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Nomor Surat	041/Dir/BB/IV/2026
Nama Perusahaan	PT Blue Bird Tbk
Kode Emiten	BIRD
Lampiran	2
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2025 dengan periode tahun buku dari 01 Januari 2025 sampai dengan 31 Desember 2025 dalam bahasa Indonesia dan Inggris

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

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 26 Mei 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://www.bluebirdgroup.com/about/laporan-tahunan?lang=id pada tanggal 30 April 2026

Apakah Perseroan tercatat di Bursa lain? (Tidak)

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

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

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	0
Emisi langsung dari pembakaran bergerak	323.938
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	0
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	323.938

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	10.388
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	10.388
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	0
Perjalanan dinas	0
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	0
Perjalanan Karyawan	0
Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan	
Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung	0
Pembelian Barang dan Jasa	0
Capital equipment/goods	0
Limbah yang dihasilkan dalam kegiatan operasional	0
Aset Sewaan hulu	0
Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan	
Investasi	0
Penggunaan produk yang dijual	0
Perawatan akhir masa pakai produk yang dijual	0
Waralaba hilir	0
Aset Sewaan Hilir	0
Pengolahan produk yang dijual	0

Kategori 6: Emisi GRK tidak langsung dari sumber lainnya	
Emisi atau pembuangan tidak langsung lainnya	0
Total Emisi Tidak Langsung (Scope 3)	0
Total Emisi GRK (Scope 1 and 2)	334.326
Total Emisi GRK (Scope 1, 2 and 3)	334.326
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	0

E-02	**Intensitas Emisi GRK**	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	0,059
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	0
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	11.633.132
		Total konsumsi energi (kWh or J)	11.633.132
E-04	**Konsumsi Air**	Total konsumsi air (m3)	0
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	0

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

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	50 %
	0 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2030

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Tidak

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

Penjelasan:

-

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	2.115	60,53 %	264	7,56 %
Mid-level	727	20,81 %	154	4,41 %
Senior-level	179	5,12 %	42	1,2 %
Executive-level	12	0,34 %	1	0,03 %
Total Pegawai	3.033	86,81 %	461	13,19 %

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

Rentang Usia (tahun)	Level Jabatan								Jumlah Pegawai
	Entry-level		Mid-level		Senior-level		Executive-level		
	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	
18-25	360	80	27	16	0	0	0	0	483
25-35	731	119	266	71	50	15	1	0	1.253
35-45	667	53	218	36	64	17	5	1	1.061
45-55	339	9	198	27	58	10	6	0	647
>55	18	3	18	4	7	0	0	0	50

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	203 Pegawai	6 %
Jumlah Pegawai Baru/pengganti	505 Pegawai	14 %

S-04 Jumlah Pegawai Sementara

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan	0 Pegawai	0 %

S-05 Pelatihan dan Pengembangan Pegawai

Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan	Jumlah pegawai yang ikut serta dalam program pelatihan	Persentase jumlah pegawai yang ikut serta dalam pelatihan (%)
15 jam/pegawai	3.220	92,1 %

S-06 Jumlah Kecelakaan Kerja

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

S-07 Jumlah Kejadian Pelanggaran Hak Asasi Manusia

Jumlah pelanggaran hak asasi manusia dalam tahun Pelaporan	0

Kebijakan Perusahaan terkait Pekerja	
S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?	Ya
Termuat dalam Kode Etik Perseroan yang dapat diakses di https://www.bluebirdgroup.com/about/lain-lain?lang=id	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Termuat dalam Kode Etik Perseroan yang dapat diakses di https://www.bluebirdgroup.com/about/lain-lain?lang=id	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Termuat dalam Kode Etik Perseroan yang dapat diakses di https://www.bluebirdgroup.com/about/lain-lain?lang=id	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
Termuat dalam Kode Etik Perseroan yang dapat diakses di https://www.bluebirdgroup.com/about/lain-lain?lang=id	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Perseroan melaksanakan aktivitas CSR kepada beberapa organisasi nirlaba terdaftar, seperti Rumah Harapan Indonesia serta Rumah Zakat dan Veteran Indonesia, sebagaimana tercantum dalam Laporan Keberlanjutan terlampir.	

C. Kinerja Tata Kelola (Governance Performance)

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

Tipe Manajemen Perusahaan	Jumlah	Laki-laki	Perempuan	Pihak Independen

Komisaris	0	6	3	4
Direksi	0	2	1	1

G-02 Total kehadiran direksi dan komisaris ke rapat dewan

	Jumlah rapat dewan (di tahun pelaporan)	Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan
Jumlah kehadiran direksi ke rapat dewan	30	97,78 %
Jumlah kehadiran komisaris ke rapat dewan	10	98,84 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Tidak
Perseroan tidak memiliki kebijakan mengenai pemisahan Chairman of the Board dan CEO.	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Termuat dalam Pedoman Direksi dan Pedoman Dewan Komisaris Perseroan yang dapat diakses di https: //www.bluebirdgroup.com/about/lain-lain?lang=id	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
Termuat dalam Pedoman Direksi dan Pedoman Dewan Komisaris Perseroan yang dapat diakses di https: //www.bluebirdgroup.com/about/lain-lain?lang=id	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Termuat dalam Pedoman Direksi dan Pedoman Dewan Komisaris Perseroan yang dapat diakses di https: //www.bluebirdgroup.com/about/lain-lain?lang=id	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Kode Etik Perseroan dapat diakses di https://www.bluebirdgroup.com/about/lain-lain?lang=id	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Tidak
Meski Perseroan belum memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham, namun Perseroan senantiasa mematuhi Peraturan OJK tentang Keterbukaan atas Informasi atau Fakta Material oleh Emiten atau Perusahaan Publik.	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Termuat dalam Pedoman Direksi Perseroan yang dapat diakses di https://www.bluebirdgroup. com/about/lain-lain?lang=id	

D. Lain-lain

Keselarasan Laporan Keberlanjutan/Tahunan dengan Metrik ESG

Kinerja	Kode	Nama Metrik	Halaman di Laporan Keberlanjutan/Tahunan
Lingkungan	E-01	Laporan Emisi Gas Rumah Kaca	215
	E-02	Intensitas Emisi Gas Rumah Kaca	215
	E-03	Konsumsi Energi Listrik	216
	E-04	Konsumsi Air	0
	E-05	Limbah yang Dihasilkan	217
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	213
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	214
Sosial	S-01	Kesetaraan Gender	232
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	233
	S-03	Tingkat Pergantian Pegawai	235
	S-04	Jumlah Pegawai Sementara	0
	S-05	Pelatihan dan Pengembangan Pegawai	236
	S-06	Jumlah Kecelakaan Kerja	242
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	240
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	240
	S-09	Kebijakan Mengenai Hak Asasi Manusia	239
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	240
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	241
	S-12	Pencegahan Konflik Kepentingan	220

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	44
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	146
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	0
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	150
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	142
	G-06	Kriteria Khusus Pemilihan Dewan	0
	G-07	Kode Etik dan/atau Anti-Korupsi	177
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	0
	G-09	Pencegahan Konflik Kepentingan	264

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

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

Assurance dan validasi pihak ketiga

[X] Tidak

Demikian untuk diketahui.

Hormat Kami,

PT Blue Bird Tbk

Jusuf Salman

Corporate Secretary

PT Blue Bird Tbk

Jl. Bojong Indah Raya No.6, Kelurahan Rawabuaya, Kecamatan Cengkareng,

Telepon : 021-54394000, Fax : 021-54394802, www.bluebirdgroup.com

Nama Pengirim	Jusuf Salman
Jabatan	Corporate Secretary
Tanggal dan Waktu	30-04-2026 20:03
Lampiran	1. Penyampaian ASR 2025_BBD_OJK_30 April 2026.pdf
	2. ASR Blue Bird 2025 final.pdf

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

Letter / Announcement No.	041/Dir/BB/IV/2026
Issuer Name	PT Blue Bird Tbk
Issuer Code	BIRD
Attachment	2
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2025 for the period of 01 Januari 2025 to 31 Desember 2025 in Indonesia dan Inggris

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

The Company made invitations to the Annual General Meeting of Shareholders on 26 Mei 2026

The information referred above has been published on the Company's website https://www.bluebirdgroup.com/about/laporan-tahunan?lang=id at 30 April 2026

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

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

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

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	0
Direct emissions from mobile combustion	323.938
Direct emissions from processes	0
Direct fugitive emissions	0
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	323.938
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	10.388
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	10.388
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	0
Business travels	0
Transportation of clients and visitors	0
Downstream transportation and distribution	0
Employee commuting	0
Category 4: Indirect GHG emissions from products used by Organization	
Energy related activities not included in direct emissions and energy indirect emissions	0
Purchased goods and services	0
Capital equipment/goods	0
Waste generated in operations	0
Upstream leased assets	0
Category 5: Indirect GHG Emissions associated with the use of products from the Organization	
Investments	0
Use of sold products	0
End of life treatment of sold products	0
Downstream franchises	0
Downstream leased assets	0
Processing of sold products	0
Category 6: Indirect GHG emissions from other sources	

Other indirect emissions or removals	0
Total GHG Emissions (Scope 1 and 2)	0
Total GHG Emissions (Scope 1 and 2)	334.326
Total GHG Emissions (Scope 1, 2 and 3)	334.326
Offsets/Credits	0
REC Purchases (kWh)	0

E-02	**GHG Emissions Intensity**	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	0,059
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	0
		Total amount of energy indirectly consumed (kWh or J)	11.633.132
		Total energy consumption (kWh or J)	11.633.132
E-04	**Water Consumption**	Total water consumed (m3)	0
E-05	**Waste Generation**	Total waste generated (ton)	0

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

E-07 Company Commitment to GHG Emission Reduction Target	
Does the Company commit to reducing GHG emission?	Ya
What is the Company’s GHG emission reduction target?	50 %
	0 (tCO2e)
Targeted year in achieving GHG reduction target?	2030

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

No

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

-

B. Kinerja Sosial (Social Performance)

S-01 Gender Diversity

Job positions	Men		Women	
	Number of employees	Percentage of employees	Number of employees	Percentage of employees
Entry-level	2.115	60,53 %	264	7,56 %
Mid-level	727	20,81 %	154	4,41 %
Senior-level	179	5,12 %	42	1,2 %
Executive-level	12	0,34 %	1	0,03 %
Total Pegawai	3.033	86,81 %	461	13,19 %

S-02 Employees Level by Gender and Age Group

Age group (years)	Job levels								Number of employees
	Entry-level		Mid-level		Senior-level		Executive-level		
	Men	Women	Men	Women	Men	Women	Men	Women	
18-25	360	80	27	16	0	0	0	0	483
25-35	731	119	266	71	50	15	1	0	1.253
35-45	667	53	218	27	64	17	5	1	1.061
45-55	339	9	198	27	58	10	6	0	647
>55	18	3	18	4	7	0	0	0	50

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	203 Employees	6 %
Number of newly appointed Employees	505 Employees	14 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	0 Employees	0 %

S-05 Employee Training and Development

Average training hour per employee (in reporting year)	Total employee attending company training program	Percentage of employee attending company training program (%)
15 hours/employee	3.220	92,1 %

S-06 Injury Rate

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

S-07 Incidents Regarding Human Rights Abuse

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

Company Policy Regarding Employees	
S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?	Yes
Contained in the Company's Codes of Ethic, which is available at https://www.bluebirdgroup.com/about/others?lang=en	
S-09 Does the company has a policy regarding human rights?	Yes
Contained in the Company's Codes of Ethic, which is available at https://www.bluebirdgroup.com/about/others?lang=en	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
Contained in the Company's Codes of Ethic, which is available at https://www.bluebirdgroup.com/about/others?lang=en	
S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	Yes
Contained in the Company's Codes of Ethic, which is available at https://www.bluebirdgroup.com/about/others?lang=en	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
The Company carries out CSR activities with several registered nonprofit organizations, such as Rumah Harapan Indonesia and Rumah Zakat and Veteran Indonesia, as detailed in the attached Sustainability Report.	

C. Governance Performance

G-01 Board Diversity and Independence

Type of Company Board	Number of seats on Company	Seats Occupied by Men	Seats Occupied by Women	Seats Occupied by Independent Party
Commissioners	0	6	3	4
Directors	0	2	1	1

G-02 Board Meeting Attendance

	Number of board meetings (in reporting year)	Percentage of board meeting attendances (in reporting year)
Director Attendance to Board Meetings	30	97,78 %
Comissioner Attendance to Board Meetings	10	98,84 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	No
The Company does not have a policy regarding the separation of the roles of Chairman of the Board and CEO .	
G-04 Does the company has a policy regarding board appraisal?	Yes
Contained in the Company's Board of Directors Guidelines and Board of Commissioners Guidelines, which is available at https://www.bluebirdgroup.com/about/others?lang=en	
G-05 Does the company has a policy regarding board training and development?	Yes
Contained in the Company's Board of Directors Guidelines and Board of Commissioners Guidelines, which is available at https://www.bluebirdgroup.com/about/others?lang=en	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
Contained in the Company's Board of Directors Guidelines and Board of Commissioners Guidelines, which is available at https://www.bluebirdgroup.com/about/others?lang=en	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The Company's Codes of Ethic is available at https://www.bluebirdgroup.com/about/lain-lain?lang=id	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	No
Although the Company does not yet have a policy regarding the fair treatment of shareholders, it consistently complies with the OJK Regulation on Disclosure of Material Information or Facts by Issuers or Public Companies.	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
Contained in the Company's Board of Directors Guidelines, which is available at https://www.bluebirdgroup.com/about/others?lang=en	

D. Other

Alignment of Sustainability/Annual Reports with ESG Metrics

Kinerja	Kode	Metric Name	Pages in the Sustainability/Annual Report
Environment	E-01	Greenhouse Gas Emission Report	215
	E-02	Greenhouse Gas Emission Intensity	215
	E-03	Electricity Consumption	216
	E-04	Water Consumption	0
	E-05	Waste Generated	217
	E-06	Company Commitment to Achieving Net Zero Emission Target	213
	E-07	Company Commitment to Reduce Emission	214
Social	S-01	Gender Equality	232
	S-02	Employees by Gender and Age Group	233
	S-03	Employee Turnover Rate	235
	S-04	Number of Temporary Officers	0
	S-05	Employee Training and Development	236
	S-06	Number of Work Accidents	242
	S-07	Human Rights Violation Incidents	240
	S-08	Sexual Harassment and/or Non-Discrimination Policy	240
	S-09	Policy on Human Rights	239
	S-10	Child Labor and/or Forced Labor Policy	240
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	241
	S-12	Corporate Social Responsibility	220

Governance	G-01	Management Diversity and Independence	44
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	146
	G-03	Chairman of the Board and CEO Separation Policy	0
	G-04	Board of Directors and Commissioners Assessment Policy	150
	G-05	Board of Directors and Commissioners Training Policy	142
	G-06	Special Criteria for Election of the Board	0
	G-07	Code of Ethics and/or Anti-Corruption	177
	G-08	Fair Treatment Policy for Shareholders	0
	G-09	Conflict of Interest Prevention Policy	264

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

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

null

Third-party assurance and/or validation

- [X] No

Thus to be informed accordingly.

Respectfully,

PT Blue Bird Tbk

Jusuf Salman

Corporate Secretary

PT Blue Bird Tbk

Jl. Bojong Indah Raya No.6, Kelurahan Rawabuaya, Kecamatan Cengkareng,

Phone : 021-54394000, Fax : 021-54394802, www.bluebirdgroup.com

Sender Name	Jusuf Salman
Function	Corporate Secretary
Date and Time	30-04-2026 20:03
Attachment	1. Penyampaian ASR 2025_BBD_OJK_30 April 2026.pdf
	2. ASR Blue Bird 2025 final.pdf

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