, promoting inclusive and sustainable industrialization, and fostering innovation. | GRI 404: Pelatihan dan Pendidikan 2016<br>GRI 404: Training and Education 2016 | 404-1 | Rata-rata jam pelatihan per tahun per karyawan<br>Average Training Hours per Employee per Year |
| | | GRI 203: Dampak Ekonomi Tidak Langsung 2016<br>GRI 203: Indirect Economic Impacts 2016 | 404-2 | Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan<br>Programs for Upgrading Employee Skills and Transition Assistance Programs |
| | | | 404-3 | Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karir<br>Percentage of Employees Receiving Regular Performance and Career Development Reviews |
|  | Mengurangi Kesenjangan Intra dan Antar Negara<br>Reducing inequality within and among countries. | GRI 2: Pengungkapan Umum 2021<br>GRI 2: General Disclosures 2021 | 2-7 | Karyawan<br>Employees |
| | | GRI 401: Kepegawaian 2016<br>GRI 401: Employment 2016 | 401-1 | Perekrutan karyawan baru dan perputaran karyawan<br>New Employee Hires and Employee Turnover |
| | | GRI 404: Pelatihan dan Pendidikan 2016<br>GRI 404: Training and Education 2016 | 404-1 | Rata-rata jam pelatihan per tahun per karyawan<br>Average Training Hours per Employee per Year |
| | | | 404-3 | Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karir<br>Percentage of Employees Receiving Regular Performance and Career Development Reviews |
| | | GRI 405: Keberagaman dan Kesetaraan Kesempatan 2016<br>GRI 405: Diversity and Equal Opportunity 2016 | 405-2 | Rasio Gaji Pokok dan Remunerasi Perempuan Dibandingkan Laki- Laki<br>Ratio of Basic Salary and Remuneration of Female to Male |
|  | Menjadikan kota dan pemukiman inklusif, aman, tangguh dan berkelanjutan | GRI 401: Kepegawaian 2016<br>GRI 401: Employment 2016 | 401-2 | Tunjangan yang diberikan kepada karyawan tetap yang tidak diberikan kepada karyawan sementara atau paruh waktu<br>Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees |
| | | GRI 306: Limbah 2020<br>GRI 306: Waste 2020 | 401-3 | Cuti Melahirkan<br>Parental Leave |
| | | | 306-2 | Pengelolaan dampak signifikan terkait limbah<br>Management of Significant Waste-Related Impacts |
| | | | 306-3 | Limbah yang dihasilkan<br>Waste Generated |
| | | | 306-4 | Limbah dialihkan dari pembuangan<br>Waste Diverted from Disposal |
| | | | 306-5 | Limbah diarahkan ke pembuangan<br>Materials Used by Weight or Volume |

| Logo | Tujuan<br>Goals | Relevansi GRI Standard<br>GRI Standards Relevance | Disclosure | Judul Indikator<br>Indicator Title |
|---|---|---|---|---|
|  | Menjamin pola produksi dan konsumsi yang bertanggungjawab<br>Ensuring responsible consumption and production patterns. | GRI 301: Material 2016<br>GRI 301: Materials 2016 | 301-1 | Material yang digunakan berdasarkan berat dan volume<br>Recycled Input Materials Used |
| | | | 301-2 | Material input dari daur ulang yang digunakan<br>Reclaimed Products and Their Packaging Materials |
| | | | 301-3 | Produk pemerolehan ulang dan material kemasannya<br>Energy Consumption Within the Organization |
| | | GRI 302: Energi 2016<br>GRI 302: Energy 2016 | 302-1 | Konsumsi energi di dalam organisasi<br>Energy Consumption Within the Organization |
| | | | 302-2 | Konsumsi energi di luar organisasi<br>Energy Consumption Outside the Organization |
| | | | 302-3 | Intensitas energi<br>Energy Intensity |
| | | | 302-4 | Reduksi konsumsi energi<br>Reduction of Energy Consumption |
| | | | 302-5 | Pengurangan kebutuhan energi dari produk dan jasa<br>Reductions in Energy Requirements of Products and Services |
|  | Menjamin pola produksi dan konsumsi yang bertanggungjawab<br>Ensuring responsible consumption and production patterns. | GRI 303: Air dan Efluen 2018<br>GRI 303: Water and Effluents 2018 | 303-1 | Interaksi dengan air sebagai sumber daya bersama<br>Interactions with Water as a Shared Resource |
| | | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016 | 305-1 | Emisi GRK Langsung (Cakupan 1)<br>Direct GHG Emissions (Scope 1) |
| | | | 305-2 | Energi tidak langsung (Cakupan 2) Emisi GRK<br>Energy Indirect GHG Emissions (Scope 2) |
| | | | 305-3 | Emisi GRK (Cakupan 3) tidak langsung lainnya<br>Other Indirect GHG Emissions (Scope 3) |
| | | | 305-6 | Emisi zat perusak ozon (BPO)<br>Ozone-Depleting Substances (ODS) Emissions |
| | | | 305-7 | Nitrogen oksida (NOx), sulfur oksida (SOx), dan emisi udara signifikan lainnya<br>Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions |
| | | GRI 306: Limbah 2020<br>GRI 306: Waste 2020 | 306-1 | Timbulan limbah dan dampak signifikan terkait limbah<br>Waste Generation and Significant Waste-Related Impacts |
| | | | 306-2 | Pengelolaan dampak signifikan terkait limbah<br>Management of Significant Waste-Related Impacts |
| | | | 306-3 | Limbah yang dihasilkan<br>Waste Generated |
| | | | 306-4 | Limbah dialihkan dari pembuangan<br>Waste Diverted from Disposal |
| | | | 306-5 | Limbah diarahkan ke pembuangan<br>Waste Directed to Disposal |

| Logo | Tujuan<br>Goals | Relevansi GRI Standard<br>GRI Standards Relevance | Disclosure | Judul Indikator<br>Indicator Title |
|---|---|---|---|---|
| | | GRI 402: Hubungan Tenaga Kerja/ Manajemen 2016<br>GRI 402: Labor/ Management Relations 2016 | 402-1 | Periode pemberitahuan minimum terkait perubahan operasional<br>Minimum Notice Periods Regarding Operational Changes |
| | | GRI 417: Pemasaran dan Pelabelan 2016<br>GRI 417: Marketing and Labeling 2016 | 417-1 | Persyaratan untuk pelabelan dan informasi produk dan jasa<br>Requirements for Product and Service Labeling and Information |
|  | Mengambil aksi segera untuk memerangi perubahan iklim dan dampaknya karena perubahan iklim adalah tantangan global yang memengaruhi setiap orang.<br>Taking urgent action to combat climate change and its impacts, recognizing that climate change is a global challenge affecting everyone. | GRI 201: Kinerja Ekonomi 2016<br>GRI 201: Economic Performance 2016 | 201-2 | Implikasi finansial serta risiko dan peluang lain akibat perubahan iklim<br>Financial Implications and Other Risks and Opportunities Due to Climate Change |
| | | GRI 302: Energi 2016<br>GRI 302: Energy 2016 | 302-1 | Konsumsi energi di dalam organisasi<br>Energy Consumption Within the Organization |
| | | | 302-2 | Konsumsi energi di luar organisasi<br>Energy Consumption Outside the Organization |
| | | | 302-3 | Intensitas energi<br>Energy Intensity |
| | | | 302-4 | Reduksi konsumsi energi<br>Reduction of Energy Consumption |
| | | | 302-5 | Pengurangan kebutuhan energi dari produk dan jasa<br>Reductions in Energy Requirements of Products and Services |
|  | Mengambil aksi segera untuk memerangi perubahan iklim da | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016 | 305-1 | Emisi GRK Langsung (Cakupan 1)<br>Direct GHG Emissions (Scope 1) |
| | | | 305-2 | Energi tidak langsung (Cakupan 2) Emisi GRK<br>Energy Indirect GHG Emissions (Scope 2) |
| | | | 305-3 | Emisi GRK (Cakupan 3) tidak langsung lainnya<br>Other Indirect GHG Emissions (Scope 3) |
| | | | 305-4 | Intensitas Emisi GRK<br>GHG Emissions Intensity |
| | | | 305-5 | Pengurangan emisi GRK<br>Reduction of GHG Emissions |
|  | Melestarikan dan memanfaatkan secara berkelanjutan sumber daya kelautan dan samudera untuk pembangunan berkelanjutan<br>Conserving and sustainably using the oceans, seas, and marine resources for sustainable development. | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016 | 305-1 | Emisi GRK Langsung (Cakupan 1)<br>Direct GHG Emissions (Scope 1) |
| | | | 305-2 | Energi tidak langsung (Cakupan 2) Emisi GRK<br>Energy Indirect GHG Emissions (Scope 2) |
| | | | 305-3 | Emisi GRK (Cakupan 3) tidak langsung lainnya<br>Other Indirect GHG Emissions (Scope 3) |
| | | | 305-4 | Intensitas Emisi GRK<br>GHG Emissions Intensity |
| | | | 305-5 | Pengurangan emisi GRK<br>Reduction of GHG Emissions |
| | | | 305-7 | Nitrogen oksida (NOx), sulfur oksida (SOx), dan emisi udara signifikan lainnya<br>Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions |

| Logo | Tujuan<br>Goals | Relevansi GRI Standard<br>GRI Standards Relevance | Disclosure | Judul Indikator<br>Indicator Title |
|---|---|---|---|---|
|  | Melindungi, Merestorasi dan Meningkatkan Pemanfaatan Berkelanjutan Ekosistem Daratan, Mengelola Hutan Secara Lestari, Menghentikan Penggurunan, Memulihkan Degradasi lahan, serta Menghentikan Kehilangan Keanekaragaman Hayati<br>Protecting, restoring, and promoting sustainable use of terrestrial ecosystems, sustainably managing forests, combating desertification, halting and reversing land degradation, and halting biodiversity loss. | GRI 305: Emisi 2016<br>GRI 305: Emissions 2016 | 305-1 | Emisi GRK Langsung (Cakupan 1)<br>Direct GHG Emissions (Scope 1) |
| | | | 305-2 | Energi tidak langsung (Cakupan 2) Emisi GRK<br>Energy Indirect GHG Emissions (Scope 2) |
| | | | 305-3 | Emisi GRK (Cakupan 3) tidak langsung lainnya<br>Other Indirect GHG Emissions (Scope 3) |
| | | | 305-4 | Intensitas Emisi GRK<br>GHG Emissions Intensity |
| | | | 305-5 | Pengurangan emisi GRK<br>Reduction of GHG Emissions |
| | | | 305-7 | Nitrogen oksida (NOx), sulfur oksida (SOx), dan emisi udara signifikan lainnya<br>Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions |
| | | GRI 306: Limbah 2020 | 306-3 | Limbah yang dihasilkan<br>Waste Generated |
| | | | 306-5 | Limbah diarahkan ke pembuangan<br>Waste Directed to Disposal |
|  | Menguatkan Masyarakat yang Inklusif dan Damai untuk Pembangunan Berkelanjutan, Menyediakan Akses Keadilan untuk Semua, dan Membangun Kelembagaan yang Efektif, Akuntabel, dan Inklusif di Semua Tingkatan<br>Promoting peaceful and inclusive societies for sustainable development, providing access to justice for all, and building effective, accountable, and inclusive institutions at all levels. | GRI 2: Pengungkapan Umum 2021<br>GRI 2: General Disclosures 2021 | 2-9 | Struktur dan komposisi tata kelola<br>Governance Structure and Composition |
| | | | 2-10 | Nominasi dan pemilihan badan tata kelola tertinggi<br>Nomination and Selection of the Highest Governance Body |
| | | | 2-11 | Ketua badan tata kelola tertinggi<br>Chair of the Highest Governance Body |
| | | | 2-12 | Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak<br>Role of the Highest Governance Body in Overseeing Impact Management |
| | | | 2-15 | Benturan kepentingan<br>Conflicts of Interest |
| | | | 2-16 | Komunikasi hal-hal penting<br>Communication of Critical Concerns |
| | | | 2-23 | Komitmen kebijakan<br>Policy Commitments |
| | | | 2-25 | Proses untuk memulihkan dampak negatif<br>Processes to Remediate Negative Impacts |
| | | | 2-26 | Mekanisme pemberian umpan balik/saran dan menyampaikan kekhawatiran<br>Mechanisms for Seeking Feedback/Advice and Raising Concerns |
| | | | 2-29 | Pendekatan keterlibatan pemangku kepentingan<br>Approach to Stakeholder Engagement |

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| | | GRI 205: Anti Korupsi 2016<br>GRI 205: Anti-Corruption 2016 | 205-1 | Operasi-operasi yang dinilai memiliki risiko terkait korupsi<br>Operations Assessed for Risks Related to Corruption |
| | | | 205-2 | Komunikasi dan pelatihan tentang kebijakan dan prosedur anti korupsi<br>Communication and Training on Anti-Corruption Policies and Procedures |
| | | | 205-3 | Insiden korupsi yang terbukti dan tindakan yang diambil<br>Confirmed Incidents of Corruption and Actions Taken |
| | | GRI 206: Perilaku Antipersaingan 2016<br>GRI 206: Anti-Competitive Behavior 2016 | 206 -1 | Langkah-langkah hukum untuk perilaku antipersaingan, praktik antipakat dan monopoli<br>Legal Actions for Anti-Competitive Behavior, Anti-Trust Practices, and Monopoly |
| | | GRI 408: Tenaga Kerja Anak 2016<br>GRI 408: Child Labor 2016 | 408-1 | Operasi dan pemasok yang berisiko signifikan terhadap insiden pekerja anak<br>Operations and Suppliers at Significant Risk for Incidents of Child Labor |
| | | GRI 410: Praktik Keamanan 2016<br>GRI 410: Security Practices 2016 | 410-1 | Petugas keamanan yang dilatih mengenai kebijakan atauprosedur hak asasi manusia<br>Security Personnel Trained in Human Rights Policies or Procedures |
| | | GRI 414: Penilaian Sosial Pemasok 2016<br>GRI 414: Supplier Social Assessment 2016 | 414-1 | Seleksi pemasok baru dengan menggunakan kriteria sosial<br>New Suppliers Screened Using Social Criteria |
| | | | 414-2 | Dampak sosial negatif dalam rantai pasokan dan tindakan yang telah diambil<br>Negative Social Impacts in the Supply Chain and Actions Taken |
|  | Menguatkan Masyarakat yang Inklusif dan Damai untuk Pembangunan Berkelanjutan, Menyediakan Akses Keadilan untuk Semua, dan Membangun Kelembagaan yang Efektif, Akuntabel, dan Inklusif di Semua Tingkatan<br>Promoting peaceful and inclusive societies for sustainable development, providing access to justice for all, and building effective, accountable, and inclusive institutions at all levels. | GRI 415: Kebijakan Publik 2016<br>GRI 415: Public Policy 2016 | 415-1 | Kontribusi politik<br>Political Contributions |

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| | | GRI 416: Kesehatan dan Keselamatan Pelanggan 2016<br>GRI 416: Customer Health and Safety 2016 | 416-2 | Insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa<br>Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services |
| | | GRI 417: Pemasaran dan Pelabelan 2016<br>GRI 417: Marketing and Labeling 2016 | 417-2 | Insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa<br>Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services |
| | | | 417-3 | Insiden ketidakpatuhan terkait komunikasi pemasaran<br>Incidents of Non-Compliance Related to Marketing Communications |
| | | GRI 418: Privasi Pelanggan 2016<br>GRI 418: Customer Privacy 2016 | 418-1 | Pengaduan yang berdasar mengenai pelanggaran terhadap privasi pelanggan dan hilangnya data pelanggan<br>Substantiated Complaints Concerning Breaches of Customer Privacy and Loss of Customer Data |
| 17 PARTNERSHIPS FOR THE GOALS | Menguatkan Sarana Pelaksanaan dan Merevitalisasi Kemitraan Global untuk Pembangunan Berkelanjutan<br>Strengthening the means of implementation and revitalizing the global partnership for sustainable development. | GRI 207: Pajak 2019<br>GRI 207: Tax 2019 | 207-1 | Pendekatan terhadap pajak<br>Approach to Tax |
| | | | 207-2 | Tata kelola, pengontrolan, dan manajemen risiko pajak<br>Tax Governance, Control, and Risk Management |
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| 1 | Ethical Business | 1.1 | Menetapkan sistem untuk menjaga kepatuhan dengan hukum yang berlaku.<br>Establish systems to maintain compliance with applicable laws. | 293 |
| | | 1.2 | Menerapkan kebijakan dan praktik untuk mencegah penyuapan, korupsi, dan mengungkapkan pembayaran fasilitasi kepada publik.<br>Implement policies and practices to prevent bribery, corruption and publicly disclose facilitation payments. | 287-290 |
| | | 1.3 | Melaksanakan kebijakan dan standar yang konsisten dengan kerangka kerja kebijakan ICMM.<br>Implement policies and standards consistent with the ICMM policy framework. | 45-50 |
| | | 1.4 | Menetapkan akuntabilitas untuk kinerja keberlanjutan di tingkat Dewan Direksi dan/atau Komite Eksekutif.<br>Establish accountability for sustainability performance at the Board of Directors and/or Executive Committee level. | 271-275 |
| | | 1.5 | Mengungkapkan nilai dan penerima manfaat dari kontribusi politik keuangan dan natura baik secara langsung maupun melalui perantara.<br>Disclose the value and beneficiaries of political contributions, whether financial or in-kind, made directly or through intermediaries. | 246 |
| 2 | Decision Making | 2.1 | Mengintegrasikan prinsip-prinsip pembangunan berkelanjutan ke dalam strategi perusahaan dan proses pengambilan keputusan terkait investasi serta desain, operasi, dan penutupan fasilitas.<br>Integrate sustainable development principles into corporate strategy and decision-making processes related to investment, as well as the design, operation, and closure of facilities. | 24-31 |
| | | 2.2 | Mendukung adopsi kebijakan dan praktik kesehatan dan keselamatan fisik dan psikologis yang bertanggung jawab, lingkungan, hak asasi manusia, dan kebijakan dan praktik tenaga kerja oleh mitra usaha patungan, pemasok, dan kontraktor, berdasarkan risiko.<br>Support the adoption of responsible health and safety (physical and psychological), environmental, human rights, and labor policies and practices by joint venture partners, suppliers, and contractors, based on risk. | 45-60 |
| 3 | Human Rights | 3.1 | Mendukung Prinsip Panduan PBB tentang Bisnis dan Hak Asasi Manusia dengan mengembangkan komitmen kebijakan untuk menghormati hak asasi manusia, melakukan kajian hak asasi manusia, dan menyediakan atau berkooperasi dalam proses untuk memungkinkan perbaikan dampak negatif terhadap hak asasi manusia yang telah disebabkan atau berkontribusi oleh anggota.<br>Support the UN Guiding Principles on Business and Human Rights by developing policy commitments to respect human rights, conducting human rights due diligence, and providing or cooperating in processes to remediate adverse human rights impacts caused or contributed to by members. | 45-60 |

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| | | 3.2 | Menghindari pemindahan fisik atau ekonomi yang tidak sukarela dari keluarga dan komunitas. Jika hal ini tidak mungkin, menerapkan hierarki mitigasi dan melaksanakan tindakan atau upaya perbaikan yang mengatasi dampak negatif residu untuk memulihkan atau meningkatkan mata pencaharian dan standar hidup masyarakat yang dipindahkan.<br>Avoid involuntary physical or economic displacement of households and communities. Where this is not possible, apply the mitigation hierarchy and implement remedial actions or measures to address residual adverse impacts in order to restore or improve the livelihoods and living standards of displaced persons. | 222-223 |
| | | 3.3 | Melaksanakan pendekatan hak asasi manusia dan keamanan yang konsisten dengan Prinsip-prinsip Sukarela tentang Keamanan dan Hak Asasi Manusia berdasarkan risiko.<br>Implement human rights and security approaches consistent with the Voluntary Principles on Security and Human Rights, based on risk. | 212-214 |
| | | 3.4 | Menghormati hak-hak pekerja dengan: tidak mempekerjakan anak atau tenaga kerja paksa; menghindari perdagangan manusia; tidak menugaskan pekerjaan berbahaya kepada mereka di bawah usia 18 tahun; menghilangkan semua bentuk pelecehan dan diskriminasi; menghormati kebebasan berserikat dan perundingan bersama; dan menyediakan mekanisme yang tepat untuk menangani keluhan pekerja.<br>Respect workers' rights by: prohibiting child labor and forced labor; preventing human trafficking; not assigning hazardous work to individuals under the age of 18; eliminating all forms of harassment and discrimination; respecting freedom of association and collective bargaining; and providing appropriate mechanisms to address worker grievances. | 45-60, 200 |
| | | 3.5 | Memberikan kompensasi yang adil kepada karyawan dengan upah yang setara atau melebihi persyaratan hukum atau mewakili upah yang kompetitif dalam pasar kerja tersebut (mana yang lebih tinggi) dan menetapkan jam kerja reguler dan lembur sesuai dengan batas yang diwajibkan secara hukum.<br>Compensate employees fairly with wages that equal or exceed legal requirements or represent competitive wages in that job market (whichever is higher) and set regular and overtime hours in accordance with legally required limits. | 192-194 |
| | | 3.6 | Menghormati hak, kepentingan, aspirasi, budaya, dan mata pencaharian berbasis sumber daya alam Masyarakat Adat dalam desain, pengembangan, dan operasi proyek; menerapkan hierarki mitigasi untuk mengatasi dampak negatif; dan memberikan manfaat berkelanjutan bagi Masyarakat Adat.<br>Respect the rights, interests, aspirations, cultures, and natural resource-based livelihoods of Indigenous Peoples in the design, development, and operation of projects; apply the mitigation hierarchy to address adverse impacts; and provide sustainable benefits to Indigenous Peoples. | 222-223 |
| | | 3.7 | Bekerja untuk mendapatkan persetujuan bebas, didahului, dan berinformasi dari Masyarakat Adat di mana dampak negatif yang signifikan kemungkinan besar terjadi, sebagai hasil dari pemindahan, gangguan tanah dan wilayah, atau warisan budaya kritis, dan menangkap hasil dari proses keterlibatan dan persetujuan dalam perjanjian.<br>Work to obtain the free, prior, and informed consent of Indigenous Peoples where significant adverse impacts are likely to occur, as a result of displacement, land and territorial disturbance, or critical cultural heritage, and capture the outcomes of the engagement and consent process in the agreement. | 222-223 |

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| | | 3.8 | Melaksanakan kebijakan dan praktik untuk menghormati hak dan kepentingan perempuan yang mencerminkan pendekatan berbasis gender terhadap praktik kerja dan desain pekerjaan, dan yang melindungi dari segala bentuk diskriminasi dan pelecehan, serta perilaku yang merugikan partisipasi perempuan yang sukses di tempat kerja.<br>Implement policies and practices to respect the rights and interests of women that reflect a gender-based approach to work practices and job design, and that protect against all forms of discrimination and harassment, as well as behaviors that are detrimental to women's successful participation in the workplace. | 181-186 |
| | | 3.9 | Melaksanakan kebijakan dan praktik untuk menghormati hak dan kepentingan semua pekerja dan meningkatkan representasi angkatan kerja di tempat kerja agar lebih inklusif.<br>Implement policies and practices to respect the rights and interests of all workers and increase workforce representation in the workplace to be more inclusive. | 45-60 |
| 4 | Risk Management | 4.1 | Menilai risiko dan peluang lingkungan dan sosial dari proyek baru dan perubahan signifikan pada operasi yang ada dengan berkonsultasi dengan pemangku kepentingan yang tertarik dan terpengaruh, dan mengungkapkan hasil penilaian secara publik.<br>Assess the environmental and social risks and opportunities of new projects and significant changes to existing operations in consultation with interested and affected stakeholders, and publicly disclose the results of the assessment. | 285-286 |
| | | 4.2 | Melakukan kajian kelayakan berdasarkan risiko tentang konflik dan hak asasi manusia yang sejalan dengan Panduan Kajian Kelayakan OECD tentang Daerah yang Terkena Konflik dan Berisiko Tinggi, ketika beroperasi di daerah yang terkena konflik atau berisiko tinggi, atau melakukan pengadaan dari daerah tersebut.<br>Conduct risk-based feasibility assessments on conflict and human rights in line with the OECD Feasibility Assessment Guidance on Conflict-Affected and High-Risk Areas, when operating in conflict-affected or high-risk areas, or sourcing from such areas. | 222 |
| | | 4.3 | Melaksanakan kontrol berbasis risiko untuk menghindari/mencegah, meminimalkan, memitigasi, dan/atau memperbaiki dampak fisik dan psikologis kesehatan, keselamatan, dan lingkungan kerja terhadap pekerja, masyarakat lokal, warisan budaya, dan lingkungan alam, berdasarkan standar internasional yang diakui atau sistem manajemen.<br>Implement risk-based controls to avoid/prevent, minimize, mitigate, and/or remedy the physical and psychological health, safety, and environmental impacts of work on workers, local communities, cultural heritage, and the natural environment, based on recognized international standards or management systems. | 202 |
| | | 4.4 | Mengembangkan, memelihara, dan menguji rencana tanggap darurat. Jika risiko terhadap pemangku kepentingan eksternal signifikan, hal ini harus dilakukan dalam kolaborasi dengan pemangku kepentingan yang mungkin terpengaruh dan sesuai dengan praktik baik industri yang sudah mapan.<br>Develop, maintain, and test emergency response plans. Where risks to external stakeholders are significant, this should be done in collaboration with stakeholders who may be affected and in accordance with established industry good practice. | 51-52 |

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| 5 | Health and Safety | 5.1 | Melaksanakan praktik yang bertujuan untuk terus meningkatkan kesehatan dan keselamatan fisik dan psikologis di tempat kerja, dan memantau kinerja untuk menghilangkan kematian di tempat kerja, cedera serius, bahaya psikososial, dan mencegah penyakit akibat kerja, berdasarkan standar internasional yang diakui atau sistem manajemen.<br>Implement practices aimed at continuously improving physical and psychological health and safety in the workplace, and monitor performance to eliminate workplace fatalities, serious injuries, psychosocial hazards, and prevent occupational diseases, based on recognized international standards or management systems. | 202 |
| | | 5.2 | Memberikan pelatihan kepada pekerja sesuai dengan tanggung jawab mereka untuk kesehatan dan keselamatan fisik dan psikologis, dan melaksanakan program pemantauan kesehatan dan pemantauan risiko berdasarkan paparan pekerjaan.<br>Provide training to workers according to their responsibilities for physical and psychological health and safety, and implement health monitoring and risk monitoring programs based on occupational exposure. | 206-210 |
| 6 | Environmental Performance | 6.1 | Merencanakan dan merancang penutupan dengan berkonsultasi dengan otoritas dan pemangku kepentingan terkait, melaksanakan langkah-langkah untuk mengatasi aspek lingkungan dan sosial yang terkait dengan penutupan, dan membuat penyediaan keuangan untuk memungkinkan kewajiban penutupan dan pasca-penutupan yang disepakati untuk direalisasikan.<br>Plan and design closure in consultation with relevant authorities and stakeholders, implement measures to address environmental and social aspects associated with closure, and make financial provision to enable agreed closure and post-closure obligations to be realized. | 124-125 |
| | | 6.2 | Melaksanakan praktik pengelolaan air yang memberikan tata kelola air yang kuat dan transparan, manajemen air yang efektif dan efisien di operasi, dan kerjasama dengan pemangku kepentingan di tingkat cekungan untuk mencapai penggunaan air yang bertanggung jawab dan berkelanjutan.<br>Implement water management practices that provide strong and transparent water governance, effective and efficient water management at operations, and cooperation with basin-level stakeholders to achieve responsible and sustainable water use. | 133-136 |
| | | 6.3 | Merancang, membangun, mengoperasikan, memantau, dan mematikan fasilitas penyimpanan/penyimpanan limbah menggunakan praktik manajemen dan tata kelola risiko yang komprehensif dan berbasis risiko sesuai dengan praktik baik yang diakui secara internasional, untuk meminimalkan risiko kegagalan yang catastrofik.<br>Design, construct, operate, monitor, and decommission waste storage facilities using comprehensive and risk-based risk management and governance practices in accordance with internationally recognized good practices, to minimize the risk of catastrophic failure. | 157-159 |
| | | 6.4 | Mengaplikasikan hierarki mitigasi untuk mencegah pencemaran, mengelola pelepasan dan limbah, dan mengatasi dampak potensial terhadap kesehatan manusia dan lingkungan.<br>Apply the mitigation hierarchy to prevent pollution, manage releases and waste, and address potential impacts on human health and the environment. | 163 |
| | | 6.5 | Melaksanakan langkah-langkah untuk meningkatkan efisiensi energi dan berkontribusi pada masa depan rendah karbon, dan melaporkan hasil berdasarkan protokol internasional yang diakui untuk mengukur emisi CO2 setara (GHG).<br>Implement measures to improve energy efficiency and contribute to a low-carbon future, and report results based on internationally recognized protocols for measuring equivalent CO2 emissions (GHG). | 141-142 |

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| 7 | Conservation of Biodiversity | 7.1 | Tidak mengeksplorasi atau mengembangkan tambang baru di situs Warisan Dunia, menghormati daerah yang dilindungi secara hukum, dan merancang dan mengoperasikan operasi baru atau perubahan pada operasi yang ada agar sesuai dengan nilai untuk mana daerah tersebut ditetapkan.<br>Not explore or develop new mines in World Heritage sites, respect legally protected areas, and design and operate new operations or changes to existing operations to match the value for which the area is designated. | 106-111 |
| | | 7.2 | Menilai dan mengatasi risiko dan dampak terhadap keanekaragaman hayati dan layanan ekosistem dengan menerapkan hierarki mitigasi, dengan ambisi untuk mencapai tanpa kehilangan bersih keanekaragaman hayati.<br>Assess and address risks and impacts to biodiversity and ecosystem services by applying the mitigation hierarchy, with the ambition to achieve no net loss of biodiversity. | 106-111 |
| 8 | Responsible Production | 8.1 | Dalam desain proyek, operasi, dan penonaktifan, menerapkan langkah-langkah yang hemat biaya untuk pemulihan, penggunaan kembali, atau daur ulang energi, sumber daya alam, dan material.<br>In project design, operation, and decommissioning, implement cost-effective measures for the recovery, reuse, or recycling of energy, natural resources, and materials. | 141-142 |
| | | 8.2 | Menilai bahaya produk pertambangan menurut Sistem Klasifikasi dan Labelisasi Bahaya Global yang disepakati PBB atau sistem peraturan yang relevan setara dan berkomunikasi melalui lembar data keselamatan dan label yang sesuai.<br>Assess the hazards of mining products according to the UN-approved Global Hazard Classification and Labeling System or equivalent relevant regulatory system and communicate through appropriate safety data sheets and labels. | 172-173 |

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| 9 | Social Performance | 9.1 | Melaksanakan pendekatan inklusif dengan komunitas lokal untuk mengidentifikasi prioritas pengembangan mereka dan mendukung kegiatan yang berkontribusi pada kesejahteraan sosial dan ekonomi mereka yang langgeng, dalam kemitraan dengan pemerintah, masyarakat sipil, dan lembaga pembangunan, sesuai yang diperlukan.<br>Implement an inclusive approach with local communities to identify their development priorities and support activities that contribute to their lasting social and economic well-being, in partnership with government, civil society, and development agencies, as required. | 218-221 |
| | | 9.2 | Memungkinkan akses oleh perusahaan lokal ke peluang pengadaan dan kontrak di seluruh siklus proyek, baik secara langsung maupun dengan mendorong kontraktor dan pemasok besar, dan juga dengan mendukung inisiatif untuk meningkatkan peluang ekonomi bagi komunitas lokal.<br>Enable access by local companies to procurement and contracting opportunities throughout the project cycle, both directly and by encouraging large contractors and suppliers, and also by supporting initiatives to increase economic opportunities for local communities. | 177-178 |
| | | 9.3 | Melakukan keterlibatan pemangku kepentingan berdasarkan analisis konteks lokal dan memberikan pemangku kepentingan lokal akses ke mekanisme yang sesuai dan efektif untuk mencari penyelesaian keluhan terkait perusahaan dan kegiatannya.<br>Conduct stakeholder engagement based on analysis of the local context and provide local stakeholders with access to appropriate and effective mechanisms to seek resolution of grievances related to the company and its activities. | 293-295 |
| | | 9.4 | Berkolaborasi dengan pemerintah, jika diperlukan, untuk mendukung perbaikan dalam praktik lingkungan dan sosial Pertambangan Skala Kecil dan Menengah (ASM) lokal.<br>Collaborate with the government, where appropriate, to support improvements in the environmental and social practices of local Small and Medium Scale Mining (ASM). | 218-221 |
| 10 | Stakeholder Engagement | 10.1 | Identifikasi dan libatkan pemangku kepentingan eksternal tingkat perusahaan yang menjadi kunci dalam isu-isu pembangunan berkelanjutan secara terbuka dan transparan.<br>Identify and engage with key company-level external stakeholders on sustainable development issues in an open and transparent manner. | 239-241 |
| | | 10.2 | Mendukung secara publik implementasi Inisiatif Transparansi Industri Ekstraktif (EITI) dan mengumpulkan informasi tentang semua pembayaran material, di tingkat pemerintah yang sesuai, berdasarkan negara dan proyek.<br>Publicly support the implementation of the Extractive Industries Transparency Initiative (EITI) and collect information on all material payments, at the appropriate government level, by country and project. | 255-256 |
| | | 10.3 | Melaporkan setiap tahun tentang kinerja ekonomi, sosial, dan lingkungan pada tingkat korporat menggunakan Standar Pelaporan Keberlanjutan GRI. Setiap tahun, melakukan<br>Publicly report annually on economic, social, and environmental performance at the corporate level using the GRI Sustainability Reporting Standards. | 6-7 |
| | | 10.4 | Setiap tahun, melakukan penjaminan independen terhadap kinerja keberlanjutan mengikuti panduan ICMM tentang menjamin dan memverifikasi persyaratan keanggotaan.<br>Annually, conduct an independent assurance of sustainability performance following ICMM guidelines on assuring and verifying membership requirements. | 298-302 |

# 2025

**Laporan Keberlanjutan**
Sustainability Report

Timah

# GREEN Commitment AMIDST COMPLEXITY

Komitmen hijau di tengah tantangan


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