Go To English Page

Nomor Surat	023/HE/IV/2026
Nama Perusahaan	Harum Energy Tbk
Kode Emiten	HRUM
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 12 Mei 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://www.harumenergy.com/annual-report 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:

Anak perusahaan yang tidak diikutsertakan dalam laporan ini adalah Entitas Anak, yaitu Harum Asia Capital Pte Ltd (HA Capital) karena saat ini belum beroperasi komersial, dan Entitas Asosiasi.

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	4.039.231
Emisi langsung dari pembakaran bergerak	50.153
Emisi langsung dari proses pengolahan	1.100
Emisi fugitive langsung	136
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	4.090.620

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	2.078.483
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	2.078.483
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)	6.169.103
Total Emisi GRK (Scope 1, 2 and 3)	6.169.103
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	0,005
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	52.700.328
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	52.700.328
E-04	**Konsumsi Air**	Total konsumsi air (m3)	2.321.788
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	596,6

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?	2055
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
Pada 2022, Perseroan menetapkan target untuk mencapai net zero pada tahun 2055. Harum Energy Climate Strategy and Decarbonization Roadmap dikembangkan untuk menjabarkan strategi dan rencana aksi yang perlu diambil grup. Rencana aksi dibagi menjadi 3 fase, yaitu pada 2022-2032 berfokus pada inventarisasi GRK, efisiensi energi dan penggunaan biodiesel, pada 2032-2045 meningkatkan bauran energi terbarukan, dan pada 2045-2055 menerapkan solusi dekarbonisasi yang lebih komprehensif. Ke depannya, Perseroan berencana untuk menetapkan target dekarbonisasi interim untuk grup. https://www.harumenergy.com/our-commitment	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	0 %
	0 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2032

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

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

Penjelasan:

Perseroan berkomitmen menurunkan emisi gas rumah kaca, dalam menanggapi peningkatan emisi tahun 2025 yang dilatarbelakangi diversifikasi usaha Perseroan di bidang nikel beberapa tahun belakangan, Perseroan tetap melanjutkan upaya pengurangan emisi yang telah dijalankan sebelumnya. Tren peningkatan emisi yang dihasilkan Perseroan tersebut sejalan dengan peningkatan produksi nikel Perseroan yang merupakan suatu capaian dalam diversifikasi usaha Perseroan di bidang nikel. Perseroan memandang tantangan ini sebagai momentum untuk mempercepat upaya dekarbonisasi dimana Perseroan mengarahkan fokus pada efisiensi energi, diversifikasi sumber daya energi yang lebih bersih, serta pengembangan inovasi pengolahan nikel yang diharapkan mampu menekan intensitas emisi.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	2.964	79,21 %	117	3,13 %
Mid-level	431	11,52 %	110	2,94 %
Senior-level	88	2,35 %	22	0,59 %
Executive-level	9	0,24 %	1	0,03 %
Total Pegawai	3.492	93,32 %	250	6,68 %

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	1.584	38	31	30	1	0	0	0	1.684
25-35	1.030	74	192	46	5	4	0	0	1.351
35-45	279	5	145	33	29	9	0	0	500
45-55	63	0	46	1	45	8	0	0	163
>55	8	0	17	0	8	1	9	1	44

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	3.035 Pegawai	81,1 %
Jumlah Pegawai Baru/pengganti	2.904 Pegawai	77,6 %

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	2.927 Pegawai	78,2 %

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 (%)
28 jam/pegawai	323	8,6 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
42,3	0,08 %

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 menjunjung tinggi prinsip non-diskriminasi dan kesetaraan kesempatan kerja bagi seluruh individu tanpa memandang gender, ras, suku, agama, atau latar belakang lainnya. Setiap karyawan dilindungi hak asasinya, termasuk perlindungan menyeluruh terhadap segala bentuk pelecehan seksual di lingkungan kerja. Komitmen ini diwujudkan melalui praktik ketenagakerjaan yang adil, inklusif, dan berbasis kualifikasi, sejak proses rekrutmen hingga pengembangan karier. https://www.harumenergy.com/code-of-conducts	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Perseroan memiliki komitmen kuat terhadap penghormatan hak asasi manusia yang diwujudkan melalui penerapan prinsip-prinsip bisnis yang etis, adil, dan bertanggung jawab, selaras dengan United Nations Guiding Principles on Business and Human Rights. Kebijakan ini mencakup pemenuhan hak pekerja, perlindungan keselamatan kerja, dan pengelolaan dampak lingkungan, serta diterapkan secara konsisten di seluruh rantai pasokan dan operasional. Melalui integrasi prinsip HAM dalam sistem manajemen risiko, Perseroan memastikan setiap aktivitas bisnis berjalan sesuai regulasi dan bebas dari praktik yang merugikan manusia maupun lingkungan. https://www.harumenergy.com/code-of-conducts	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Perseroan memiliki kebijakan tegas yang melarang penggunaan pekerja anak, kerja paksa, dan segala bentuk perdagangan manusia dalam seluruh operasi maupun rantai pasokan. Proses rekrutmen dijalankan	

sesuai regulasi dengan menetapkan usia minimum 18 tahun dan memastikan transparansi terhadap hak, kewajiban, serta ketentuan jam kerja.

https://www.harumenergy.com/code-of-conducts

S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya

Perseroan berkomitmen menciptakan lingkungan kerja yang aman, sehat, dan layak melalui penerapan sistem manajemen K3 berbasis ISO 45001:2018 dan ISO 14001:2015 serta penguatan kapasitas pekerja melalui pelatihan, pengawasan, dan partisipasi aktif Safety Representative di setiap unit kerja. Penilaian risiko dilakukan secara berkala baik dalam kondisi normal maupun abnormal, disertai langkah mitigasi preventif seperti pengadaan APD, penyediaan fasilitas medis, serta upaya pengendalian risiko operasional, termasuk kecelakaan dan paparan debu. Komitmen ini diperkuat dengan jaminan kesehatan karyawan, evaluasi asuransi berkala, serta perbaikan berkelanjutan atas sarana-prasarana pendukung keselamatan kerja.

https://www.harumenergy.com/occupational-health-safety

Corporate Social Responsibility (CSR)

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

Perseroan melaksanakan program Pengembangan dan Pemberdayaan Masyarakat (PPM) secara terstruktur dan partisipatif sebagai bentuk tanggung jawab sosial terhadap komunitas di sekitar wilayah operasional, termasuk masyarakat lokal dan adat. Pada tahun 2025, total biaya PPM mencapai USD476. 138 yang disalurkan ke berbagai program pendidikan, kesehatan, pemberdayaan pekerja, ekonomi, sosial budaya, lingkungan, kelembagaan masyarakat, dan infrastruktur.
Kegiatan PPM tersebut dijalankan sesuai dengan progam PPM, serta regulasi yang berlaku, berkolaborasi dengan forum komunikasi pemangku kepentingan guna memastikan aspirasi masyarakat terwadahi dan tercermin dalam program yang tepat guna. Selain memperkuat relasi sosial, inisiatif ini juga menjadi wujud investasi sosial berkelanjutan dalam rangka membangun kepercayaan dan memitigasi risiko konflik sosial.

https://www.harumenergy.com/community-development-empowerment

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	4	1	1
Direksi	0	3	0	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	12	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

Perseroan menerapkan kebijakan pemisahan peran antara Komisaris Utama dan Direktur Utama sebagai bagian dari komitmen terhadap tata kelola perusahaan yang baik dan keberlanjutan bisnis. Ketentuan ini diatur dalam Pedoman Kerja Direksi, Pedoman Kerja Dewan Komisaris, serta Anggaran Dasar Perseroan guna memastikan fungsi pengawasan dan pengelolaan berjalan secara independen dan seimbang. Komisaris Utama bertanggung jawab atas efektivitas pengawasan strategis, sedangkan Direktur Utama berfokus pada pengelolaan operasional dan pencapaian kinerja.

https://www.harumenergy.com/board-of-directors dan https://www.harumenergy.com/board-of-commissioners

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

Perseroan menetapkan kebijakan penilaian kinerja tahunan bagi Dewan Komisaris dan Direksi guna memastikan keselarasan pelaksanaan tugas dengan target dan strategi korporasi. Evaluasi dilakukan melalui mekanisme self-assessment dengan kriteria yang mencakup pelaksanaan tugas, tindak lanjut keputusan RUPS, serta pencapaian rencana kerja dan anggaran. Penilaian akhir menjadi tanggung jawab RUPS, dengan mempertimbangkan pengawasan dan evaluasi internal oleh masing-masing organ sesuai kewenangannya.

https://www.harumenergy.com/board-of-directors dan https://www.harumenergy.com/board-of-commissioners

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

Perseroan tidak memiliki kebijakan khusus untuk pelatihan dewan Direksi dan Dewan Komisaris. Namun, Perseroan berkomitmen untuk mendukung pembelajaran dan pengembangan profesional yang berkelanjutan.

Perseroan menyadari pentingnya pengembangan kompetensi Dewan Komisaris dan Direksi yang bertujuan untuk memastikan bahwa para pemimpin perusahaan memiliki keterampilan dan pengetahuan yang memadai dalam menghadapi tantangan bisnis yang dinamis. Oleh karenanya, Perseroan merekomendasikan kesempatan pelatihan-pelatihan yang relevan serta terbuka terhadap saran atau permintaan pelatihan. Perseroan menerapkan program pengambangkan kompetensi melalui berbagai pelatihan berkelanjutan, lokakarya, dan seminar yang dirancang untuk meningkatkan kapasitas dalam tata kelola perusahaan, manajemen risiko, dan pengambilan keputusan strategis. Dengan demikian, diharapkan dapat mendukung terciptanya kepemimpinan yang kompeten, inovatif, dan berdaya saing yang mampu membawa Perseroan ke arah pertumbuhan yang berkelanjutan dan beretika.

https://www.harumenergy.com/board-of-directors dan https://www.harumenergy.com/board-of-commissioners

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

Calon anggota Dewan Komisaris dan Direksi Perseroan harus memenuhi persyaratan berikut:
1 Memiliki akhlak, moral, dan integritas yang baik.
2 Cakap melakukan perbuatan hukum.
3 Dalam 5 tahun sebelum pengangkatan dan selama menjabat:
a. Tidak pernah dinyatakan pailit.
b. Tidak pernah menjadi anggota Direksi atau Komisaris yang menyebabkan perusahaan pailit.
c. Tidak pernah dihukum karena melakukan tindak pidana yang merugikan keuangan negara atau sektor keuangan.
d. Tidak pernah menjadi Direksi atau Komisaris yang:
- Pernah tidak menyelenggarakan RUPS Tahunan.
- Pertanggungjawabannya tidak diterima RUPS atau tidak memberikan pertanggungjawaban.
- Menyebabkan perusahaan gagal memperoleh izin, persetujuan atau pendaftaran dari Otoritas Jasa Keuangan.
4 Berkomitmen mematuhi peraturan perundangundangan.
.

5 Memiliki pengetahuan dan/atau keahlian sesuai kebutuhan Perseroan.
.

https://www.harumenergy.com/nomination-remuneration

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

Perseroan memiliki Kode Etik yang diterapkan sebagai pedoman bagi seluruh insan perusahaan dalam menjalankan peranannya, memastikan seluruh aktivitas bisnis sesuai dengan visi, misi, nilai, dan budaya perusahaan. Kode Etik ini disosialisasikan secara berkelanjutan melalui program orientasi, penandatanganan persetujuan, serta pelatihan tahunan bagi seluruh karyawan, Dewan Komisaris, dan Direksi. Sebagai bagian dari komitmen terhadap integritas dan kejujuran, Perseroan menegakkan sanksi atas pelanggaran yang dilakukan, dengan tujuan menciptakan iklim usaha yang sehat dan bebas dari konflik kepentingan serta tindakan KKN (Korupsi, Kolusi, dan Nepotisme).

https://www.harumenergy.com/code-of-conducts

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

Perseroan berkomitmen dan secara konsisten memastikan perlakuan adil terhadap seluruh pemegang saham serta melindungi hak-hak pemegang saham. Hak-hak ini mencakup akses terhadap informasi material Perseroan secara berkala dan tepat waktu, hak suara dalam RUPS, penyelesaian jika terjadi ketidaksepakatan terhadap aksi korporasi, serta penerimaan dividen sesuai kebijakan dan keputusan RUPS. Perseroan juga berkomitmen untuk memfasilitasi partisipasi pemegang saham dan pemangku kepentingan melalui pengelolaan komunikasi yang transparan dan efektif.

Perlakukan yang adil terhadap pemegang saham juga mencakup langkah-langkah untuk mencegah terjadinya insider trading, baik oleh pegawai maupun anggota Dewan Komisaris dan Direksi. Transaksi, t senantiasa bebas dari benturan kepentingan demi melindungi kepentingan Perseroan dan para pemegang saham. Selain itu, Perseroan menyediakan saluran informasi yang setara, mudah diakses, dan tepat waktu, seperti melalui situs web resmi. Informasi ini mencakup undangan rapat, hasil RUPS, serta pemungutan suara, guna memastikan transparansi dan keterlibatan aktif seluruh pemegang saham.

https://www.harumenergy.com/code-of-conducts

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

Dewan Komisaris, Direksi, dan Komite Audit sebagai bagian dari tugasnya, menelaah suatu aksi atau transaksi, termasuk untuk memastikan bahwa suatu aksi atau transaksi tidak mengandung konflik kepentingan dan dilaksanakan sesuai dengan praktik bisnis yang berlaku umum antara lain dilakukan dengan memenuhi prinsip transaksi yang wajar (arms length principle).

Dalam hal manajemen konflik kepentingan, Sekretaris Perusahaan memiliki tanggung jawab untuk menjamin independensi dalam proses pengambilan keputusan oleh Direksi dan Dewan Komisaris Perseroan. Sesuai dengan ketentuan yang berlaku, setiap pihak yang terlibat dalam konflik kepentingan diwajibkan memberikan pernyataan dan tidak diperkenankan ikut serta dalam diskusi atau pengambilan keputusan terkait.

https://www.harumenergy.com/code-of-conducts

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	131
	E-02	Intensitas Emisi Gas Rumah Kaca	131
	E-03	Konsumsi Energi Listrik	133
	E-04	Konsumsi Air	122
	E-05	Limbah yang Dihasilkan	124
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	128
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	129
Sosial	S-01	Kesetaraan Gender	91
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	91
	S-03	Tingkat Pergantian Pegawai	92
	S-04	Jumlah Pegawai Sementara	93
	S-05	Pelatihan dan Pengembangan Pegawai	95
	S-06	Jumlah Kecelakaan Kerja	82
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	85
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	85
	S-09	Kebijakan Mengenai Hak Asasi Manusia	84
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	86
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	74
	S-12	Pencegahan Konflik Kepentingan	101

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	57
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	58
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	57
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	62
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	58
	G-06	Kriteria Khusus Pemilihan Dewan	61
	G-07	Kode Etik dan/atau Anti-Korupsi	64
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	66
	G-09	Pencegahan Konflik Kepentingan	66

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

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

POJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik.

Assurance dan validasi pihak ketiga

[X] Tidak

Demikian untuk diketahui.

Hormat Kami,

Harum Energy Tbk

HRUM Ray Gunara

Approver_1

Harum Energy Tbk

Gedung Deutsche Bank, Lantai 9 Jl. Imam Bonjol No. 80 Jakarta Pusat, 10310

Telepon : 021-3983-1288 , Fax : 021-3983-1289, www.harumenergy.com

Nama Pengirim	HRUM Ray Gunara
Jabatan	Approver_1
Tanggal dan Waktu	30-04-2026 19:39
Lampiran	1. HRUM_AR 2025.pdf
	2. HRUM_SR 2025.pdf

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

Go To Indonesian Page

Letter / Announcement No.	023/HE/IV/2026
Issuer Name	Harum Energy Tbk
Issuer Code	HRUM
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 12 Mei 2026

The information referred above has been published on the Company's website https://www.harumenergy.com/annual-report 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: Anak perusahaan yang tidak diikutsertakan dalam laporan ini adalah Entitas Anak, yaitu Harum Asia Capital Pte Ltd (HA Capital) karena saat ini belum beroperasi komersial, dan Entitas Asosiasi.	

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	4.039.231
Direct emissions from mobile combustion	50.153
Direct emissions from processes	1.100
Direct fugitive emissions	136
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	4.090.620
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	2.078.483
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	2.078.483
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)	6.169.103
Total GHG Emissions (Scope 1, 2 and 3)	6.169.103
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)	0,005
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	52.700.328
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	52.700.328
E-04	**Water Consumption**	Total water consumed (m3)	2.321.788
E-05	**Waste Generation**	Total waste generated (ton)	596,6

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?	2055
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
In 2022, the Company set a target to reach net zero by 2055. The Harum Energy Climate Strategy and Decarbonization Roadmap was developed to outline the strategies and action plans that the group needs to take. The action plan is divided into 3 phases, namely in 2022-2032 focusing on GHG inventory, energy efficiency and utilization of biodiesel, in 2032-2045 increasing the renewable energy mix, and in 2045-2055 implementing more comprehensive decarbonization solutions. Going forward, the Company is planning to set interim decarbonization targets for the group. https://www.harumenergy.com/our-commitment	

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?	0 %
	0 (tCO2e)
Targeted year in achieving GHG reduction target?	2032

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

Yes

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

The Company is committed to reducing greenhouse gas emissions, in response to increased emissions in 2025 driven by the Company's diversified business in nickel sector in last few years, the Company continued its previous emmission reducation efforts. Such trend on increased emmission prodocued by the Company is in line with the increase in the Company's nickel production, which reflects an achievement in the Company's business diversification into the nickel sector. The Company views this challenge as an opportunity to accelerate decarbonization efforts where the Company sets its focus on energy efficiency, diversifying cleaner energy sources and developing nickel processing innovations that can reduce emissions intensity.

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	2.964	79,21 %	117	3,13 %
Mid-level	431	11,52 %	110	2,94 %
Senior-level	88	2,35 %	22	0,59 %
Executive-level	9	0,24 %	1	0,03 %
Total Pegawai	3.492	93,32 %	250	6,68 %

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	1.584	38	31	30	1	0	0	0	1.684
25-35	1.030	74	192	46	5	4	0	0	1.351
35-45	279	5	145	1	29	9	0	0	500
45-55	63	0	46	1	45	8	0	0	163
>55	8	0	17	0	8	1	9	1	44

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	3.035 Employees	81,1 %
Number of newly appointed Employees	2.904 Employees	77,6 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	2.927 Employees	78,2 %

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 (%)
28 hours/employee	323	8,6 %

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 (%)
42,3	0,08 %

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 upholds the principles of non-discrimination and equal employment opportunities for all individuals regardless of gender, race, ethnicity, religion, or other backgrounds. Every employee's fundamental rights are protected, including comprehensive safeguards against all forms of sexual harassment in the workplace. This commitment is reflected through fair, inclusive, and merit-based employment practices, from recruitment to career development. https://www.harumenergy.com/code-of-conducts	
S-09 Does the company has a policy regarding human rights?	Yes
The Company upholds a strong commitment to respecting human rights, demonstrated through the implementation of ethical, fair, and responsible business practices in line with the United Nations Guiding Principles on Business and Human Rights. This policy encompasses the fulfillment of workers' rights, occupational safety protection, and environmental impact management, and is consistently applied across all operations and the supply chain. By integrating human rights principles into its risk management system, the Company ensures that all business activities comply with regulations and are free from practices that harm people or the environment. https://www.harumenergy.com/code-of-conducts	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
The Company enforces a strict policy prohibiting the use of child labor, forced labor, and all forms of human trafficking across its operations and supply chain. The recruitment process is conducted in compliance with regulations, setting a minimum employment age of 18 and ensuring transparency regarding employee rights, responsibilities, and working hours.	

https://www.harumenergy.com/code-of-conducts

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

The Company is committed to creating a safe, healthy, and decent working environment through the implementation of an Occupational Health and Safety Management System based on ISO 45001:2018 and ISO 14001:2015, alongside capacity building through training, supervision, and the active participation of Safety Representatives in each work unit. Risk assessments are conducted regularly under both normal and abnormal conditions, accompanied by preventive mitigation measures such as the provision of personal protective equipment (PPE), medical facilities, and operational risk controls including accident prevention and dust exposure management. This commitment is further reinforced by employee health insurance coverage, periodic insurance evaluations, and the continuous improvement of occupational safety infrastructure.

https://www.harumenergy.com/occupational-health-safety

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 implements its Community Development and Empowerment (CDE) programs in a structured and participatory manner as a form of social responsibility toward communities surrounding its operational areas, including local and Indigenous populations. In 2025, total CDE cost reached USD476,138 which was allocated for education, health, worker empowerment, economic, socio-cultural, environmental, community institutions, and infrastructure programs.
These CDE activities were carried out based on the CDE programs, and applicable regulations, in collaboration with stakeholder communication forums to ensure community aspirations are accommodated and reflected in effective programs. In addition to strengthening social relations, this initiative also serves as a sustainable social investment aimed at fostering trust and mitigating the risk of social conflict.

https://www.harumenergy.com/community-development-empowerment

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	4	1	1
Directors	0	3	0	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	12	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 implements a policy of separating the roles of President Commissioner and President Director as part of its commitment to good corporate governance and business sustainability. This provision is outlined in the Board of Directors' Guidelines, the Board of Commissioners' Guidelines, and the Company's Articles of Association to ensure that the functions of oversight and management operate independently and in balance. President Commissioner is responsible for the effectiveness of strategic oversight, while the President Director focuses on operational management and performance achievement. https://www.harumenergy.com/board-of-directors dan https://www.harumenergy.com/board-of-commissioners	
G-04 Does the company has a policy regarding board appraisal?	Yes
The Company establishes an annual performance evaluation policy for the Board of Commissioners and the Board of Directors to ensure alignment of task execution with corporate targets and strategies. The evaluation is conducted through a self-assessment mechanism with criteria that include task performance, follow-up on GMS decisions, and achievement of work plans and budgets. The final assessment is the responsibility of the GMS, considering internal oversight and evaluation by each organ according to its authority. https://www.harumenergy.com/board-of-directors dan https://www.harumenergy.com/board-of-commissioners	
G-05 Does the company has a policy regarding board training and development?	No
The Company does not have specific policy for trainings of the BOC and BOD. However, the Company is committed to continued learning and professional development. The Company realizes the importance of the BoC's and BoD's competency development which is aimed to ensure that Company leaders have adequate skills and knowledge to face dynamic business challenges. Therefore, the Company recommend relevant training opportunities and is receptive to any suggestion or request for trainings. Nevertheless, the Company implements competency development through various ongoing training, workshops, and seminars designed to improve competency in corporate governance, risk management, and strategic decision making. Thus, this is expected to support the creation of competent, innovative, and competitive leadership that can lead the Company towards sustainable and ethical growth. https://www.harumenergy.com/board-of-directors dan https://www.harumenergy.com/board-of-commissioners	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
Prospective members of the Company's BoC and BoD must meet the following requirements: 1 Have good morals, ethics, and integrity. 2 Capable of carrying out legal acts. 3 In the 5 years prior to appointment and during their term of office: a Never been declared bankrupt. b Never been a member of the BoD or BoC who caused a company to go bankrupt. c Never been convicted of a criminal act that harmed state fnances or the fnancial sector. d Never been a director or commissioner who: - Failed to hold an Annual GMS. - His/her accountability was not accepted by the GMS or did not provide accountability. - Caused a company to fail to obtain license, approval and registration from the Financial Services Authority. 4 Committed to complying with laws and regulations. 5 Having knowledge and/or expertise according to the Company's needs. . https://www.harumenergy.com/nomination-remuneration	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes

The Company has a Code of Ethics that serves as a guideline for all employees in carrying out their roles, ensuring that all business activities align with the company's vision, mission, values, and culture. This Code of Ethics is continuously socialized through orientation programs, signed agreements, and annual training for all employees, the Board of Commissioners, and the Board of Directors. As part of its commitment to integrity and honesty, the Company enforces sanctions for any violations, aiming to create a healthy business environment free from conflicts of interest and corrupt practices.

https://www.harumenergy.com/code-of-conducts

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

The Company is committed and consistently ensure fair treatment of all shareholders and to protect the rights of shareholders. These rights include access to material information from the Company on a regular and timely basis, voting rights at the GMS, resolution of disagreement regarding corporate actions, and receipt of dividends in accordance with GMS policies and resolutions. The Company is also committed to facilitating the participation of shareholders and stakeholders through transparent and effective communication management.

Such fair treatment of shareholders also includes steps to prevent insider trading, by employees and members of the BoC and BoD. Transactions are always free from conflicts of interest in order to protect the interests of the Company and its shareholders. In addition, the Company provides equal, easily accessible, and timely information channels, such as through the official website. This information includes meeting invitations, GMS results, and voting, to ensure transparency and active involvement of all shareholders.

https://www.harumenergy.com/code-of-conducts

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

The Board of Commissioners, Board of Directors, and Audit Committee, as part of its duties, at all times review and action or a transaction, including to ensure that the actions do not present a conflict of interest and is carried out in accordance with the generally accepted business practice, including by fulfilling the arms length principle.

In terms of management of conflict of interest, the Corporate Secretary is responsible for ensuring independence in the decision making process by the Board of Directors and the Board of Commissioners of the Company. In line with the provisions of the prevailing regulations, any party involved in a conflict of interest is required to provide a statement and is not permitted to participate in discussion or related decision making.

https://www.harumenergy.com/code-of-conducts

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	131
	E-02	Greenhouse Gas Emission Intensity	131
	E-03	Electricity Consumption	133
	E-04	Water Consumption	122
	E-05	Waste Generated	124
	E-06	Company Commitment to Achieving Net Zero Emission Target	128
	E-07	Company Commitment to Reduce Emission	129
Social	S-01	Gender Equality	91
	S-02	Employees by Gender and Age Group	91
	S-03	Employee Turnover Rate	92
	S-04	Number of Temporary Officers	93
	S-05	Employee Training and Development	95
	S-06	Number of Work Accidents	82
	S-07	Human Rights Violation Incidents	85
	S-08	Sexual Harassment and/or Non-Discrimination Policy	85
	S-09	Policy on Human Rights	84
	S-10	Child Labor and/or Forced Labor Policy	86
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	74
	S-12	Corporate Social Responsibility	101

Governance	G-01	Management Diversity and Independence	57
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	58
	G-03	Chairman of the Board and CEO Separation Policy	57
	G-04	Board of Directors and Commissioners Assessment Policy	62
	G-05	Board of Directors and Commissioners Training Policy	58
	G-06	Special Criteria for Election of the Board	61
	G-07	Code of Ethics and/or Anti-Corruption	64
	G-08	Fair Treatment Policy for Shareholders	66
	G-09	Conflict of Interest Prevention Policy	66

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

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

POJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik.

Third-party assurance and/or validation

- [X] No

Thus to be informed accordingly.

Respectfully,

Harum Energy Tbk

HRUM Ray Gunara

Approver_1

Harum Energy Tbk

Gedung Deutsche Bank, Lantai 9 Jl. Imam Bonjol No. 80 Jakarta Pusat, 10310

Phone : 021-3983-1288 , Fax : 021-3983-1289, www.harumenergy.com

Sender Name	HRUM Ray Gunara
Function	Approver_1
Date and Time	30-04-2026 19:39
Attachment	1. HRUM_AR 2025.pdf
	2. HRUM_SR 2025.pdf

This is an official document of Harum Energy Tbk that does not require a signature as it was generated electronically by the electronic reporting system. Harum Energy Tbk is fully responsible for the information contained within this document.