Go To English Page

Nomor Surat	172/BR-OJK/IV/2025
Nama Perusahaan	Bayan Resources Tbk
Kode Emiten	BYAN
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? (Ya)

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 19 Mei 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link www.bayan.com.sg pada tanggal 30 April 2026

Apakah Perseroan tercatat di Bursa lain? (Tidak)

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

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

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	1.223.989
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)	1.223.989

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	49.504
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	49.504
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)	1.273.493
Total Emisi GRK (Scope 1, 2 and 3)	1.273.493
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)	0
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	49.554.861
		Total konsumsi energi (kWh or J)	49.554.861
E-04	**Konsumsi Air**	Total konsumsi air (m3)	5.246.270
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	11.581

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.	
N / A	

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?

Ya

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

Penjelasan:

N/A

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	3.446	80,1 %	444	10,32 %
Mid-level	263	6,11 %	30	0,7 %
Senior-level	84	1,95 %	19	0,44 %
Executive-level	12	0,28 %	4	0,09 %
Total Pegawai	3.805	88,45 %	497	11,55 %

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	415	116	2	0	1	0	0	0	534
25-35	1.407	234	53	3	2	2	0	0	1.701
35-45	1.047	70	99	18	24	7	0	2	1.267
45-55	517	20	93	9	32	5	4	0	680
>55	60	4	16	0	25	5	8	2	120

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	429 Pegawai	9,97 %
Jumlah Pegawai Baru/pengganti	582 Pegawai	13,53 %

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	19.589 Pegawai	81,99 %

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 (%)
22 jam/pegawai	941	21,87 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
0,002	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
https://drive.google.com/file/d/1hGwatoGOHddH7_4leH0PvDmdktRG0KCQ/view	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
https://drive.google.com/file/d/1hGwatoGOHddH7_4leH0PvDmdktRG0KCQ/view	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
https://drive.google.com/file/d/1hGwatoGOHddH7_4leH0PvDmdktRG0KCQ/view	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
https://drive.google.com/file/d/1sN7YVz2M5OE1iRukt8msRvK-gPzW2WFW/view?usp=drive_link	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
https://bayanpeduli.bayan.com.sg/about-us	

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	5	0	3
Direksi	0	7	4	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	18	87,88 %
Jumlah kehadiran komisaris ke rapat dewan	13	93,85 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Tidak
N / A	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Tidak
Penilaian kinerja Direksi dilakukan oleh Dewan Komisaris berdasarkan target yang dicapai, sedangkan kinerja Dewan Komisaris dinilai oleh Pemegang Saham dalam RUPS Tahunan. Penilaian tersebut dilakukan berdasarkan pelaksanaan tugas dan tanggung jawab Dewan Komisaris, yang dituangkan dalam Laporan Tahunan Perseroan.	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Tidak
N / A	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Tidak
Prosedur nominasi dimulai dari usulan Direksi kepada Dewan Komisaris, yang kemudian dibahas dan dikaji oleh Dewan Komisaris bersama Komite Remunerasi dan Nominasi untuk mendapatkan persetujuan. Selanjutnya, Dewan Komisaris akan menyampaikan kepada Direksi agar dapat disahkan dalam RUPS.	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Pada tahun 2024, Perseroan telah mengeluarkan Pedoman Pengelolaan dan Pengendalian Gratifikasi. Pedoman ini merupakan landasan bagi Bayan Group dalam mengatur hal-hal terkait dengan hubungan bisnis Perseroan dengan mitra kerja dan/atau vendor yang dapat menimbulkan konflik kepentingan, serta mewujudkan pengelolaan Perseroan yang bebas dari segala bentuk korupsi, kolusi, dan nepotisme. https://www.bayan.com.sg/kebijakan-anti-korupsi	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Perseroan selalu mengikuti ketentuan yang berlaku terkait larangan bagi direksi/komisaris dan karyawan untuk mengambil manfaat dari pengetahuan yang umumnya tidak tersedia di pasar.	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Perseroan selalu mengikuti ketentuan yang berlaku terkait kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan.	

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	92
	E-02	Intensitas Emisi Gas Rumah Kaca	92
	E-03	Konsumsi Energi Listrik	82
	E-04	Konsumsi Air	85
	E-05	Limbah yang Dihasilkan	94-95
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	-
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	-
Sosial	S-01	Kesetaraan Gender	101
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	30-32
	S-03	Tingkat Pergantian Pegawai	101
	S-04	Jumlah Pegawai Sementara	-
	S-05	Pelatihan dan Pengembangan Pegawai	104
	S-06	Jumlah Kecelakaan Kerja	107
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	68
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	101
	S-09	Kebijakan Mengenai Hak Asasi Manusia	49
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	102
	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	113

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	32
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	107-112
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	-
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	113
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	-
	G-06	Kriteria Khusus Pemilihan Dewan	-
	G-07	Kode Etik dan/atau Anti-Korupsi	67
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	-
	G-09	Pencegahan Konflik Kepentingan	67

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
- [ ] Others, please specify

Assurance dan validasi pihak ketiga

[X] Ya

Nama pihak ketiga	Lingkup pekerjaan
BATS Sustainability Assurer	Pelaksanaan Asurans untuk Sustainability Report 2025 Bayan

Demikian untuk diketahui.

Hormat Kami,

Bayan Resources Tbk

JENNY QUANTERO

Corporate Secretary

Bayan Resources Tbk

Gedung Office 8, Lantai 37 Unit A-H Jl. Senopati No. 8B, Senayan, Kebayoran Baru,

Telepon : 021-2935 6888, Fax : 021-2935 6999, www.bayan.com.sg

Nama Pengirim	JENNY QUANTERO
Jabatan	Corporate Secretary
Tanggal dan Waktu	30-04-2026 11:53
Lampiran	1. Annual Report BYAN 2025 OJK.pdf
	2. Sustainability Report BYAN 2025 OJK.pdf
	3. 1_CL AR dan SR BYAN 2025.pdf

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

Letter / Announcement No.	172/BR-OJK/IV/2025
Issuer Name	Bayan Resources Tbk
Issuer Code	BYAN
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? (Yes)

The Company made invitations to the Annual General Meeting of Shareholders on 19 Mei 2026

The information referred above has been published on the Company's website www.bayan.com.sg at 30 April 2026

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

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

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

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	1.223.989
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)	1.223.989
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	49.504
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	49.504
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)	1.273.493
Total GHG Emissions (Scope 1, 2 and 3)	1.273.493
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)	0
		Total amount of energy indirectly consumed (kWh or J)	49.554.861
		Total energy consumption (kWh or J)	49.554.861
E-04	**Water Consumption**	Total water consumed (m3)	5.246.270
E-05	**Waste Generation**	Total waste generated (ton)	11.581

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.	
N / A	

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?

Yes

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

- Implementing innovations/changes in the methods/procedures for using mobile and non-mobile equipment in mining operational areas and coal port.
- Applying more environmentally-friendly technology and undertake the electrification of vehicle units previously powered by fossil fuels.
- Partially replacing the energy sources to renewable energy (solar energy).
- Applying Good Mining Practice by increasing the ratio of revegetation area to land clearing.
- Performing reforestation activities beyond the regulatory requirements as part of the Company's action to reduce emmission.
- Performing 3R on non-hazardous waste (utilizing organic waste for revegetation fertilizer, utilizing anorganic waste for erosion control, and others).

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	3.446	80,1 %	444	10,32 %
Mid-level	263	6,11 %	30	0,7 %
Senior-level	84	1,95 %	19	0,44 %
Executive-level	12	0,28 %	4	0,09 %
Total Pegawai	3.805	88,45 %	497	11,55 %

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	415	116	2	0	1	0	0	0	534
25-35	1.407	234	53	3	2	2	0	0	1.701
35-45	1.047	70	99	9	24	7	0	2	1.267
45-55	517	20	93	9	32	5	4	0	680
>55	60	4	16	0	25	5	8	2	120

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	429 Employees	9,97 %
Number of newly appointed Employees	582 Employees	13,53 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	19.589 Employees	81,99 %

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 (%)
22 hours/employee	941	21,87 %

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 (%)
0,002	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

S-09 Does the company has a policy regarding human rights?	Yes

S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes

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

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes

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	5	0	3
Directors	0	7	4	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	18	87,88 %
Comissioner Attendance to Board Meetings	13	93,85 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	No
N / A	
G-04 Does the company has a policy regarding board appraisal?	No
The performance assessment of the Board of Directors is done by the Board of Commissioners based on the target achieved, while the performance of the Board of Commissioners is assessed by the Shareholders in the Annual GMS. The assessment is conducted based on the execution of duties and responsibilities of the Board of Commissioners as outlined in the Annual Report of the Company.	
G-05 Does the company has a policy regarding board training and development?	No
N / A	
G-06 Does the company has a criteria regarding board appointment and re-election?	No
Procedures for nomination begins from the proposal of the Board of Directors to the Board of Commissioners, which will be then discussed and reviewed by the Board of Commissioners and the Remuneration and Nomination Committee for approval. Subsequently, the Board of Commissioners will inform the Board of Directors for approval in the GMS.	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
In 2024, the Company issued Guidelines on Gratuity Management and Control. The guidelines constitute a basis for the Bayan Group in regulating matters related to the business relationship of the Company with work partners and or vendors that may include conflicts of interest as well as a manifestation of the Management of the Company that is free from all forms of corruption, collusion and nepotism. https://www.bayan.com.sg/kebijakan-anti-korupsi	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes

The Company always complies with the prevailing provisions on the prohibitions on the directors/commissioners and employees to take benefits from the knowledge that in general is unavailable in the market	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
The Company always complies with the prevailing provisions on the obligations of the directors/commissioners to prevent any conflict of interest.	

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	92
	E-02	Greenhouse Gas Emission Intensity	92
	E-03	Electricity Consumption	82
	E-04	Water Consumption	85
	E-05	Waste Generated	94-95
	E-06	Company Commitment to Achieving Net Zero Emission Target	-
	E-07	Company Commitment to Reduce Emission	-
Social	S-01	Gender Equality	101
	S-02	Employees by Gender and Age Group	30-32
	S-03	Employee Turnover Rate	101
	S-04	Number of Temporary Officers	-
	S-05	Employee Training and Development	104
	S-06	Number of Work Accidents	107
	S-07	Human Rights Violation Incidents	68
	S-08	Sexual Harassment and/or Non-Discrimination Policy	101
	S-09	Policy on Human Rights	49
	S-10	Child Labor and/or Forced Labor Policy	102
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	105
	S-12	Corporate Social Responsibility	113

Governance	G-01	Management Diversity and Independence	32
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	107-112
	G-03	Chairman of the Board and CEO Separation Policy	-
	G-04	Board of Directors and Commissioners Assessment Policy	113
	G-05	Board of Directors and Commissioners Training Policy	-
	G-06	Special Criteria for Election of the Board	-
	G-07	Code of Ethics and/or Anti-Corruption	67
	G-08	Fair Treatment Policy for Shareholders	-
	G-09	Conflict of Interest Prevention Policy	67

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
- [ ] Others, please specify

null

Third-party assurance and/or validation

[X] Yes

Name of third-party service provider	Scope of Work
BATS Sustainability Assurer	Pelaksanaan Asurans untuk Sustainability Report 2025 Bayan

Thus to be informed accordingly.

Respectfully,

Bayan Resources Tbk

JENNY QUANTERO

Corporate Secretary

Bayan Resources Tbk

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	2. Sustainability Report BYAN 2025 OJK.pdf
	3. 1_CL AR dan SR BYAN 2025.pdf

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