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Nomor Surat	001/DIR-ANHI/IV/2026
Nama Perusahaan	PT Abadi Nusantara Hijau Investama Tbk
Kode Emiten	PACK
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? (Tidak)

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link 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?	Tidak

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	0
Emisi langsung dari pembakaran bergerak	0
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)	0

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	92,74
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	92,74
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)	92,74
Total Emisi GRK (Scope 1, 2 and 3)	92,74
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	0,48
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	211,476
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	211,476
E-04	**Konsumsi Air**	Total konsumsi air (m3)	7.000
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?	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:

-

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	0	0 %	1	25 %
Mid-level	0	0 %	1	25 %
Senior-level	2	50 %	0	0 %
Executive-level	0	0 %	0	0 %
Total Pegawai	2	50 %	2	50 %

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	0	1	0	1	0	0	0	0	2
25-35	0	0	0	0	2	0	0	0	2
35-45	0	0	0	0	0	0	0	0	0
45-55	0	0	0	0	0	0	0	0	0
>55	0	0	0	0	0	0	0	0	0

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	0 Pegawai	0 %
Jumlah Pegawai Baru/pengganti	0 Pegawai	0 %

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 (%)
0 jam/pegawai	0	0 %

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
Perseroan menerapkan prinsip zero tolerance terhadap segala bentuk diskriminasi berdasarkan suku, agama, ras, gender, maupun aspek non-profesional lainnya.	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Sejalan dengan nilai Integrity dan kebijakan Hak Asasi Manusia, ppada tahun 2025, kami memastikan bahwa penetapan gaji dilakukan secara adil tanpa membedakan jenis kelamin, ras, maupun latar belakang non-profesioonal lainnya.	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Sebagai bagian dari Integrity, Perseroan juga menegaskan komitmennya pada tahun 2025 untuk tidak mempekerjakan tenaga kerja anak serta menolak segala bentuk praktik kerja paksa dalam seluruh aktivitas operasional maupun di sepanjang rantai pasok mineral kami.	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
Sebagai perusahaan holding yang memiliki eksposur pada sektor pertambangan dan perdagangan mineral kritis, Perseroan menyadari pentingnya memastikan bahwa praktik pengelolaan usaha dilakukan secara bertanggung jawab dengan memperhatikan aspek keselamatan kerja, kesehatan karyawan, serta pengelolaan lingkungan yang baik. Sepanjang tahun 2025, komitmen ini diwujudkan melalui kepatuhan terhadap peraturan perundangundangan yang berlaku serta penerapan prinsip kehatihatian dalam setiap aktivitas operasional. Dalam mendukung terciptanya lingkungan kerja yang aman dan sehat pada tahun 2025, setiap insan Perseroan memiliki tanggung jawab untuk menerapkan praktik kerja yang aman, menjaga kesehatan di lingkungan kerja, serta berkontribusi dalam menciptakan budaya kerja yang peduli terhadap keselamatan dan kesejahteraan bersama. Perseroan juga mendorong partisipasi aktif karyawan dalam membangun budaya keselamatan serta meningkatkan kesadaran terhadap pentingnya kesehatan dan keselamatan kerja.	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Tidak

Pada periode pelaporan tahun 2025, Perseroan berada dalam fase transisi menuju penerapan pendekatan TJSL yang lebih terstruktur dan terintegrasi. Sejalan dengan arah pengembangan bisnis, Perseroan secara bertahap menyelaraskan inisiatif sosial dan lingkungan dengan karakteristik industri nikel serta kebutuhan pembangunan masyarakat di sekitar wilayah operasional.

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	2	0	1
Direksi	0	2	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	10	100 %
Jumlah kehadiran komisaris ke rapat dewan	10	87,5 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya

Direksi merupakan organ Perseroan yang bertanggung jawab penuh atas pengurusan dan pengelolaan Perseroan untuk kepentingan dan tujuan Perseroan, serta mewakili Perseroan baik di dalam maupun di luar pengadilan sesuai dengan ketentuan Anggaran Dasar dan peraturan perundangundangan yang berlaku.

Dalam menjalankan tugasnya, masing-masing anggota Direksi memiliki pembagian tugas dan wewenang yang jelas sesuai dengan bidangnya. Namun demikian, seluruh anggota Direksi tetap bertanggung jawab secara kolektif atas pengelolaan Perseroan. Kedudukan setiap anggota Direksi, termasuk Direktur Utama, adalah setara. Direktur Utama memiliki peran dalam mengoordinasikan seluruh kegiatan Direksi guna memastikan efektivitas pengambilan keputusan serta keselarasan dalam pelaksanaan strategi dan operasional Perseroan.

G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya

PENILAIAN KINERJA DEWAN KOMISARIS, DIREKSI, DAN KOMITE
P E N D U K U N G

Kebijakan penilaian Dewan Komisaris didasarkan pada efektivitas pengawasan dan kontribusi strategis melalui mekanisme penilaian mandiri tahunan guna memastikan akuntabilitas serta perbaikan tata kelola secara berkelanjutan. Kebijakan penilaian Direksi berfokus pada pencapaian target kinerja utama, efisiensi operasional, dan kepatuhan tata kelola, yang dievaluasi secara berkala untuk mendukung pertumbuhan jangka panjang Perseroan.

Untuk mengoptimalkan fungsi pengawasan, Dewan Komisaris didukung oleh Komite Audit serta Komite Nominasi dan Remunerasi dalam memberikan kajian dan rekomendasi strategis. Dewan Komisaris mengevaluasi kinerja komite tersebut secara berkala, minimal satu kali setahun, melalui mekanisme self-assessment. Kriteria penilaian mencakup tingkat kehadiran, integritas, kolaborasi, pemahaman visi-misi,

serta kualitas rekomendasi. Sepanjang tahun pelaporan, komite penunjang menunjukkan kinerja positif dalam mendukung efektivitas pengambilan keputusan Dewan Komisaris.

Sementara itu, Direksi didukung oleh berbagai komite internal dan satuan kerja operasional guna memastikan implementasi kebijakan berjalan optimal di seluruh lini Perseroan. Sebagai bagian dari penguatan tata kelola, Perseroan secara bertahap mengembangkan kerangka dan metodologi penilaian kinerja bagi komite di bawah Direksi. Penyusunan prosedur ini dilakukan dengan mengacu pada praktik terbaik industri serta keselarasan dengan strategi jangka panjang Perseroan.

G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya

Perseroan berkomitmen meningkatkan kompetensi Dewan Komisaris dan Direksi guna mendukung efektivitas fungsi masing-masing. Untuk Dewan Komisaris, agenda strategis telah disusun agar pengembangan kompetensi secara terstruktur dapat diimplementasikan pada 2026, guna menjaga relevansi pengawasan terhadap dinamika regulasi dan industri terkini.

Sementara itu, Direksi mengikuti program pengembangan berkelanjutan sesuai Pedoman Kerja Direksi. Melalui self-learning, pendidikan eksekutif, pelatihan profesional, serta berbagai seminar, Direksi senantiasa memperbarui wawasan di bidang strategi bisnis, tata kelola, manajemen risiko, dan keberlanjutan. Seluruh inisiatif ini memastikan jajaran kepemimpinan memiliki kapasitas memadai untuk menghadapi tantangan industri serta menjalankan tata kelola perusahaan yang baik secara konsisten dan optimal.

G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya

Prosedur Nominasi
Proses nominasi dan pengangkatan anggota Dewan Komisaris dan Direksi di Perseroan dilaksanakan secara sistematis melalui tahapan sebagai berikut:
a. Identifikasi
Menentukan kualifikasi dan kompetensi yang dibutuhkan sesuai dengan arah strategis Perseroan.
b. Pencarian dan Seleksi
Menjaring kandidat dari sumber internal maupun eksternal.
c, Evaluasi
Melakukan penilaian komprehensif terhadap integritas, kompetensi, dan kemampuan kepemimpinan kandidat.
d. Rekomendasi dan Persetujuan
Komite memberikan rekomendasi kepada Dewan Komisaris untuk selanjutnya diajukan dalam RUPS guna memperoleh persetujuan pemegang saham.

G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya

Kode Etik
Perseroan menerapkan Kode Etik sebagai pedoman perilaku bagi seluruh insan Perseroan, anak perusahaan, afiliasi, pemegang saham, serta mitra kerja. Standar etika mencakup:
1. Etika Usaha
2. Etika Kerja

Pokok-Pokok Kode Etik
Kode Etik Perseroan mengatur ketentuan berikut:
1. Ketentuan Dasar
2. Penerimaan Hadiah, Gratifikasi, dan Hiburan-Hiburan
3. Pencegahan Kecurangan dan Korupsi
4. Menjaga Akurasi Pencatatan Keuangan
5. Pencegahan Konflik Kepentingan
6. Menjaga Informasi Rahasia
7. Pelaporan Perilaku Tidak Etis atau Melanggar Hukum
8. Konsekuensi Pelanggaran Kode Etik

Pedoman Anti Penyuapan dan Gratifikasi Perseroan
Guna menjaga integritas dan profesionalisme, Perseroan menetapkan standar etika yang mengikat bagi seluruh insan Perseroan, Dewan Komisaris, Direksi serta pihak terkait yang bertindak atas nama Grup Perseroan. Ketentuan tersebut mencakup:
1.Larangan Penyuapan & Gratifikasi
2. Kebijakan Hadiah & Hospitalitas
3. Kepatuhan Hukum
4. Tanggung Jawab Pelaporan

Selain kebijakan umum mengenai anti-suap dan gratifikasi, seluruh insan Perseroan, jajaran Direksi, serta Dewan Komisaris, wajib mematuhi ketentuan spesifik sebagai berikut:
1. Penyediaan Hadiah dan Fasilitas
2. Penerimaan Hadiah dan Etika Bisnis

Penanganan Pengaduan
Perseroan menerapkan langkah-langkah sistematis dalam menangani setiap aduan yang masuk:
1. Pencatatan
2. Evaluasi
3. Rekomendasi
4. Investigasi & Pelaporan
5. Keputusan Akhir

G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya

Pencegahan Perdagangan Orang Dalam Perseroan memiliki kebijakan internal terkait perdagangan efek berbentuk saham atau instrumen keuangan yang berlaku bagi Direksi, Komisaris, karyawan, pemegang saham utama, dan pihak terkait lainnya. Kebijakan ini bertujuan mencegah terjadinya perdagangan atau pengungkapan informasi material yang belum dipublikasikan, sesuai prinsip GCG dan peraturan regulator terkait
.
Pengawasan Ketaatan
Pengawasan terhadap perdagangan efek dilakukan oleh Sekretaris Perusahaan. Perubahan kepemilikan saham Direksi dan Dewan Komisaris dilaporkan kepada otoritas pasar modal sesuai ketentuan yang berlaku.

Pelanggaran Transaksi Orang Dalam
Sepanjang tahun 2025, tidak terdapat pelanggaran transaksi orang dalam. Perseroan secara konsisten melakukan sosialisasi terkait larangan perdagangan efek selama periode tertutup bagi orang dalam.

G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya

Kebijakan Kepemilikan Saham Dewan Komisaris & Direksi
Sesuai dengan POJK No. 4 Tahun 2024 tentang Laporan Kepemilikan atau Setiap Perubahan Kepemilikan Saham Perusahaan Terbuka dan Laporan Aktivitas Menjaminkan Saham Perusahaan Terbuka, seluruh anggota Dewan Komisaris dan Direksi wajib melaporkan setiap kepemilikan atau perubahan kepemilikan saham Perseroan, baik yang dimiliki secara langsung maupun tidak langsung.
Laporan kepemilikan atau perubahan kepemilikan tersebut wajib disampaikan kepada Otoritas Jasa Keuangan (OJK) sesegera mungkin, selambat-lambatnya 5 (lima) hari kerja sejak terjadinya kepemilikan atau perubahan kepemilikan saham dimaksud. Kepatuhan terhadap regulasi terbaru ini merupakan perwujudan komitmen manajemen Perseroan dalam menjunjung tinggi prinsip transparansi, integritas, dan akuntabilitas sebagai pengelola perusahaan terbuka.

Sampai dengan penutupan tahun buku 2025, tidak terdapat kepemilikan saham Perseroan, baik secara langsung maupun tidak langsung, oleh seluruh anggota Dewan Komisaris dan Direksi. Sehubungan dengan nihilnya kepemilikan tersebut, Perseroan tidak menerima laporan terkait perolehan saham baru maupun perubahan atas posisi kepemilikan saham dari para anggota Dewan Komisaris dan Direksi.

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	194,216
	E-02	Intensitas Emisi Gas Rumah Kaca	216
	E-03	Konsumsi Energi Listrik	216
	E-04	Konsumsi Air	219
	E-05	Limbah yang Dihasilkan	-
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	-
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	215,216
Sosial	S-01	Kesetaraan Gender	142,206
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	60
	S-03	Tingkat Pergantian Pegawai	-
	S-04	Jumlah Pegawai Sementara	60
	S-05	Pelatihan dan Pengembangan Pegawai	-
	S-06	Jumlah Kecelakaan Kerja	209
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	173
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	206
	S-09	Kebijakan Mengenai Hak Asasi Manusia	207
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	206
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	208
	S-12	Pencegahan Konflik Kepentingan	-

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	142,130
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	13,139
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	136
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	134,140
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	135,140
	G-06	Kriteria Khusus Pemilihan Dewan	155
	G-07	Kode Etik dan/atau Anti-Korupsi	169,170,173,174,175
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	-
	G-09	Pencegahan Konflik Kepentingan	176

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

☐ Ya ☒ Tidak

Assurance dan validasi pihak ketiga

☒ Tidak

Demikian untuk diketahui.

Hormat Kami,

PT Abadi Nusantara Hijau Investama Tbk

Frans Raida

Direktur

PT Abadi Nusantara Hijau Investama Tbk

Noble House Lantai 31, Kawasan Mega Kuningan Nomor 1-2, Jalan Doktor Ide Anak

Telepon : 021-29783061, Fax : , www.anhinvt.com

Nama Pengirim	Frans Raida
Jabatan	Direktur
Tanggal dan Waktu	30-04-2026 18:19
Lampiran	1. Cover letter.pdf
	2. ANHI 2025 Annual Integrated Report.pdf

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

Letter / Announcement No.	001/DIR-ANHI/IV/2026
Issuer Name	PT Abadi Nusantara Hijau Investama Tbk
Issuer Code	PACK
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? (No)

The information referred above has been published on the Company's website 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?	No

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	0
Direct emissions from mobile combustion	0
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)	0
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	92,74
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	92,74
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)	92,74
Total GHG Emissions (Scope 1, 2 and 3)	92,74
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)	0,48
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	211,476
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	211,476
E-04	**Water Consumption**	Total water consumed (m3)	7.000
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?	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

-

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	0	0 %	1	25 %
Mid-level	0	0 %	1	25 %
Senior-level	2	50 %	0	0 %
Executive-level	0	0 %	0	0 %
Total Pegawai	2	50 %	2	50 %

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	0	1	0	1	0	0	0	0	2
25-35	0	0	0	0	2	0	0	0	2
35-45	0	0	0	0	0	0	0	0	0
45-55	0	0	0	0	0	0	0	0	0
>55	0	0	0	0	0	0	0	0	0

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	0 Employees	0 %
Number of newly appointed Employees	0 Employees	0 %

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 (%)
0 hours/employee	0	0 %

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 Company enforces a zero-tolerance policy against all forms of discrimination based on ethnicity, religion, race, gender, or other nonprofessional factors.	
S-09 Does the company has a policy regarding human rights?	Yes
In line with the value of Integrity and our Human Rights policy, in 2025, we ensured that salary determination was conducted fairly without discrimination based on gender, race, or other non-professional backgrounds.	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
As part of the Integrity value, the Company also reaffirmed its commitment in 2025 to not employ child labor and to reject all forms of forced labor in all operational activities and throughout our mineral supply chain.	
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
As a holding company with exposure to the mining sector and critical minerals trade, the Company recognizes the importance of ensuring that business management practices are conducted responsibly, with due regard for workplace safety, employee health, and sound environmental management. Throughout 2025, this commitment was demonstrated through compliance with applicable laws and regulations and the application of the principle of prudence in all operational activities. To support the creation of a safe and healthy work environment during 2025, every employee held the responsibility to practice safe work procedures, maintain health in the workplace, and contribute to fostering a work culture that prioritized safety and collective well-being. The Company also encouraged active employee participation in building a safety culture and raising awareness of the importance of occupational health and safety.	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	No

As of the 2025 reporting period, the Company was in a transition phase toward establishing a more structured and integrated CSER approach. In line with its evolving business focus, the Company has been progressively aligning its social and environmental initiatives with the characteristics of the nickel industry and the development needs of surrounding communities.

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	2	0	1
Directors	0	2	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	10	100 %
Comissioner Attendance to Board Meetings	10	87,5 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes

The Board of Directors is the Company governing body that bears full responsibility for the administration and management of the Company in the Company best interests and for its objectives, and represents the Company both in and out of court in accordance with the provisions of the Articles of Association and applicable laws and regulations.

In carrying out their duties, each member of the Board of Directors has a clear division of duties and authority in accordance with their respective fields. However, all members of the Board of Directors remain collectively responsible for the management of the Company. The status of each member of the Board of Directors, including the President Director, is equal. The President Director plays a role in coordinating all activities of the Board of Directors to ensure effective decision-making and alignment in the implementation of the Company strategies and operations.

G-04 Does the company has a policy regarding board appraisal?	Yes

PERFORMANCE ASSESSMENT OF THE BOARD OF COMMISSIONERS, BOARD OF DIRECTORS, AND SUPPORTING COMMITTEES

The assessment policy for the Board of Commissioners is based on oversight effectiveness and strategic contribution through an annual self-assessment mechanism to ensure accountability and continuous governance improvement. The Board of Directors' assessment policy focuses on the achievement of key performance indicators, operational efficiency, and governance compliance, which are evaluated periodically to support the Company long-term growth.

To optimize its oversight function, the Board of Commissioners is supported by the Audit Committee and the Nomination and Remuneration Committee in providing strategic reviews and recommendations. The Board of Commissioners periodically evaluates the performance of these committees, at least once a year, through a self-assessment mechanism. The assessment criteria include attendance rates, integrity, collaboration, understanding of the vision and mission, and the quality of recommendations. Throughout the reporting

year, the supporting committees demonstrated positive performance in supporting the Board of Commissioners decision-making effectiveness.

Meanwhile, the Board of Directors is supported by various internal committees and operational units to ensure optimal policy implementation across all Company levels. As part of strengthening corporate governance, the Company is progressively developing a performance assessment framework and methodology for committees under the Board of Directors. The formulation of these procedures is conducted with reference to industry best practices and alignment with the Company long-term strategy.

G-05 Does the company has a policy regarding board training and development?	Yes

The Company is committed to enhancing the competencies of both the Board of Commissioners and the Board of Directors to effectively support their respective functions. For the Board of Commissioners, a strategic agenda has been established to implement structured development programs starting in 2026, ensuring that oversight remains aligned with evolving regulatory and industry dynamics.

Meanwhile, the Board of Directors participates in continuous development programs as mandated by the Board Charter. Through self-learning, executive education, professional training, and various seminars, the Directors consistently update their insights in business strategy, corporate governance, risk management, and sustainability. These initiatives ensure that the leadership possesses the necessary capacity to navigate industry challenges while maintaining optimal corporate governance practices.

G-06 Does the company has a criteria regarding board appointment and re-election?	Yes

Nomination Procedures
The nomination and appointment process for members of the Board of Commissioners and the Board of Directors at the Company is conducted systematically through the following stages:
1. Identification
Determining the qualifications and competencies required in alignment with the Company strategic direction.
b. Search and Selection
Identifying candidates from both internal and external sources.
c. Evaluation
Conducting a comprehensive assessment of candidates integrity, competence, and leadership capabilities.
d. Recommendation and Approval
The Committee submits recommendations to the Board of Commissioners, which are subsequently presented at the General Meeting of Shareholders to obtain shareholder approval.

G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes

The Company implements a Code of Conducts as a code of conduct for all personnel of the Company, subsidiaries, affiliates, shareholders, and business partners. Ethical standards include:
1. Business Ethics
2. Work Ethics

Key Elements of the Code of Conducts
The Company Code of Conducts governs the following provisions:
1. Basic Provisions
2. Acceptance of Gifts, Gratuities, and Entertainment
3. Prevention of Fraud and Corruption
4. Ensuring Accuracy of Financial Records
5. Prevention of Conflicts of Interest;
6. Safeguarding Confidential Information;
7. Reporting Unethical or Illegal Conduct;
8. Consequences of Code of Ethics Violations.

The Company Anti-Bribery and Gratification Guidelines
To uphold integrity and professionalism, the Company has established binding ethical standards for all the Company employees, the Board of Commissioners, the Board of Directors, and related parties acting on behalf of the Company Group. These provisions include:
1. Prohibition on Bribery & Gratification
2. Gift & Hospitality Policy
3. Legal Compliance
4. Reporting Responsibility

In addition to general policies regarding anti-bribery and gratuities, all the Company employees, members of

the Board of Commissioners, and the Board of Directors, are required to comply with the following specific provisions:
1.Provision of Gifts and Benefits
2. Acceptance of Gifts and Business Ethics

Report Handling
The Company implements systematic steps in handling every incoming complaint:
1. Recording
2. Evaluation
3. Recommendation
4. Investigation & Reporting
5. Final Decision

G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes

Prevention of Insider Trading
The Company has internal policies regarding trading in securities in the form of shares or financial instruments applicable to the Board of Directors, Board of Commissioners, employees, major shareholders, and other related parties.

These policies aim to prevent trading or the disclosure of material information that has not yet been made public, in accordance with GCG principles and relevant regulatory provisions.

Compliance Officer
Supervision of securities trading is conducted by the Corporate Secretary. Changes in share ownership by the Board of Directors and the Board of Commissioners are reported tothe capital market authorities in accordance with applicable regulations.

Insider Trading Violations
Throughout 2025, there were no violations of insider trading rules. The Company consistently conducts awareness campaigns regarding the prohibition on securities trading during the blackout period for insiders.

G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes

Share Ownership Policy For the Board of Commissioners & Board of Directors
In accordance with POJK No. 4 of 2024 regarding the Report of Ownership or Any Changes in Share Ownership of Public Companies and the Report of Pledged Shares Activities of Public Companies, all members of the Board of Commissioners and the Board of Directors are required to disclose any share ownership or changes in their shareholding in the Company, whether held directly or directly.

The report of ownership or change in ownership must be submitted to the Financial Services Authority (FSA) as soon as possible, and no later than 5 (five) working days from the date the ownership or change in ownership occurred. Compliance with this latest regulation reflects the Company management commitment to the principles of transparency, integrity, and accountability as a public company.

As of the close of the 2025 financial year, no members of the Board of Commissioners and the Board of Directors held any shares in the Company, either directly or indirectly. Given this lack of ownership, the Company has not received any reports regarding the acquisition of new share or changes in shareholding positions from members of the Board of Commissioners and the Board of Directors.

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	194,216
	E-02	Greenhouse Gas Emission Intensity	216
	E-03	Electricity Consumption	216
	E-04	Water Consumption	219
	E-05	Waste Generated	-
	E-06	Company Commitment to Achieving Net Zero Emission Target	-
	E-07	Company Commitment to Reduce Emission	215,216
Social	S-01	Gender Equality	142,206
	S-02	Employees by Gender and Age Group	60
	S-03	Employee Turnover Rate	-
	S-04	Number of Temporary Officers	60
	S-05	Employee Training and Development	-
	S-06	Number of Work Accidents	209
	S-07	Human Rights Violation Incidents	173
	S-08	Sexual Harassment and/or Non-Discrimination Policy	206
	S-09	Policy on Human Rights	207
	S-10	Child Labor and/or Forced Labor Policy	206
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	208
	S-12	Corporate Social Responsibility	-

Governance	G-01	Management Diversity and Independence	142,130
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	13,139
	G-03	Chairman of the Board and CEO Separation Policy	136
	G-04	Board of Directors and Commissioners Assessment Policy	134,140
	G-05	Board of Directors and Commissioners Training Policy	135,140
	G-06	Special Criteria for Election of the Board	155
	G-07	Code of Ethics and/or Anti-Corruption	169,170,173,174,175
	G-08	Fair Treatment Policy for Shareholders	-
	G-09	Conflict of Interest Prevention Policy	176

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

☐ Yes ☒ No

null

Third-party assurance and/or validation

☒ No

Thus to be informed accordingly.

Respectfully,

PT Abadi Nusantara Hijau Investama Tbk

Frans Raida

Direktur

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Sender Name	Frans Raida
Function	Direktur
Date and Time	30-04-2026 18:19
Attachment	1. Cover letter.pdf
	2. ANHI 2025 Annual Integrated Report.pdf

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