Go To English Page

Nomor Surat	019/BP/M-Corps/IV/2026
Nama Perusahaan	Barito Pacific Tbk
Kode Emiten	BRPT
Lampiran	3
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? (Tidak)

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://barito-pacific.com/investors/reports 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?	Ya
Batasan Organisasi	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Ya
Mohon Jelaskan: Seluruh anak perusahaan PT Barito Pacific Tbk diikutsertakan	

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	1.560.197,03
Emisi langsung dari pembakaran bergerak	1,204
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	140.025
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	1.562.801,73

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	777.587,74
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	777,58774
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	118,395
Perjalanan dinas	274
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	95,859
Perjalanan Karyawan	436
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	173,021
Pembelian Barang dan Jasa	1,512
Capital equipment/goods	3,726
Limbah yang dihasilkan dalam kegiatan operasional	8,945
Aset Sewaan hulu	0
Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan	
Investasi	117
Penggunaan produk yang dijual	0
Perawatan akhir masa pakai produk yang dijual	1,002
Waralaba hilir	0
Aset Sewaan Hilir	0
Pengolahan produk yang dijual	1,563

Kategori 6: Emisi GRK tidak langsung dari sumber lainnya	
Emisi atau pembuangan tidak langsung lainnya	0
Total Emisi Tidak Langsung (Scope 3)	1.913.518
Total Emisi GRK (Scope 1 and 2)	2.340.389,47
Total Emisi GRK (Scope 1, 2 and 3)	4.253.907,47
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	0

E-02	**Intensitas Emisi GRK**	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	0
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	827.120.169.200.000
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	827.120.169.200.000
E-04	**Konsumsi Air**	Total konsumsi air (m3)	18.537.820
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	16,717

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Ya
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	2060
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
Informasi mengenai langkah-langkah penurunan emisi dan data perbandingan emisi tahun berjalan dengan tahun sebelumnya dapat ditemukan dalam Laporan Keberlanjutan Barito Pacific 2025 halaman 65-67, yang dapat diakses melalui https://barito-pacific.com/investors/sustainability-report.	

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

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Tidak

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

Penjelasan:

Informasi mengenai langkah-langkah penurunan emisi dan data perbandingan emisi tahun berjalan dengan tahun sebelumnya dapat ditemukan dalam Laporan Keberlanjutan Barito Pacific 2025 halaman 65-67, yang dapat diakses melalui https://barito-pacific.com/investors/sustainability-report.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	2.217	81 %	478	78 %
Mid-level	341	13 %	103	17 %
Senior-level	134	5 %	27	4 %
Executive-level	33	1 %	5	1 %
Total Pegawai	2.725	100 %	613	100 %

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	240	73	1	0	0	0	0	0	314
25-35	707	245	50	24	2	2	0	0	1.030
35-45	535	76	108	37	28	10	5	1	800
45-55	656	76	144	34	76	12	13	4	1.015
>55	80	8	37	8	28	3	15	0	179

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	133 Pegawai	393 %
Jumlah Pegawai Baru/pengganti	385 Pegawai	1.139 %

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	667 Pegawai	1.973 %

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 (%)
42,33 jam/pegawai	420	59,15 %

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
Kebijakan tersebut tertuang dalam Human Rights Policy PT Barito Pacific Tbk yang dapat diakses pada https://barito-pacific.com/esg/policies	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Kebijakan tersebut tertuang dalam Human Rights Policy PT Barito Pacific Tbk yang dapat diakses pada https://barito-pacific.com/esg/policies	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Kebijakan tersebut tertuang dalam Human Rights Policy PT Barito Pacific Tbk yang dapat diakses pada https://barito-pacific.com/esg/policies	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Tidak
Meskipun perseroan belum memiliki kebijakan K3, masing-masing anak usaha telah menetapkan dan menerapkan kebijakan K3 yang disesuaikan dengan karakteristik serta kebutuhan operasionalnya	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Aktivitas CSR PT Barito Pacific Tbk dilaksanakan oleh Yayasan Bakti Barito dengan fokus kegiatan mencakup empat pilar utama, yaitu lingkungan, ekonomi, masyarakat, dan pendidikan. Informasi mengenai program CSR dapat ditemukan dalam Laporan Keberlanjutan Barito Pacific 2025 halaman 118-135 yang dapat diakses melalui https://barito-pacific.com/investors/sustainability-report, dan lebih rinci dalam Laporan Tahunan Yayasan Bakti Barito yang tersedia di https://baktibarito.com/newsroom/publication.	

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	3	1	2
Direksi	0	3	1	0

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	6	100 %
Jumlah kehadiran komisaris ke rapat dewan	6	100 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya
Perusahaan memiliki pedoman Guidelines of The Board of Commissioners dan Guidelines of The Board of Directors yang dapat diakses di: https://barito-pacific.com/esg/policies	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Tidak
Saat ini, Perseroan belum memiliki kebijakan formal terkait penilaian kinerja Dewan Komisaris dan Direksi. Namun demikian, setiap tahun Dewan Komisaris melakukan penilaian kinerja secara mandiri (self-assessment) berdasarkan serangkaian kriteria yang telah disepakati. Kinerja Direksi dinilai secara langsung oleh Dewan Komisaris berdasarkan kriteria-kriteria yang telah disepakati bersama.	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Tidak
Saat ini, Perseroan belum memiliki kebijakan formal terkait pelatihan bagi anggota Dewan Komisaris dan Direksi. Namun demikian, komitmen terhadap pengembangan kompetensi anggota Dewan Komisaris dan Direksi tetap diupayakan melalui berbagai inisiatif internal.	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Perusahaan memiliki pedoman Guidelines of The Board of Commissioners dan Guidelines of The Board of Directors yang dapat diakses di: https://barito-pacific.com/esg/policies	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Perusahaan memiliki kebijakan Code of Conduct yang dapat diakses di: https://barito-pacific.com/esg/policies	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Perusahaan memiliki kebijakan Insider Trading Policy yang dapat diakses di: https://barito-pacific.com/esg/policies	

G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Perusahaan memiliki pedoman Guidelines of The Board of Commissioners dan Guidelines of The Board of Directors yang dapat diakses di: https://barito-pacific.com/esg/policies	

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	169
	E-02	Intensitas Emisi Gas Rumah Kaca	169
	E-03	Konsumsi Energi Listrik	169
	E-04	Konsumsi Air	73
	E-05	Limbah yang Dihasilkan	77
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	60
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	63
Sosial	S-01	Kesetaraan Gender	167
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	167
	S-03	Tingkat Pergantian Pegawai	167
	S-04	Jumlah Pegawai Sementara	168
	S-05	Pelatihan dan Pengembangan Pegawai	98
	S-06	Jumlah Kecelakaan Kerja	168
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	160
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	90
	S-09	Kebijakan Mengenai Hak Asasi Manusia	90
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	101
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	105
	S-12	Pencegahan Konflik Kepentingan	116

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	52
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	162
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	152
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	152
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	153
	G-06	Kriteria Khusus Pemilihan Dewan	152
	G-07	Kode Etik dan/atau Anti-Korupsi	160
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	160
	G-09	Pencegahan Konflik Kepentingan	152

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,

Barito Pacific Tbk

Rachman Budiman Witarlan

Approver

Barito Pacific Tbk

Wisma Barito Pacific Twr. B, LT. 9, JL. Letjen S. Parman Kav.62-63

Telepon : (021) 530 6711

Nama Pengirim	Rachman Budiman Witarlan
Jabatan	Approver
Tanggal dan Waktu	30-04-2026 17:38
Lampiran	1. BRPT Surat Pengantar AR dan SR 2025.pdf
	2. BRPT - AR 2025.pdf
	3. BRPT - SR 2025.pdf

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

Letter / Announcement No.	019/BP/M-Corps/IV/2026
Issuer Name	Barito Pacific Tbk
Issuer Code	BRPT
Attachment	3
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? (No)

The information referred above has been published on the Company's website https://barito-pacific.com/investors/reports 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?	Yes
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	Yes
Please Explain: Seluruh anak perusahaan PT Barito Pacific Tbk diikutsertakan	

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	1.560.197,03
Direct emissions from mobile combustion	1,204
Direct emissions from processes	0
Direct fugitive emissions	140.025
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	1.562.801,73
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	777.587,74
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	777,58774
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	118,395
Business travels	274
Transportation of clients and visitors	0
Downstream transportation and distribution	95,859
Employee commuting	436
Category 4: Indirect GHG emissions from products used by Organization	
Energy related activities not included in direct emissions and energy indirect emissions	173,021
Purchased goods and services	1,512
Capital equipment/goods	3,726
Waste generated in operations	8,945
Upstream leased assets	0
Category 5: Indirect GHG Emissions associated with the use of products from the Organization	
Investments	117
Use of sold products	0
End of life treatment of sold products	1,002
Downstream franchises	0
Downstream leased assets	0
Processing of sold products	1,563
Category 6: Indirect GHG emissions from other sources	

Other indirect emissions or removals	0
Total GHG Emissions (Scope 1 and 2)	1.913.518
Total GHG Emissions (Scope 1 and 2)	2.340.389,47
Total GHG Emissions (Scope 1, 2 and 3)	4.253.907,47
Offsets/Credits	0
REC Purchases (kWh)	0

E-02	**GHG Emissions Intensity**	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	0
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	827.120.169.200.000
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	827.120.169.200.000
E-04	**Water Consumption**	Total water consumed (m3)	18.537.820
E-05	**Waste Generation**	Total waste generated (ton)	16,717

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	Yes
What year is the Company's net zero emission published target?	2060
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
https://barito-pacific.com/investors/sustainability-report.	

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

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

information regarding emission reduction measures and comparative emission data between the current year and the previous year can be the found in the barito pacific 2025 sustainability report pages 65-67

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	2.217	81 %	478	78 %
Mid-level	341	13 %	103	17 %
Senior-level	134	5 %	27	4 %
Executive-level	33	1 %	5	1 %
Total Pegawai	2.725	100 %	613	100 %

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	240	73	1	0	0	0	0	0	314
25-35	707	245	50	24	2	2	0	0	1.030
35-45	535	76	108	34	28	10	5	1	800
45-55	656	76	144	34	76	12	13	4	1.015
>55	80	8	37	8	28	3	15	0	179

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	133 Employees	393 %
Number of newly appointed Employees	385 Employees	1.139 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	667 Employees	1.973 %

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 (%)
42,33 hours/employee	420	59,15 %

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
The Policy is outlined in the Human Rights Policy of PT Barito Pacific Tbk, which can be accessed at: https: //barito-pacific.com/esg/policies	
S-09 Does the company has a policy regarding human rights?	Yes
The Policy is outlined in the Human Rights Policy of PT Barito Pacific Tbk, which can be accessed at: https: //barito-pacific.com/esg/policies	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
The Policy is outlined in the Human Rights Policy of PT Barito Pacific Tbk, which can be accessed at: https: //barito-pacific.com/esg/policies	
S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	No
although the company does not yet have an occupational health and safety (OHS) Policy, each of its subsidiaries has established and implemented OHS policies tailored to their respective operational characteristics and needs.	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
CSR activities of PT Barito Pacific Tbk are carried out by Yayasan Bakti Barito, Focusing on four main pillars: Environtment, Economy, Community and Education. Information regarding CSR Program can be found in the BRPT 2025 Sustainability Report pg 118-135	

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	3	1	2
Directors	0	3	1	0

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	6	100 %
Comissioner Attendance to Board Meetings	6	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
The Company has guidlines of the Board of commisioners and guidelines of the Board of Directors which can be accessed at https://barito-pacific.com/esg/policies	
G-04 Does the company has a policy regarding board appraisal?	No
Currently, the Company does not yet have a formal policy regarding the performance evaluation of the Board of Commissioners and the Board of Directors. However, each year the Board of Commissioners conducts a self-assessment based on a set of agreed criteria. The performance of the Board of Directors is evaluated directly by the Board of Commissioners based on mutually agreed criteria.	
G-05 Does the company has a policy regarding board training and development?	No
Currently, the Company does not yet have a formal policy regarding training for members of the Board of Commissioners and the Board of Directors. However, the commitment to developing the competencies of the members of the Board of Commissioners and the Board of Directors is continuously pursued through various internal initiatives.	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The Company has Guidelines of the Board of Commissioners and Guidelines of the Board of Directors, which can be accessed at: https://barito-pacific.com/esg/policies	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The Company has Guidelines of the Code of Conduct, which can be accessed at: https://barito-pacific.com/esg/policies	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
The Company has Guidelines of the Insider Trading Policy, which can be accessed at: https://barito-pacific.com/esg/policies	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
The Company has Guidelines of the Board of Commissioners and Guidelines of the Board of Directors, which can be accessed at: https://barito-pacific.com/esg/policies	

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	169
	E-02	Greenhouse Gas Emission Intensity	169
	E-03	Electricity Consumption	169
	E-04	Water Consumption	73
	E-05	Waste Generated	77
	E-06	Company Commitment to Achieving Net Zero Emission Target	60
	E-07	Company Commitment to Reduce Emission	63
Social	S-01	Gender Equality	167
	S-02	Employees by Gender and Age Group	167
	S-03	Employee Turnover Rate	167
	S-04	Number of Temporary Officers	168
	S-05	Employee Training and Development	98
	S-06	Number of Work Accidents	168
	S-07	Human Rights Violation Incidents	160
	S-08	Sexual Harassment and/or Non-Discrimination Policy	90
	S-09	Policy on Human Rights	90
	S-10	Child Labor and/or Forced Labor Policy	101
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	105
	S-12	Corporate Social Responsibility	116

Governance	G-01	Management Diversity and Independence	52
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	162
	G-03	Chairman of the Board and CEO Separation Policy	152
	G-04	Board of Directors and Commissioners Assessment Policy	152
	G-05	Board of Directors and Commissioners Training Policy	153
	G-06	Special Criteria for Election of the Board	152
	G-07	Code of Ethics and/or Anti-Corruption	160
	G-08	Fair Treatment Policy for Shareholders	160
	G-09	Conflict of Interest Prevention Policy	152

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,

Barito Pacific Tbk

Rachman Budiman Witarlan

Approver

Barito Pacific Tbk

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	2. BRPT - AR 2025.pdf
	3. BRPT - SR 2025.pdf

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