

# ENGAGE TO SUSTAIN GROW TO PROSPER



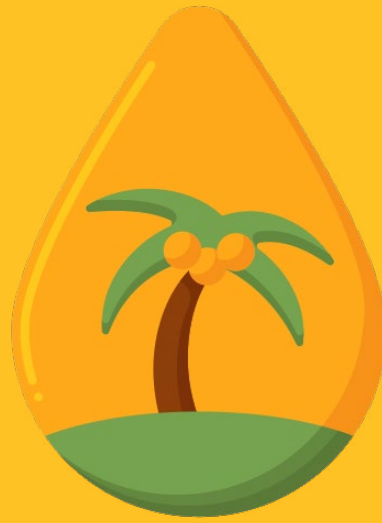


### Pernyataan dan Batasan Tanggung Jawab

Laporan Keberlanjutan PT Bakrie Sumatera Plantations (selanjutnya disebut "BSP", "Perseroan" atau "Kami") memuat informasi mengenai kinerja Perseroan selama satu tahun pelaporan, termasuk strategi yang dijalankan, proyeksi kinerja, serta sasaran yang ingin dicapai. Seluruh informasi dalam laporan ini disusun berdasarkan evaluasi atas kondisi bisnis pada saat penyusunan laporan serta perkiraan terhadap dinamika dan perkembangan di masa mendatang. Oleh karena itu, Perseroan tidak memberikan jaminan bahwa realisasi kinerja di masa depan akan sepenuhnya sejalan dengan proyeksi yang diungkapkan.

### Statement and Limitation of Responsibility

The Sustainability Report of PT Bakrie Sumatera Plantations (hereinafter referred to as "BSP," the "Company," or "we") presents information on the Company's performance throughout one reporting year, including the strategies implemented, projected performance, and targeted objectives. All information presented in this report has been prepared based on an evaluation of business conditions at the time of reporting, as well as assumptions regarding future dynamics and developments. Therefore, the Company does not guarantee that actual performance realization in the future will fully align with the projections disclosed herein.



# ENGAGE TO SUSTAIN GROW TO PROSPER

Tema ini menekankan bahwa keberlanjutan Perseroan hanya dapat tercapai melalui keterlibatan aktif seluruh pemangku kepentingan, termasuk karyawan, mitra, masyarakat, dan pemerintah. Bakrie Sumatera Plantations berupaya mendorong pertumbuhan yang tidak hanya berfokus pada keuntungan semata, namun juga berkontribusi pada kesejahteraan dan pembangunan berkelanjutan. Kami percaya bahwa keberlanjutan merupakan tanggung jawab bersama, sebagaimana kita bertumbuh bersama dalam satu bumi yang sama.

This theme emphasizes that the Company's sustainability can only be achieved through the active involvement of all stakeholders, including employees, partners, communities, and the government. Bakrie Sumatera Plantations strives to drive growth that is not solely focused on profit, but also contributes to welfare and sustainable development. We believe that sustainability is a shared responsibility, as we grow together on the same planet.



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## Penjelasan Direksi [D.I]

### Message from the Board of Directors



**Bayu Irianto**  
Direktur Utama  
President Director

#### **Pemangku kepentingan yang kami hormati,**

Sepanjang 2025, PT Bakrie Sumatera Plantations Tbk terus memperkuat integrasi prinsip keberlanjutan ke dalam aspek operasional dan strategi bisnis. Di tengah dinamika global yang semakin kompleks, mulai dari perubahan iklim, ketegangan geopolitik, volatilitas harga komoditas, hingga meningkatnya ekspektasi pemangku kepentingan, Perseroan dituntut untuk tetap adaptif dalam merespons perubahan.

Sejalan dengan semangat *"Engage to Sustain, Grow to Prosper"*, Perseroan memandang keterlibatan aktif seluruh pemangku kepentingan sebagai fondasi menjaga keberlanjutan usaha. Melalui kolaborasi yang konstruktif, Perseroan memperkuat praktik bisnis yang bertanggung jawab guna memastikan keberlangsungan operasional, sekaligus menciptakan dampak positif bagi lingkungan dan masyarakat. Perseroan juga memastikan bahwa pertumbuhan berjalan selaras dengan penciptaan nilai jangka panjang. Dalam hal ini, tata kelola yang baik, efisiensi operasional, serta praktik usaha yang bertanggung jawab menjadi landasan utama dalam menjalankan bisnis.

#### **Dear stakeholders,**

Throughout 2025, PT Bakrie Sumatera Plantations Tbk continuously strengthened the integration of sustainability principles into its operations and business strategy. Amid increasingly complex global dynamics, including climate change, geopolitical tensions, commodity price volatility, and rising stakeholder expectations, the Company continues to remain adaptive in responding to these changes.

In line with the spirit of *"Engage to Sustain, Grow to Prosper,"* the Company acknowledges that active engagement of all stakeholders is imperative in maintaining business sustainability. Constructive collaboration enables the Company to strengthen responsible business practices to ensure operational continuity while delivering positive impacts on the environment and society. The Company ensures alignment of its growth with long term value creation as well. In this regard, good governance, operational efficiency, and responsible business practices become the key foundations in carrying out business activities.



## Kebijakan dalam Merespons Tantangan Keberlanjutan

Perseroan menjalankan kegiatan usaha dengan berlandaskan pada nilai inti GREAT (*Go and Reach Extraordinary Achievement Through Transformation*) dan diinternalisasikan dalam budaya perusahaan, serta menjadi acuan dalam setiap pengambilan keputusan. Perseroan juga menerapkan kebijakan *No deforestation, No peat, No exploitation* (NDPE) yang menjadi bagian dari arah strategis jangka panjang.

Dalam menjalankan operasional di sektor perkebunan, Perseroan menghadapi berbagai isu keberlanjutan, seperti perubahan iklim, pengelolaan sumber daya alam, serta dinamika sosial di sekitar wilayah operasional. Untuk itu, Perseroan secara konsisten menerapkan praktik operasional yang bertanggung jawab melalui inovasi, efisiensi penggunaan energi, pengelolaan limbah terpadu, perlindungan kawasan bernilai konservasi tinggi, serta pemanfaatan limbah sebagai sumber energi alternatif.

## Pencapaian Kinerja Keberlanjutan

Di tengah berbagai tantangan global dan nasional, Perseroan mencatat kinerja yang positif sepanjang 2025, yang tercermin melalui capaian pada aspek ekonomi, lingkungan, sosial, dan tata kelola.

Dari aspek ekonomi, Perseroan mencatat laba neto yang diatribusikan kepada pemilik entitas induk sebesar Rp16,15 miliar, mengalami penurunan 88,37% dibanding dengan tahun 2024. Perseroan juga membukukan penjualan neto sebesar Rp2,5 triliun atau 97,51% dari target, meningkat 9,85% dari 2024. Selain itu, kontribusi terhadap perekonomian nasional diwujudkan melalui penyerapan tenaga kerja dan peningkatan nilai tambah di sepanjang rantai pasok.

Perseroan juga mempercepat transformasi digital melalui penguatan sistem *Enterprise Resource Planning* (ERP) yang terintegrasi di berbagai lini bisnis. Sistem ini meningkatkan efisiensi operasional, mengurangi duplikasi data, serta mendukung pengambilan keputusan berbasis data.

## Policies to Respond to Sustainability Challenges

The Company carries out its business activities in accordance with its core values, GREAT (*Go and Reach Extraordinary Achievement Through Transformation*), instilled in the corporate culture and serve as a guideline in decision-making process. The Company also implements a *No Deforestation, No Peat, No Exploitation* (NDPE) policy as part of its long-term strategies.

In carrying out its operations in the plantation sector, the Company faces various sustainability challenges, including climate change, natural resource management, and social dynamics surrounding its operational areas. In response, the Company consistently implements responsible operational practices through innovation, energy efficiency, integrated waste management, protection of high conservation value areas, and the utilization of waste as an alternative energy source.

## Sustainability Performance Achievements

Amid various global and national challenges, the Company successfully achieved a positive performance throughout 2025, reflected across its economic, environmental, social, and governance aspects.

In terms of economic achievement, the Company recorded Rp16.15 billion in net profit attributable to owners of the parent entity, representing a decrease of 88.37% compared to 2024. The Company also recorded net sales of Rp2.5 trillion, or 97.51% of the target, reflecting a 9.85% increase from 2024. In addition, contributions to the national economy were realized through employment and increased value creation across the supply chain.

The Company accelerated its digital transformation as well. This was carried out by strengthening integrated *Enterprise Resource Planning* (ERP) system across various business lines. This system enhances operational efficiency, reduces data duplication, and supports data-driven decision-making process.



Dari aspek lingkungan, Perseroan mengalokasikan area seluas 63,45 ha sebagai kawasan konservasi yang berfungsi untuk pelestarian keanekaragaman hayati, perlindungan tata air, serta sarana edukasi lingkungan. Perseroan juga memanfaatkan biomassa sebagai energi terbarukan dengan pemakaian sebesar 1.950,74 GJ.

Pengelolaan emisi gas rumah kaca dilakukan dengan mencatat total emisi sebesar 13.399 tCO<sub>2</sub>e atau turun 22,25% dibandingkan tahun sebelumnya. Selain itu, Perseroan mengolah limbah cair pabrik kelapa sawit dan limbah padat (tankos) menjadi pupuk kompos sebanyak 46.943 m<sup>3</sup> dan 10.707 ton. Dalam pengelolaan air, Perseroan mencatat total konsumsi air sebesar 143.149,77 m<sup>3</sup>, dengan seluruh air limbah telah melalui proses pengolahan sesuai standar baku mutu sebelum dilepas ke lingkungan.

Dari aspek sosial, Perseroan mencatat kinerja yang baik, termasuk nihil kecelakaan kerja fatal (*zero fatality*). Capaian ini didukung oleh penerapan sistem manajemen Kesehatan dan Keselamatan Kerja (K3) yang disiplin.

Sebagai bentuk dukungan terhadap program pemerintah dalam pengelolaan sampah domestik, Perseroan berinisiatif menghibahkan lahan seluas 15 hektar kepada Pemerintah Kabupaten Batubara, Sumatra Utara, untuk pembangunan Tempat Pengolahan Sampah Terpadu (TPST) yang direncanakan pada 2026. Sebagai tahap awal, pada 2025 Perseroan bersama Pemerintah Kabupaten Batubara telah melaksanakan studi kelayakan pembangunan TPST.

Perseroan juga memastikan penerapan prinsip kesetaraan melalui evaluasi kinerja 100% karyawan, serta pelaksanaan program pelatihan dengan total 40.147 jam pelatihan sepanjang tahun. Upaya ini mendukung peningkatan kompetensi karyawan sekaligus membuka peluang pengembangan karier dalam jangka panjang.

As for its environmental achievement, the Company allocated 63.45 hectares as conservation area dedicated to preserve biodiversity, protect water systems, and serve as an environmental education facility. The Company utilized biomass as a renewable energy source as well, with total consumption reaching 1,950.74 GJ.

Greenhouse gas emissions management is reflected in the total emissions generated of 13,399 tCO<sub>2</sub>e, which decreased by 22.25% compared to the previous year. In addition, the Company processed palm oil mill effluent and solid waste (Empty Fruit Bunch/EFB) into compost, amounting to 46,943 m<sup>3</sup> and 10,707 tons respectively. In terms of water management, the Company recorded total water consumption of 143,149.77 m<sup>3</sup>, with all wastewater underwent treatment to fulfill the quality standards before discharge into the environment.

In terms of social aspects, the Company recorded strong performance, including zero fatalities. This achievement was supported by strict implementation of Occupational Health and Safety (OHS) management system.

As part of its support for the government's domestic waste management program, the Company plans to donate 15 hectares of land to the Government of Batubara Regency, North Sumatra, for the development of an Integrated Waste Processing Facility (TPST) in 2026. As an initial step, in 2025 the Company, together with the Government of Batubara Regency, conducted a feasibility study for the TPST development.

The Company ensures the implementation of equality principles as well. This was achieved through performance evaluations which covered all (100%) employees and training programs that reached 40,147 training hours throughout the year. These efforts support employee competency development while creating long term career advancement opportunities.

Dari sisi pemberdayaan masyarakat, Perseroan menjalankan program di bidang pendidikan, ekonomi, kesehatan, sosial, dan lingkungan. Pada bidang pendidikan, Perseroan telah mengelola lima yayasan pendidikan dengan total 1.387 siswa binaan pada jenjang TK hingga SMP. Di bidang kesehatan, Perseroan menyediakan akses layanan melalui beberapa fasilitas kesehatan yang meliputi balai pengobatan, posyandu, dan rumah sakit.

Perseroan juga memperkuat kemandirian ekonomi masyarakat melalui pembinaan terhadap 10 UMKM, serta pengembangan kemitraan dengan petani plasma dan non-plasma yang melibatkan 14.309 orang dengan luas area mencapai 22.949 ha. Sepanjang 2025, total realisasi dana untuk program pengembangan dan pemberdayaan masyarakat mencapai sekitar Rp15,8 miliar, yang memberikan manfaat langsung kepada 25.758 penerima manfaat di sekitar wilayah operasional.

Dari aspek tata kelola, Perseroan mencatat tingkat kepatuhan terhadap kebijakan dan regulasi sebesar 100%. Seluruh karyawan telah menandatangani pakta integritas, serta mengikuti pelatihan etika bisnis dan anti-korupsi sebagai bagian dari penguatan budaya integritas.

### Strategi Pencapaian Target

Perseroan menerapkan pendekatan manajemen risiko yang mencakup identifikasi, analisis, mitigasi, serta pengawasan risiko yang berpotensi memengaruhi keberlanjutan usaha. Pendekatan ini memastikan bahwa risiko yang signifikan dapat dikelola secara efektif.

Perseroan juga memanfaatkan peluang dan prospek usaha yang muncul seiring dengan meningkatnya tuntutan terhadap praktik bisnis berkelanjutan. Tren global terhadap komoditas berbasis perkebunan yang diproduksi secara bertanggung jawab menjadi peluang strategis bagi Perseroan untuk memperkuat posisi di pasar. Untuk itu, Perseroan terus mengembangkan praktik perkebunan berkelanjutan, meningkatkan efisiensi operasional, serta mendorong inovasi dalam proses produksi guna menghasilkan produk yang bernilai tambah dan berdaya saing.

In terms of community empowerment, the Company implemented various programs in education, economic development, health, social, and environmental areas. In education, the Company managed five educational foundations, supporting a total of 1,387 students from kindergarten to junior high school. In healthcare, the Company provided access to services through several facilities, including clinics, integrated health service posts (posyandu), and hospitals.

The Company also strengthened community economic independence by supporting 10 MSMEs and developing partnerships with plasma and non-plasma farmers involving 14,309 individuals across a total area of 22,949 hectares. Throughout 2025, the total realization of community development and empowerment fund reached approximately Rp15.8 billion, directly benefiting 25,758 beneficiaries in the surrounding operational areas.

In terms of governance achievement, the Company recorded a 100% compliance rate with the prevailing policies and regulations. All employees have signed integrity pacts and participated in business ethics and anti-corruption training as part of strengthening the culture of integrity.

### Strategies to Achieve Targets

The Company implements a risk management approach that includes the identification, analysis, mitigation, and monitoring of risks that may impact business sustainability. This approach ensures that significant risks are effectively managed.

The Company leverages opportunities and business prospects arising from the increasing demand for sustainable business practices as well. The global trend towards responsibly produced plantation-based commodities presents a strategic opportunity for the Company to strengthen its market position. Accordingly, the Company continues to develop sustainable plantation practices, enhance operational efficiency, and promote innovation in production processes to deliver value-added and competitive products.



Selain itu, pemanfaatan teknologi dan digitalisasi menjadi bagian penting dalam strategi Perseroan untuk meningkatkan produktivitas dan efisiensi. Perseroan secara bertahap mengadopsi inovasi berbasis teknologi dalam operasional perkebunan dan pengolahan guna mendukung pencapaian target keberlanjutan secara lebih optimal. Dengan pendekatan yang terintegrasi antara pengelolaan risiko dan pemanfaatan peluang, Perseroan optimis dapat mencapai target sesuai dengan prospek usaha di masa mendatang.

### **Apresiasi**

Direksi menyampaikan apresiasi kepada seluruh pemangku kepentingan atas dukungan dan kontribusi terhadap kinerja Perseroan. Kami percaya bahwa apa yang diraih saat ini merupakan hasil dari kolaborasi dan sinergi yang kuat dari pemangku kepentingan. Perseroan akan terus memperkuat kemitraan yang konstruktif guna menciptakan nilai bersama yang berkelanjutan.

In addition, the utilization of technology and digitalization became an integral part of the Company's strategy to improve productivity and efficiency. The Company progressively adopts technology-based innovations in plantation operations and processing to better support the achievement of its sustainability targets. Through an integrated approach combining risk management and opportunity optimization, the Company remains confident in achieving its targets in line with future business prospects.

### **Acknowledgments**

The Board of Directors extends our appreciation and sincere gratitude to all stakeholders for their continuous support and contributions to the Company's performance. We believe that our achievements are the result of strong collaboration and synergy among stakeholders. The Company will continue to strengthen constructive partnerships to create sustainable shared value.

Jakarta, April 2026

**Bayu Irianto**  
Direktur Utama  
President Director

# Capaian Kinerja 2025

## 2025 Performance Achievements

### Ikhtisar Kinerja Keberlanjutan

#### Sustainability Performance Overview



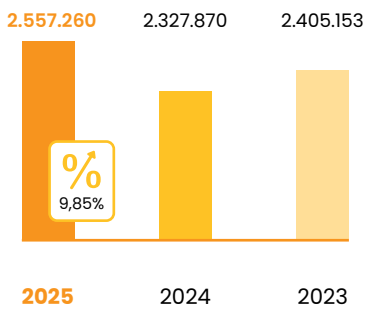
#### Ekonomi (Benefit) [B.1]

##### Economic (Benefit)

#### Penjualan Neto

##### Net Sales

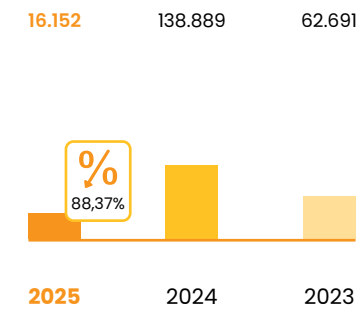
Rp juta  
Rp million



#### Laba (rugi) - Neto

##### Net Profit (loss)

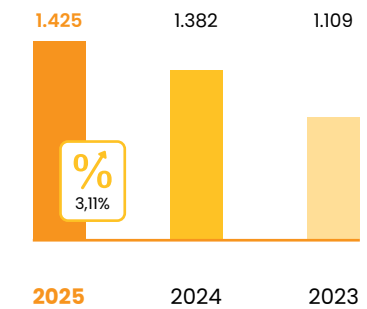
Rp juta  
Rp million



#### Jumlah Pemasok Lokal

##### Total Local Suppliers

Pemasok  
Suppliers

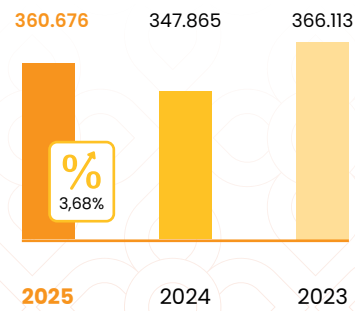


### Sawit | Oil Palm

#### Tandan Buah Segar (TBS) yang Dipanen

##### Harvested Fresh Fruit Bunch (FFB)

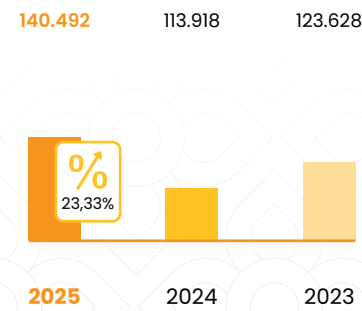
Ton  
Tons



#### Minyak Sawit

##### Crude Palm Oil (CPO)

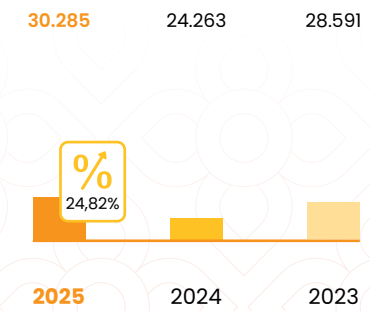
Ton  
Tons



#### Inti Sawit

##### Palm Kernel (PK)

Ton  
Tons



### Karet | Rubber

#### Getah (lateks) yang Dipanen

##### Harvested Latex

Ton  
Tons



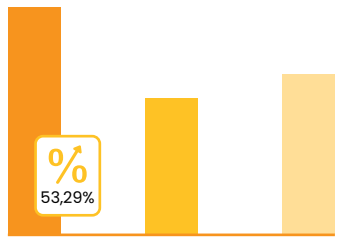


**Lingkungan (Planet) [B.2]**  
Environment (Planet)

**Penggunaan  
Konsumsi Energi**  
Energy Consumption

Gigajoule

16.428 10.717 12.699

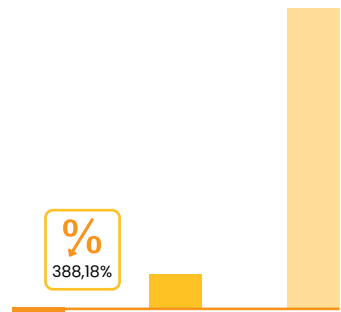


2025 2024 2023

**Pengurangan  
Konsumsi Energi**  
Energy Consumption  
Reduction

Gigajoule

(5.711) 1.982 56.516



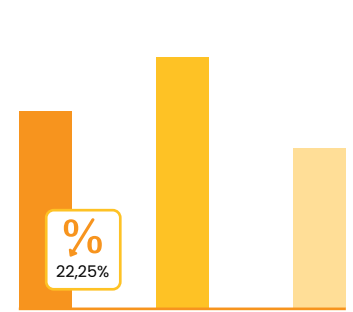
2025 2024 2023

2025

**Total Emisi  
Cakupan 1 dan 2**  
Total Scope 1 and  
2 Emission

Ton CO<sub>2</sub>eq

13.399 17.233 11.619\*



2025 2024 2023

\*Pernyataan Kembali [2-4]  
Restatement

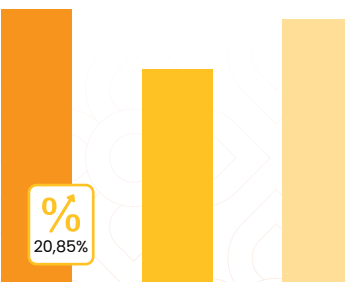
**Pengurangan Limbah | Waste Reduction:**



**Padat  
Solid**

Ton  
Tons

51.940 42.979 51.211

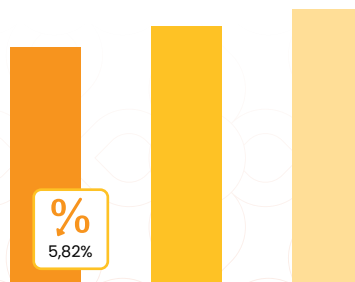


2025 2024 2023

**Cair  
Liquid**

m<sup>3</sup>

159.150 168.981 171.618



2025 2024 2023

**B3  
Hazardous**

m<sup>3</sup>

18 70 182



2025 2024 2023

**Area Konservasi | Conservation Area**

Ha

63 63

2025 2024

63

2023

**Area HCV | HCV Area**

Ha

3.303 3.303 3.303

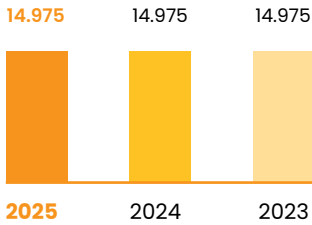
2025 2024 2023



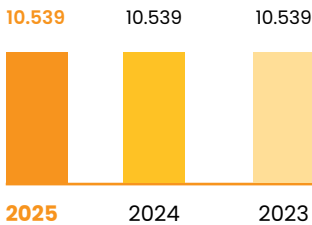
**Sosial [B.3]**  
Social

**Petani Mitra Plasma**  
Plasma Farmers

Ha

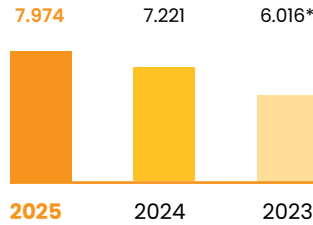


Orang | People

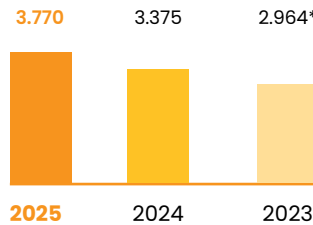


**Petani Mitra Peremajaan Sawit Rakyat (PSR)/Non PSR**  
Smallholder Oil Palm Replanting (PSR)/Non-PSR Partner Farmers

Ha

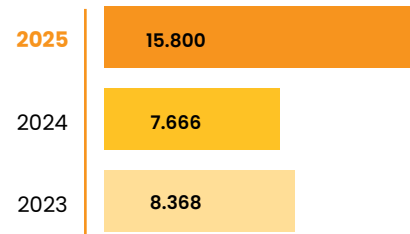


Orang | People



**Realisasi Anggaran Program**  
Community Development  
Community Development Program  
Budget Realization

Rp juta | Rp million



Keterangan | Notes:

\*Pernyataan kembali informasi karena perbedaan dasar pengambilan data [2-4]

\*Restatement of information due to differences in the basis of data collection

**Penghargaan Awards**



Satya JKN Awards 2025 dengan kategori Badan Usaha Swasta Terbaik Nasional

Satya JKN Awards 2025 in the category of Best Private Sector Company at the National Level

Menteri Koordinator (Menko) Bidang Pemberdayaan Masyarakat  
Coordinating Ministry for Community Empowerment



Penghargaan LKS Bipartit Terbaik 2025 atas Harmonis Dalam Membangun Hubungan Industrial yang Harmonis

Best Bipartite Institution Award 2025 in Recognition of the Company's Commitment to Fostering Harmonious Industrial Relations

Pemerintah Kabupaten Asahan  
Government of Asahan Regency



Penghargaan Program Plasma 65% untuk Meningkatkan Kesejahteraan Petani dan Perekonomian Daerah

Award for the 65% Plasma Program to Enhance Farmers' Welfare and Regional Economic Development

Dinas Perkebunan Kabupaten Pasaman Barat  
Plantation Agency of West Pasaman Regency



## Tentang Laporan dan Pelibatan Pemangku Kepentingan

About the Report and Stakeholder Engagement

### Tentang Laporan Keberlanjutan

Perseroan menyampaikan Laporan Keberlanjutan setiap tahun sebagai bentuk tanggung jawab atas pengelolaan kinerja ekonomi, lingkungan, sosial dan tata kelola. Periode kinerja keberlanjutan pelaporan ini adalah 1 Januari 2025–31 Desember 2025 yang memuat kinerja konsolidasi dari internal maupun entitas anak usaha. Sebagai catatan, untuk data konsolidasi sudah tidak memuat data dari segmen usaha oleokimia, karena terdapat perubahan dalam pengendalian atas Entitas Anak PT Bakrie Renewable Chemicals pada Juli 2024. Laporan ini disusun sebagai kesinambungan dari laporan tahun sebelumnya yang terbit pada 3 Juni 2025. [2-2][2-3]

Laporan ini disusun mengacu pada Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik; Pedoman Teknis Penyusunan Laporan

### About the Sustainability Report

The Company publishes its Sustainability Report annually to show its accountability in terms of its economic, environmental, social, and governance performance. This report presents the sustainability performance for the period that started on January 1, 2025 and ended on December 31, 2025. It presents consolidated performance from both internal operations and its subsidiaries. As a note, that the consolidated data no longer includes data from the oleochemical business segment, due to change in control over the subsidiary PT Bakrie Renewable Chemicals in July 2024. This report is prepared as a continuation of the previous report issued in June, 3 2025. [2-2][2-3]

This report is prepared in accordance with the Financial Services Authority Regulation No. 51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies, as well as the Technical

Keberlanjutan dalam SEOJK No. 16/SEOJK.04/2021; merujuk pada (*with reference to*) Standar Global Reporting Initiative (GRI) 2021, serta GRI Sector Standard Agriculture, Aquaculture and Fishing Sectors 2022.

Pada laporan ini, tidak terdapat informasi yang disajikan kembali (*restatement*). Perusahaan juga belum melakukan verifikasi tertulis (*assurance*) oleh pihak independen atas Laporan ini. Namun demikian, seluruh informasi yang disampaikan telah ditelaah oleh divisi terkait dan disetujui oleh Direksi. Laporan Keuangan juga telah diaudit oleh Kantor Akuntan Publik, serta beberapa informasi aspek lingkungan telah dilakukan penilaian oleh konsultan lingkungan maupun diaudit oleh lembaga sertifikasi independen. [G.1][2-2][2-4][2-5]

Kami telah menanggapi umpan balik atas Laporan Keberlanjutan sebelumnya dari berbagai pemangku kepentingan. Bentuk tanggapannya yaitu menyampaikan informasi dengan lebih komprehensif mengenai topik material, seperti emisi cakupan 3 yang signifikan bagi perseroan, konsumsi energi dari sumber terbarukan dan tidak terbarukan, komponen ESG yang termasuk dalam penilaian badan tata kelola tertinggi, maupun komitmen kebijakan mengenai HAM. [G.3]

Guidelines for Preparing Sustainability Reports under SEOJK No. 16/SEOJK.04/2021, with reference to the Global Reporting Initiative (GRI) Standards 2021 and the GRI Sector Standard for Agriculture, Aquaculture, and Fishing Sectors 2022.

In this report, there is no certain information are presented as restatements. This report has yet to undergo an independent external assurance process. Nevertheless, all information presented in this report has been reviewed by the relevant divisions and approved by the Board of Directors. Additionally, the Company's Financial Statements have been audited by a Public Accounting Firm, and certain environmental aspects have been assessed by environmental consultants and/or audited by independent certification bodies. [G.1][2-2][2-4][2-5]

We have followed up the feedback submitted regarding the previous Sustainability Report from various stakeholders. The response was delivered by providing more comprehensive disclosures on material topics, such as Scope 3 emissions that are significant to the Company, energy consumption from renewable and non-renewable sources, ESG components included in the assessment by the highest governance body, as well as policy on commitment to upholding human rights. [G.3]



**Kontak Pelaporan** [C.2][2-3]  
Reporting Contact

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## Topik Material [3-1][3-2][3-3]

Penentuan topik material melibatkan pemangku kepentingan internal maupun eksternal. Pendekatan yang digunakan dalam penentuan topik material ini adalah uji materialitas ganda, dengan mengidentifikasi dampak, risiko maupun peluang yang ditimbulkan oleh BSP maupun pengaruhnya terhadap kondisi finansial Perseroan. Tidak terdapat perubahan topik material dari tahun sebelumnya, topik tersebut masih dikelola secara lebih mendalam guna meningkatkan capaian kinerja. Selain itu, seluruh topik yang ditetapkan telah mendapat persetujuan dari Direksi.

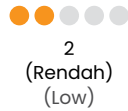
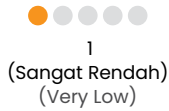
## Material Topics [3-1][3-2][3-3]

The determination of material topics involves both the internal and external stakeholders. To identify the material topics, the Company employs the Double Materiality Approach (DMA) by assessing the impacts, risks, and opportunities arising from the Company, as well as their influence on the Company's financial condition. There have been no changes to the material topics of the previous year. These topics remain as material topics managed by the Company in a more in-depth manner to enhance performance achievements. In addition, all material topics that have been identified are approved by the Board of Directors.

## Topik Material, Isu Keberlanjutan, dan Manajemen Dampak

Berdasarkan hasil uji materialitas ganda, Perseroan telah memetakan topik material berdasarkan materialitas dampak dan materialitas finansial, sebagai berikut:

Catatan  
Notes:



## Material Topics, Sustainability Issues, and Impact Management

Based on the results of the double materiality assessment, the Company has mapped its material topics according to impact materiality and financial materiality, as follows:






Materialitas Dampak  
Impact Materiality



Materialitas Finansial  
Financial Materiality



### Isu Keberlanjutan Sustainability Concerns

- Efisiensi energi dan penggunaan energi terbarukan
- Pengurangan emisi dalam mengelola lahan gambut
- Pengelolaan limbah POME
- Mitigasi dan risiko kebakaran hutan dan lahan
- Penurunan konsumsi bahan bakar solar

- Energy efficiency and the use of renewable energy
- Emissions reduction in peatland management
- POME waste management
- Mitigation of forest and land fire risks
- Reduction in diesel fuel consumption

### Dampak bagi Perseroan Impact on the Company

- Peningkatan biaya operasional akibat tingginya konsumsi energi serta inefisiensi penggunaan sumber daya energi dan air
- Peningkatan emisi GRK berpotensi menurunkan kinerja keberlanjutan
- Gangguan keberlangsungan operasional akibat kebakaran hutan dan lahan maupun pencemaran lingkungan, berpengaruh terhadap finansial Perseroan
- Risiko finansial dan hukum akibat ketidakpatuhan terhadap peraturan lingkungan

- Increased operational costs due to high energy consumption and inefficient use of energy and water resources
- Rising GHG emissions potentially impacts on sustainability performance
- Disruptions to operational continuity due to forest and land fires or environmental pollution, affecting the Company's financial condition
- Financial and legal risks arising from non-compliance with environmental regulations

### Pendekatan Manajemen Management Approach

Pengelolaan isu lingkungan berada di bawah Departemen QHSE & Standards Management. Beberapa upaya yang dilakukan Perseroan untuk mengelola isu ini adalah dengan meningkatkan efisiensi energi dan penggunaan energi terbarukan, mengelola timbulan limbah dengan pemanfaatan kembali, menggunakan pupuk organik, pelestarian keanekaragaman hayati, dan membangun Instalasi Pengelolaan Air Limbah (IPAL). Upaya yang dilakukan tersebut selaras dengan kebijakan Minyak Kelapa Sawit Berkelanjutan yang menjadi pedoman dalam menjalankan kegiatan operasional perkebunan dan pabrik yang bertanggung jawab.

The management of environmental issues is the responsibility of the QHSE & Standards Management Department. The Company has carried out several initiatives to address these issues, including improving energy efficiency and increasing the use of renewable energy, managing waste generated by reusing waste, utilizing organic fertilizers, conserving biodiversity, and developing Wastewater Treatment Plant (WWTP). These efforts align with the Sustainable Palm Oil Policy as a guideline for carrying out responsible plantation and mill operations.



Materialitas Dampak  
Impact Materiality



Materialitas Finansial  
Financial Materiality



## Memelihara Tempat Kerja yang Aman dan Mendukung Nurturing a Safe and Supportive Workplace

### Isu Keberlanjutan Sustainability Concerns

- Manajemen Kesehatan dan keselamatan kerja (K3)
- Kesetaraan gender dan inklusivitas
- Perlindungan hak hak karyawan
- Occupational Health and Safety (OHS)
- Gender Equality and Inclusion
- Protection of Employee Rights

### Dampak bagi Perseroan Impact on the Company

- Manajemen K3 yang kurang optimal dapat menyebabkan kecelakaan maupun masalah kesehatan yang dapat mengganggu produktivitas kerja serta meningkatnya biaya operasional
- Insiden K3 dan pelanggaran ketenagakerjaan dapat menimbulkan sanksi maupun tuntutan hukum
- Suboptimal OHS management may lead to workplace accidents and health issues, potentially disrupting productivity and increasing operational costs
- OHS incidents and violations against labor rights may result in sanctions and legal claims

### Pendekatan Manajemen Management Approach

Seluruh karyawan yang bekerja di pabrik maupun perkebunan maupun mitra kerja Perseroan wajib memerhatikan keselamatan dan kesehatan kerja (K3), sesuai dengan kebijakan K3 maupun Sistem Manajemen K3 (SMK3). Tanggung jawab pelaksanaan K3 dilakukan oleh Divisi QHSE & Standards Management, yang secara berkala melaporkan kinerjanya kepada manajemen.

All employees working in plantation and mill operations, as well as the Company's partners, are required to observe occupational health and safety (OHS) practices in accordance with the Company's OHS policies and OHS Management System (OHSMS). OHS implementation is the responsibility of the QHSE & Standards Management Division, which regularly reports its performance to the management.





<b>Materialitas Dampak</b> Impact Materiality ● ● ● ● ● ● ● ●	<b>Materialitas Finansial</b> Financial Materiality ● ● ● ● ● ● ● ●
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## Memberdayakan Masyarakat Lokal untuk Kesejahteraan Bersama Empowering Local Communities for Shared Prosperity

### Isu Keberlanjutan Sustainability Concerns

- Perlindungan hak asasi masyarakat
- Non diskriminasi
- Program pengembangan dan pemberdayaan masyarakat (PPM)
- Program petani Plasma
- Protection of community rights
- Non-discrimination
- Community development and empowerment programs (PPM)
- Plasma farmer programs

### Dampak bagi Perseroan Impact on the Company

- Berpengaruh terhadap penerimaan masyarakat atas kegiatan operasional perseroan
- Menjadi dasar pemenuhan tanggung jawab sosial masyarakat sekitar
- Berpengaruh terhadap reputasi perusahaan di mata publik
- Impacts on the community acceptance of the Company's operational activities
- Becomes the basis for fulfilling social responsibilities toward surrounding communities
- Affects the Company's reputation in the public perception

### Pendekatan Manajemen Management Approach

Keberhasilan usaha tidak terlepas dari peran serta dan dukungan masyarakat. Oleh karena itu, Perseroan membangun hubungan kemitraan yang baik dengan masyarakat, melibatkan mereka dalam berbagai program pengembangan serta mendengarkan aspirasi masyarakat lokal. Pengelolaan aspek kemasyarakatan tersebut dilaksanakan berdasarkan kebijakan CSR/Comdev dan Kemitraan, dengan pelaksanaan dan pengawasan berada di bawah Divisi Human Resource (HR) dan Departemen Kemitraan.

The community and their support play a pivotal role in contributing to business excellence. Therefore, the Company fosters strong partnerships with local communities by involving them in various development programs and actively listening to their aspirations. The management of community-related aspects is carried out based on CSR/Comdev and Partnership policies, whose implementation and oversight is the responsibility of the Human Resource (HR) Division and the Partnership Department.





Materialitas Dampak  
Impact Materiality



Materialitas Finansial  
Financial Materiality



## Integritas dan Akuntabilitas dalam Praktik Bisnis Integrity and Accountability in Business Practices

### Isu Keberlanjutan Sustainability Concerns

- Kepatuhan terhadap regulasi
- Pelaporan pelanggaran
- *Anti-fraud* dan antikorupsi
- Regulatory compliance
- Reporting violations
- Anti-fraud and anti-corruption

### Dampak bagi Perseroan Impact on the Company

- Penurunan kepercayaan pemangku kepentingan serta potensi sanksi hukum akibat pelanggaran regulasi
- Kerugian finansial dan reputasi yang dapat memengaruhi keberlanjutan usaha
- Pengaruh bagi daya saing dan keunggulan kompetitif Perseroan jangka panjang
- Decline in stakeholder trust and potential legal sanctions due to regulatory non-compliance
- Financial and reputational losses that may affect business sustainability
- Impacts on the Company's long-term competitiveness and competitive advantage

### Pendekatan Manajemen Management Approach

Guna membangun tata kelola yang unggul, Perseroan melakukan beberapa pendekatan. Beberapa di antaranya yaitu mensosialisasikan kode etik kepada seluruh karyawan dan mitra kerja, membangun saluran pengaduan (*whistleblowing system*), melakukan pengawasan internal, dan melakukan evaluasi kinerja secara berkala. Perseroan memastikan bahwa seluruh karyawan, Direksi, maupun mitra kerja menaati kode etik yang menjadi dasar dalam bertindak.

To establish strong corporate governance, the Company has implemented several approaches, including disseminating the code of conduct to all employees and business partners, establishing a whistleblowing system, conducting internal oversight, and carrying out periodic performance evaluations. The Company ensures that all employees, members of the Board of Directors, and business partners adhere to the code of conduct as the foundation for their conduct.





<b>Materialitas Dampak</b> Impact Materiality	<b>Materialitas Finansial</b> Financial Materiality
● ● ● ● ●	● ● ● ● ●

## Membangun Rantai Pasokan yang Berkelanjutan dan Transparan Building a Sustainable and Transparent Supply Chain

### Isu Keberlanjutan Sustainability Concerns

- Pemasok lokal dan kualitas mitra usaha nilai pengadaan
- Ketertelusuran produk kelapa sawit
- Penilaian lingkungan dan sosial pemasok
- Kualitas dan kuantitas produksi
- Local suppliers and the quality of business partners in procurement
- Traceability of palm oil products
- Environmental and social assessments of suppliers
- Production quality and quantity

### Dampak bagi Perseroan Impact on the Company

- Gangguan terhadap keberlanjutan pasokan bahan baku
- Risiko reputasi dari praktik rantai pasok yang tidak berkelanjutan
- Berpengaruh terhadap komitmen *No Deforestation, No Peat, No Exploitation* (NDPE) di rantai pasok
- Disruptions to the sustainability of raw material supply
- Reputational risks arising from unsustainable supply chain practices
- Impacts on the Company's commitment to *No Deforestation, No Peat, and No Exploitation* (NDPE) across the supply chain

### Pendekatan Manajemen Management Approach

Dalam membangun rantai pasok yang bertanggung jawab, Perseroan menetapkan pemasok berintegritas, menerapkan sistem ketertelusuran rantai pasok, serta melakukan pemantauan dan evaluasi kinerja secara berkala. Perseroan juga menerapkan Kebijakan Pengadaan Minyak Kelapa Sawit Berkelanjutan. Pengelolaan rantai pasok dari hulu hingga hilir berada di bawah tanggung jawab Departemen QHSE & Standards Management.

In developing a responsible supply chain, the Company appoints suppliers with integrity, implements supply chain traceability systems, and conducts regular monitoring and performance evaluations. The Company has put in place a Sustainable Palm Oil Procurement Policy as well. The end-to-end supply chain management from upstream to downstream is the responsibility of the QHSE & Standards Management Department.





### Dampak pada Pemangku Kepentingan Impact on Stakeholders

Topik Topic	Pemegang Saham Shareholder	Karyawan Employee	Pemerintah Government	Masyarakat Community	Media Media	Pemasok Supplier	LSM NGO
Pengelolaan Lingkungan di Perkebunan Environmental Stewardship in Plantation	●	●	●	●	●	●	●
Memelihara Tempat Kerja yang Aman dan Mendukung Nurturing a Safe and Supportive Workplace	●	●	●	●	●	●	●
Memberdayakan Masyarakat Lokal untuk Kesejahteraan Bersama Empowering Local Communities for Shared Prosperity	●	●	●	●	●	●	●
Integritas dan Akuntabilitas dalam Praktik Bisnis Integrity and Accountability in Business Practices	●	●	●	●	●	●	●
Membangun Rantai Pasokan yang Berkelanjutan dan Transparan Building a Sustainable and Transparent Supply Chain	●	●	●	●	●	●	●

#### keterangan | Notes:



Minat Pemangku Kepentingan Tinggi  
High Stakeholders Interest



Minat Pemangku Kepentingan Sedang  
Moderate Stakeholders Interest



Minat Pemangku Kepentingan Rendah  
Low Stakeholders Interest





## Pelibatan Pemangku Kepentingan

[E.4][2-25][2-29]

Pemangku kepentingan memiliki peranan yang penting dalam keberlangsungan usaha Perseroan. Oleh karena itu, Perseroan melakukan pendekatan dan pelibatan pemangku kepentingan di bawah Departemen Investor Relation dan Government Relation. Kami mengidentifikasi pemangku kepentingan utama yang berpengaruh dalam aktivitas bisnis, sebagai berikut:

## Stakeholder Engagement [E.4][2-25][2-29]

Stakeholders play crucial roles in the Company's business sustainability. Therefore, the Company carries out stakeholder engagement and outreach through the Investor Relations and Government Relations Departments. We have identified key stakeholders with significant influence on our business activities as follows:

### Pemegang Saham | Shareholders

#### Topik Kunci dan Isu Signifikan Key Topics and Significant Issues

- Kinerja Perseroan
- Penerapan tata kelola
- Company performance
- Implementation of good corporate governance

#### Metode dan Frekuensi Pelibatan Engagement Methods and Frequency

- Rapat Umum Pemegang Saham (RUPS) minimal satu tahun sekali
- *Public expose* minimal satu tahun sekali
- General Meeting of Shareholders (GMS) at least once a year
- Public expose at least once a year

#### Respons dan Tindak Lanjut Perseroan Responses and Follow-Up Actions

- Penyampaian laporan kinerja
- Tindak lanjut rekomendasi LST
- Menyediakan informasi yang transparan
- Melakukan assessment GCG
- Performance Reports
- Follow-up on ESG recommendations
- Provision of transparent information
- Implementing GCG assessments

### Karyawan | Employees

#### Topik Kunci dan Isu Signifikan Key Topics and Significant Issues

- Pengembangan karier
- Pendidikan dan pelatihan
- Perjanjian Kerja Bersama (PKB)
- Keselamatan dan Kesehatan Kerja (K3)
- Kesejahteraan karyawan
- Career development
- Education and training
- Collective Labor Agreement (CLA)
- Occupational Health and Safety (OHS)
- Employee welfare

#### Metode dan Frekuensi Pelibatan Engagement Methods and Frequency

- Komunikasi dengan serikat pekerja minimal satu bulan sekali
- *Gathering* karyawan sesuai kebutuhan
- Survei kepuasan karyawan setiap tahun
- Penilaian kinerja karyawan setiap tahun
- Communication with the trade union at least once a month
- Employee gatherings as needed
- Annual employee satisfaction survey
- Annual employee performance assessment

#### Respons dan Tindak Lanjut Perseroan Responses and Follow-Up Actions

- Pertemuan serikat pekerja
- Analisis saluran pengaduan
- Menyelenggarakan program pendidikan dan pelatihan bagi karyawan
- Melakukan sosialisasi kebijakan K3
- Trade union meetings
- Complaint channel analysis
- Organizing education and training programs for employees
- Dissemination of OHS policies
- Implementing GCG assessments

## Pemerintah | Government

### Topik Kunci dan Isu Signifikan

#### Key Topics and Significant Issues

- Kinerja Perseroan
- Ketaatan pada regulasi
- Pembayaran pajak
- Menyampaikan laporan tepat waktu
- Company performance
- Compliance with applicable regulations
- Tax payments
- Publishing financial statements, annual and other reports

### Metode dan Frekuensi Pelibatan

#### Engagement Methods and Frequency

- Pelaporan sesuai peraturan perundangan
- Keterbukaan informasi melalui sistem pelaporan OJK-IDX
- Reporting in accordance with laws and regulations
- Disclosure of information through the OJK-IDX reporting system

### Respons dan Tindak Lanjut Perseroan

#### Responses and Follow-Up Actions

- Mematuhi peraturan
- Menyampaikan tepat waktu
- Melaksanakan tata kelola yang baik
- Regulatory compliance
- Timely reporting
- Implementing good corporate governance

## Masyarakat | Community

### Topik Kunci dan Isu Signifikan

#### Key Topics and Significant Issues

- Pelaksanaan program tanggung jawab sosial dan lingkungan
- Kepatuhan dalam pengelolaan dampak dari kegiatan operasional
- Implementation of CSR programs
- Compliance in managing the impact of operations.

### Metode dan Frekuensi Pelibatan

#### Engagement Methods and Frequency

- Diskusi dengan masyarakat di sekitar wilayah kegiatan sesuai kebutuhan
- Mendapatkan dan memperbarui sertifikasi lingkungan
- Discussions with the community around the area of operations as needed
- Obtaining and renewing environmental certifications

### Respons dan Tindak Lanjut Perseroan

#### Responses and Follow-Up Actions

- Melaksanakan program TJSL
- Mematuhi peraturan
- Merespons apabila ada keluhan
- Conduct CSR programs around the operational area
- Regulatory compliance
- Responding to complaints

## Media

### Topik Kunci dan Isu Signifikan

#### Key Topics and Significant Issues

- Kinerja Perseroan
- Informasi kegiatan Perseroan
- Company performance
- Information on Company activities

### Metode dan Frekuensi Pelibatan

#### Engagement Methods and Frequency

- Siaran pers dan Media relation sesuai kebutuhan
- Press releases and media relations as needed

### Respons dan Tindak Lanjut Perseroan

#### Responses and Follow-Up Actions

- Komunikasi yang jelas dengan media
- Meningkatkan kinerja Perseroan
- Delivering clear communication with the media
- Improving the Company's performance



## Pemasok | Suppliers

### Topik Kunci dan Isu Signifikan

#### Key Topics and Significant Issues

- Praktik pengadaan
- Keselamatan dan Kesehatan Kerja (K3)
- Procurement practices
- Occupational Health and Safety (OHS)

### Metode dan Frekuensi Pelibatan

#### Engagement Methods and Frequency

- Pertemuan untuk membahas kerja sama yang adil dan transparan
- Melaksanakan komunikasi melalui FGD, pertemuan formal, *email*, sesuai kebutuhan
- Meetings to discuss fair and transparent cooperation
- Communication through Focus Group Discussions (FGD), formal meetings, emails, as needed

### Respons dan Tindak Lanjut Perseroan

#### Responses and Follow-Up Actions

- Menjaga komunikasi yang efektif
- Sistem pengadaan yang jelas
- Clear communications with the media
- Improving Company performance

## Lembaga Swadaya Masyarakat (LSM) Non-Governmental Organizations (NGOs)

### Topik Kunci dan Isu Signifikan

#### Key Topics and Significant Issues

Dampak kegiatan operasional Perseroan  
Operational impacts of the Company's activities

### Metode dan Frekuensi Pelibatan

#### Engagement Methods and Frequency

- Melakukan dialog dengan perwakilan masyarakat sesuai kebutuhan
- Program kemasyarakatan sesuai kebutuhan
- Engaging in dialogue with community representatives as needed
- Community programs tailored to needs

### Respons dan Tindak Lanjut Perseroan

#### Responses and Follow-Up Actions

- Menjaga hubungan baik dengan LSM
- Analisis saluran pengaduan
- Maintaining good relations with NGOs
- Analysis of complaint channels





# Keberlanjutan di BSP

## Sustainability at BSP

### Kebijakan dan Strategi Keberlanjutan [A.1]

Perseroan memiliki strategi dalam mengelola isu LST, yang tercermin dalam komitmen yang disebut dengan "BSP" meliputi Benefit (kinerja ekonomi), Social (kinerja sosial), dan Planet (kinerja lingkungan), sebagai berikut:

### Sustainability Policies and Strategy [A.1]

The Company has established a strategy for managing ESG related issues, reflected in its commitment known as "BSP," which encompasses Benefit (economic performance), Social (social performance), and Planet (environmental performance), as follows:

#### BENEFIT



- Mengembangkan keberlanjutan perusahaan dan pemangku kepentingan.
- Menciptakan nilai optimal melalui kegiatan operasional dan memanfaatkan keahlian kunci.
- Developing the sustainability of the Company and stakeholders.
- Creating optimal value through operations and leveraging key expertise.

#### SOCIAL



- Menumbuhkan dan meningkatkan kesejahteraan internal dan eksternal.
- Mengembangkan hubungan saling menguntungkan antara Perseroan dan pemangku kepentingan.
- Fostering and improving internal and external well-being.
- Establishing mutually beneficial relationships between the Company and stakeholders.

#### PLANET



- Merujuk peraturan dan standar pengelolaan perkebunan dan industri secara lestari.
- Mengoptimalkan kegiatan operasional yang ramah lingkungan.
- Complying with regulations and standards for sustainable plantation and industrial management.
- Optimizing environmentally friendly operations.

BSP telah menetapkan dan mempublikasikan Kebijakan Kelapa Sawit Berkelanjutan melalui situs web Perseroan, yaitu Kebijakan *No Deforestation, No Peat, No Exploitation* (NDPE). Melalui kebijakan ini, BSP berkomitmen untuk tidak melakukan deforestasi, tidak mengembangkan usaha pada lahan gambut, serta mencegah segala bentuk eksploitasi terhadap pekerja dan masyarakat. [2-24]

The Company has established and published its Sustainable Palm Oil Policy on the Company's website, namely the No Deforestation, No Peat, No Exploitation (NDPE) Policy. This policy reflects the Company's commitment to avoiding deforestation, refraining from developing operations on peatland, and preventing all forms of exploitation of workers and communities. [2-24]

Kebijakan NDPE dapat diunduh melalui:  
The NDPE Policy can be downloaded through:

<https://www.bakriesumatra.com/storage/documents/2022/03/Sustainability%20Policy.pdf>



## Membangun Budaya Keberlanjutan

Perseroan secara konsisten menanamkan budaya keberlanjutan kepada seluruh karyawan dengan mengintegrasikan nilai-nilai inti Perseroan ke dalam budaya keberlanjutan yang diangkum dalam nilai "BISA". [F.1][2-22][2-23][2-24]

## Sustainability Policies and Strategy

The Company consistently instills a sustainability culture to its employees by integrating its Corporate core values into its sustainability culture, encapsulated in the "BISA" values. [F.1][2-22][2-23][2-24]



Budaya keberlanjutan di lingkungan Perseroan juga diwujudkan dengan berbagai inisiatif seperti mengurangi penggunaan botol minuman sekali pakai, himbuan untuk menggunakan air secara bijak, serta mematikan lampu di ruangan yang tidak terpakai. Inisiatif ini diharapkan mampu membawa perubahan dari langkah yang kecil untuk menciptakan lingkungan kerja yang ramah lingkungan.

The sustainability culture within the Company is also realized through various initiatives, such as reducing the use of single-use plastic bottles, encouraging the responsible water consumption, and turning off lights in unoccupied rooms. These initiatives are expected to drive meaningful change through small actions, contributing to a more environmentally friendly workplace.





## Dukungan pada Tujuan Pembangunan Berkelanjutan (TPB) [303-3][303-4][303-5]

Perseroan memiliki strategi dalam mengelola isu LST, yang tercermin dalam komitmen yang disebut dengan "BSP" meliputi Benefit (kinerja ekonomi), Social (kinerja sosial), dan Planet (kinerja lingkungan), sebagai berikut:

## Supporting the Sustainable Development Goals (SDGs) [303-3][303-4][303-5]

The Company has established a strategy for managing ESG-related issues, reflected in its commitment known as "BSP," which encompasses Benefit (economic performance), Social (social performance), and Planet (environmental performance), as follows:



### Kehidupan Sehat dan Sejahtera Healthy and Prosperous Life

**Metadata TPB Kementerian PPN/ Bappenas**  
Ministry of PPN/Bappenas SDGs Metadata

3.8 Mencapai cakupan kesehatan universal dan akses terhadap pelayanan kesehatan yang baik. (3.8.1\*; 3.8.2(a))

3.8 Ensuring access to quality basic healthcare services (3.8.1\* and 3.8.2.(a))

**Inisiatif BSP**  
Initiatives BSP

- Seluruh (100%) karyawan terdaftar dalam program BPJS Kesehatan
- Pemeriksaan kesehatan secara rutin
- All (100%) employees are enrolled in the BPJS Kesehatan program.
- Regular health check-ups for employees.



### Pendidikan Berkualitas Quality Education

**Metadata TPB Kementerian PPN/ Bappenas**  
Ministry of PPN/Bappenas SDGs Metadata

4.3 Menjamin akses yang sama bagi semua perempuan dan laki-laki, terhadap pendidikan. (4.3.1\*)

4.3 Ensuring equal access for all female and male to technical, vocational, and higher education, including universities (4.3.1\*)

**Inisiatif BSP**  
Initiatives BSP

- Memiliki sekolah binaan jenjang TK, SD, SMP dengan total murid sebanyak 1.387 siswa
- Memiliki Sekolah Dasar (SD) Bakrie Sungai Aur yang merupakan sekolah Adiwiyata dengan total murid 201 siswa
- Biaya sekolah gratis tingkat TK, SD, dan SMP bagi 1.387 siswa
- Pemberian beasiswa kepada 2 siswa senilai Rp36,6 juta
- Pemberian honor kepada 140 guru di seluruh area usaha
- Memiliki 5 yayasan Pendidikan
- Peningkatan sarana dan prasarana belajar di universitas
- Establishing schools at the preschool (TK), primary schools (SD), and junior high schools (SMP) levels with a total of 1,387 students.
- Operating Bakrie Utama Sungai Aur Elementary School, an Adiwiyata school, with 201 students.
- Providing free school fees for 1,387 students at the preschool, primary schools, and junior high schools.
- Offering scholarships to 2 students amounting to Rp36.6 million
- Providing honorariums for 140 teachers across all Company areas
- Managing 5 educational foundations.
- Improvements to learning facilities and infrastructure at the university



## Air Bersih dan Sanitasi Layak

### Clean Water and Sanitation

#### Metadata TPB Kementerian PPN/ Bappenas

Ministry of PPN/Bappenas SDGs Metadata

- 6.3 Meningkatkan kualitas air dan meminimalkan pelepasan material dan bahan kimia berbahaya (6.3.1.(a); 6.3.2))
- 6.4 Meningkatkan efisiensi penggunaan air dan menjamin pasokan air tawar yang berkelanjutan (6.4.1; 6.4.2)

- 6.3 Improving water quality by reducing pollution, eliminating discharge, and minimizing the release of hazardous materials and chemicals (6.3.1.(a); 6.3.2))
- 6.4 Enhancing water use efficiency in all sectors and ensuring sustainable water use and supply (6.4.1; 6.4.2)

#### Inisiatif BSP

Initiatives BSP

- 100% air limbah dikelola melalui IPAL
- Pengelolaan limbah cair di IPAL Pabrik Kelapa Sawit (PKS) tanpa bahan kimia dan menggunakan sistem pengolahan biologis
- Pengukuran kualitas air limbah sesuai dengan baku mutu
- Tidak ada air yang diambil dari kawasan dengan *stress* air tinggi
- 100% of wastewater is treated through the WWTP (Wastewater Treatment Plant)
- Liquid waste management at the PKS IPAL without chemicals and using a biological processing system
- Water quality measurements in accordance with quality standards.
- No water is taken from areas with high water stress



## Pekerjaan Layak dan Pertumbuhan Ekonomi

### Decent Work and Economic Growth

#### Metadata TPB Kementerian PPN/ Bappenas

Ministry of PPN/Bappenas SDGs Metadata

- 8.7 Memberantas kerja paksa, mengakhiri perbudakan dan penghapusan tenaga kerja anak (8.7.1.(a))
- 8.8 Melindungi hak-hak tenaga kerja dan mempromosikan lingkungan kerja yang aman (8.8.1; 8.8.2)

8.7 Eradicating forced labor, ending slavery, and eliminating child labor (8.7.1.(a))

8.8 Protecting labor rights and promoting a safe working environment (8.8.1; 8.8.2)

#### Inisiatif BSP

Initiatives BSP

- Penerapan peraturan tidak merekrut pekerja anak dan tidak ada kerja paksa. Usia minimum karyawan BSP adalah 18 tahun
- Nihil kecelakaan kerja fatal
- Seluruh (100%) karyawan tercakup di dalam PKB
- Penerapan Sistem Manajemen Kesehatan dan Keselamatan Kerja (SMK3)
- *Medical check-up* minimal 1 tahun sekali
- Prohibition of child labor and forced labor. The minimum age for BSP employees is 18 years old
- Zero fatal workplace accidents
- All (100%) employees covered by the CLA
- Implementation of the Occupational Health and Safety Management System (OHSMS)
- Implementation of annual medical check-ups

**Metadata TPB Kementerian PPN/ Bappenas**  
Ministry of PPN/Bappenas SDGs Metadata

12.2 Mencapai pengelolaan berkelanjutan dan penggunaan sumber daya alam yang efisien	12.2 Achieving sustainable management and efficient use of natural resources efficiently
12.4 Mencapai pengelolaan bahan kimia dan semua jenis limbah yang ramah lingkungan (12.4.2*)	12.4 Achieving environmentally friendly management of chemicals and all types of waste (12.4.2*)
12.5 Mengurangi produksi limbah melalui pengurangan, daur ulang, dan penggunaan kembali (12.5.1.(a))	12.5 Reducing waste generation through prevention, reduction, recycling, and reuse (12.5.1.(a))

**Inisiatif BSP**  
Initiatives BSP

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• Pengurangan kehilangan 43 ton CPO/tahun dari proses pengolahan</li> <li>• Efisiensi penggunaan 1.796 HK/tahun</li> <li>• Penghematan 2.018 liter/tahun bahan bakar minyak</li> <li>• Mengurangi kehilangan <i>latex</i> 324 kg/tahun</li> <li>• Peningkatan kualitas produk karet 82.677 ton/tahun</li> <li>• Pengurangan penggunaan herbisida 46 liter/tahun</li> <li>• Mencegah potensi 323 janjang/tahun masuk ke kanal area gambut</li> <li>• Penurunan 375 kg/tahun serasah sawit terbawa ke pabrik</li> <li>• Menurunkan 29.399 janjang mentah/tahun terkirim ke pabrik</li> <li>• Pengolahan limbah dengan menyimpan sementara dilanjutkan dengan mengirim limbah B3 kepada pihak ketiga untuk dimusnahkan</li> <li>• Jumlah daur ulang limbah padat sebesar 176.311,21 ton</li> <li>• Jumlah daur ulang limbah cair 255.422,54 m<sup>3</sup></li> <li>• Pemanfaatan kembali 516 pcs material bekas</li> <li>• Penghematan listrik 21.971 kWh/tahun</li> <li>• Penghematan kertas sebanyak 24.390 lembar/tahun</li> <li>• Penghematan waktu kerja 23.306 jam/tahun</li> <li>• Pengurangan waktu kerja hilang akibat kecelakaan kerja 805 jam/tahun</li> <li>• Mencegah potensi 14.717 janjang dicuri/tahun</li> <li>• Substitusi 920 pcs/tahun material yang lebih ekonomis</li> <li>• Mengurangi fabrikasi material oleh vendor 1.216 pcs/tahun</li> </ul> | <ul style="list-style-type: none"> <li>• Reduction of CPO losses by 43 tons/year from processing activities</li> <li>• Efficiency improvement by 1,796 man-days/year</li> <li>• Fuel savings by 2,018 liters/year</li> <li>• Reduction of latex losses by 324 kg/year</li> <li>• Improvement of rubber product quality 82,677 tons/year</li> <li>• Reduction of herbicide usage by 46 liters/year</li> <li>• Prevention of bunches from entering peat canal areas by 323 bunch/year</li> <li>• Reduction of oil palm litters carried into the mill by 375 kg/year</li> <li>• Delivering 29,399 raw logs/year to the factory</li> <li>• Waste management through temporary storage followed by delivery of hazardous waste (B3) to third parties for disposal</li> <li>• Total recycled solid waste of 176,311.21 tons</li> <li>• Total recycled liquid waste of 255,422.54 m<sup>3</sup></li> <li>• Reuse of 516 units of used materials</li> <li>• Electricity savings of 21,971 kWh/year</li> <li>• Paper savings of 24,390 sheets/year</li> <li>• Working time savings of 23,306 hours/year</li> <li>• Reduction of lost work time due to work accidents by 805 hours/year</li> <li>• Preventing the potential theft of 14,717 bunches/year</li> <li>• Substitution of 920 pcs/year of more economical material</li> <li>• Reduced material fabrication by vendors 1,216 pcs/year</li> </ul> |
|---|---|



**13 CLIMATE ACTION**  
**Penanganan Perubahan Iklim**  
 Climate Change Action

**Metadata TPB Kementerian PPN/ Bappenas**  
 Ministry of PPN/Bappenas SDGs Metadata

13.2 Mengintegrasikan tindakan antisipasi perubahan iklim ke dalam kebijakan dan strategi (13.2.2*; 13.2.2.(a))	13.2 Integrating climate change adaptation measures into policies and strategies (13.2.2*; 13.2.2.(a))
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**Inisiatif BSP**  
 Initiatives BSP

Emisi GRK yang dihasilkan tahun 2025 13.399 tCO <sub>2</sub> eq, berkurang 22,25% dari tahun 2024 sebesar 17.233 tCO <sub>2</sub> eq	Total greenhouse gas emissions volume in 2025 reached 13,399 tCO <sub>2</sub> eq, reduced 22.25% from 2024 by 17,233 tCO <sub>2</sub> eq
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**16 PEACE, JUSTICE AND STRONG INSTITUTIONS**  
**Perdamaian, Keadilan, dan Kelembagaan yang Kuat**  
 Peace, Justice, and Strong Institutions

**Metadata TPB Kementerian PPN/ Bappenas**  
 Ministry of PPN/Bappenas SDGs Metadata

16.5 Mengurangi korupsi dan penyuapan (16.5.2)	16.5 Reducing corruption and bribery in all its forms (16.5.2)
--	--

**Inisiatif BSP**  
 Initiatives BSP

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• Tidak terdapat kasus suap maupun korupsi selama periode pelaporan</li> <li>• Kewajiban menandatangani Pakta Integritas bagi karyawan</li> </ul> | <ul style="list-style-type: none"> <li>• Zero cases of corruption during the reporting period</li> <li>• Mandatory signing of the Integrity Pact for all employees</li> </ul> |
|--|---|





# Tentang BSP

## About BSP

### Profil Perusahaan

PT Bakrie Sumatera Plantations (BSP) Tbk merupakan Perseroan di bidang agro terpadu dengan komoditi utama kelapa sawit dan karet. Kegiatan usaha yang dijalankan meliputi pengolahan kelapa sawit dan produk minyak kelapa sawit serta turunannya; pengolahan produk oleokimia; serta perkebunan karet dan produk karet beserta turunannya. Selain itu, Perseroan memproduksi *Crude Palm Oil* (CPO) dan *Palm Kernel* (PK) dari tandan buah segar (TBS) di kebun inti dan kebun plasma serta dari pembelian pihak ketiga. Pada 2025, tidak terdapat perubahan signifikan pada Perseroan. [c.6]

### Company Profile

PT Bakrie Sumatera Plantations Tbk (BSP) is an integrated agribusiness company with oil palm and rubber as its primary commodities. Its business activities include processing of oil palm and palm oil products and their derivatives; processing of oleochemical products; as well as rubber plantations and rubber-based products and their derivatives. In addition, the Company produces Crude Palm Oil (CPO) and Palm Kernel (PK) from Fresh Fruit Bunches (FFB) sourced from both nucleus and plasma plantations, as well as from third-party suppliers. In 2025, there were no significant changes in the Company. [c.6]

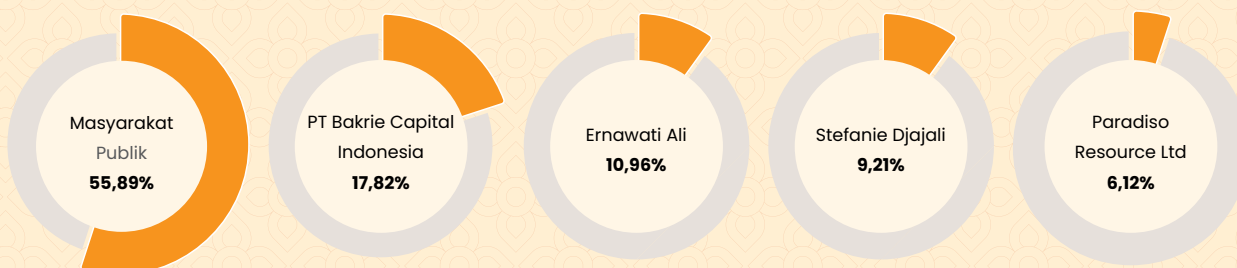
#### Profil Perusahaan [2-1]

##### Company Profile

<b>Nama Perusahaan</b> Company Name	PT Bakrie Sumatera Plantations Tbk (BSP)
<b>Status Badan Hukum</b> Legal Status	Perseroan Terbatas Terbuka Terdaftar pada Bursa Efek Indonesia (BEI). Public Limited Liability Company Listed on the Indonesia Stock Exchange (IDX).
<b>Kode Saham</b> Stock Code	UNSP

#### Kepemilikan Saham [c.3]

##### Share Ownership



#### Alamat Kantor Pusat [c.2]

##### Head Office Address

Bakrie Tower 19<sup>th</sup> Floor  
 Jl. H.R. Rasuna Said  
 Jakarta 12960, Indonesia  
 Telp: +62-21 2994 1286-87  
 Situs | Website: [www.bakriesumatera.com](http://www.bakriesumatera.com)  
 E-mail: [sr.csr@bakriesumatera.com](mailto:sr.csr@bakriesumatera.com)

## Visi, Misi, dan Nilai Inti [A.1][C.1]

## Vision, Mission, and Core Values

[A.1][C.1]

**Kami bergerak di bidang | We operate our business in:**

**"Agrobisnis Terpadu yang Berkelanjutan dan Layanan Terkait**  
Integrated Sustainable Agro-Business and Related Services"

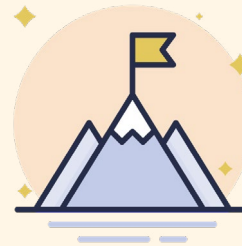
**Strategi | Strategy**



### Visi Vision

Menjadi Perusahaan Agrobisnis Terpadu  
Nomor Satu dan Paling Dikagumi di  
Indonesia

To Be the Number One and Most Admired  
Integrated Agro-Business Company in  
Indonesia



### Misi Mission

Memelihara dan Menjaga Kesejahteraan  
Komunitas Kami dengan Menciptakan  
Nilai Tambah Secara Optimal melalui  
Operasi yang Ramah Lingkungan serta  
Memanfaatkan Keahlian Inti (CORE) dalam  
Multi Komoditas dan Operasi Global

Nurture and Sustain the Wealth of Our  
Community by Extracting the Optimum Value  
Creation through Environmentally Friendly  
Operation and Leveraging CORE Expertise in  
Multi Crops and Global Operations



### Nilai Inti Core Values

- BSP Rumah Kita
- Inisiatif dan Pemberdayaan yang Bertanggung Jawab
- Semangat Membawa Misi
- Adaptabilitas terhadap Perubahan dan Kemampuan Menciptakan Kemajuan
- BSP is Our Home
- Initiative and Empowerment With Accountability
- Sense of Mission
- Adaptive to and Driving Change

**Hasil | Result**



**GREAT  
GO! AND REACH  
EXTRAORDINARY  
ACHIEVEMENT  
THROUGH  
TRANSFORMATION**

**Operational  
Excellence Driven by  
Standardization**

**Pencapaian Keunggulan  
Operasional melalui  
Strandarisasi**



### **Strategi Fokus: Kelapa Sawit & Karet**

1. Mengembangkan Lahan yang Tepat dengan Iklim yang Sesuai
2. Membina Organisasi dan Sumber Daya Manusia yang Tepat
3. Membangun dan Memelihara Infrastruktur yang Tepat
4. Mencapai Hasil Produksi Tinggi dengan Biaya Kompetitif Terendah
5. Bermitra dengan Sumber Pendanaan yang Terpercaya
6. Memanfaatkan dan Mengembangkan Cadangan Lahan yang Luas
7. Mengadopsi Teknologi Terapan (R&D)

#### **Focus Strategies: Palm & Rubber**

1. Develop Right Land with Suitable Climate
2. Nurture the Right Organization and Talent Pool
3. Build & Maintain Right Infrastructure
4. Attain High Yield and Lowest Competitive Cost Position
5. Partner with Reputable Funding Resources
6. Leverage and Expand Sizeable Land Bank
7. Adapt Applied Technology (R&D)

### **Strategi Fokus: Oleokimia**

1. Mengembangkan & Mempertahankan Keunggulan Operasional
2. Membina Organisasi dan Sumber Daya Manusia yang Tepat
3. Memperluas Kemitraan Sumber Pengadaan Strategis & Alternatif
4. Menyediakan Layanan Sesuai dengan Janji yang Ditetapkan
5. Secara Konsisten Mematuhi Standar Industri
6. Bermitra dengan Sumber Pendanaan yang Terpercaya (sesuai dengan Peta Jalan Keuangan Jangka Panjang)
7. Mempertahankan dan Mengakuisisi Endorser Merek Global

#### **Focus Strategies: Oleokimia**

1. Develop & Sustain Operational Excellence
2. Nurture the Right Organization and Talent Pool
3. Extend Strategic Sourcing Partners & Alternatives
4. Deliver Promised Service Rate
5. Consistently Comply with Industry Standard
6. Partner with Reputable Funding Resources (in line with Long Range Financial Road Map)
7. Retain and Acquire Global Brand Endorsers

## Wilayah Operasional

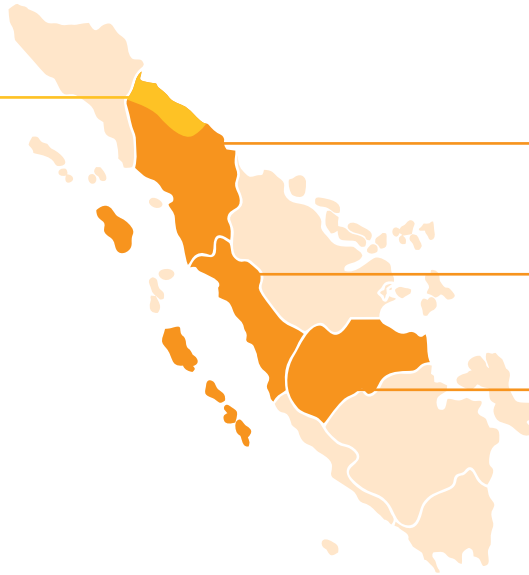
Seluruh kegiatan operasional Perseroan berlokasi di Indonesia, mencakup 8 perkebunan kelapa sawit dan 5 pabrik pengolahan CPO, 3 perkebunan karet dan 1 pabrik pengolahan karet, 1 fasilitas penyulingan, serta 1 pabrik pengolahan inti sawit (*Kernel Crushing Plant/KCP*).

## Operational Area

All operational areas of the Company are located in Indonesia, comprising of 8 oil palm plantations and 5 CPO processing mills, 3 rubber plantations, 1 rubber processing plant, 1 refinery facility, and 1 kernel crushing plant (KCP).

### Downstream

Kuala Tanjung  
**973.500 MT/year**



### Upstream

Sumatra Utara  
North Sumatra  
**90 ton/hour**

Sumatra Barat  
West Sumatra  
**60 ton/hour**

Jambi  
**90 ton/hour**

**Area Tertanam Kebun Kelapa Sawit (Ha) [13.13.2]**  
Planted Area of Oil Palm Estates (Ha)

Lokasi Location	2025	2024	2023
<b>Inti   Nucleus</b>			
Sumatra Utara   North Sumatra	21.783	19.578	18.094
Sumatra Barat   West Sumatra	10.790	10.930	10.947
Jambi	10.549	10.547	9.190
Kalimantan Selatan   South Kalimantan	411	411	411
Bengkulu	2.783	2.278	1.211
<b>Total Inti   Total Nucleus</b>	<b>46.316</b>	<b>43.745</b>	<b>39.852</b>
<b>Plasma</b>			
Sumatra Barat   West Sumatra	6.347	6.347	6.347
Jambi	8.628	8.628	8.628
<b>Total Plasma</b>	<b>14.975</b>	<b>14.975</b>	<b>14.975</b>
<b>Total Area Tertanam Total Planted Area</b>	<b>61.291</b>	<b>58.721</b>	<b>54.828</b>

**Area Tertanam Kebun Karet (Ha)**

Planted Area of Oil Rubber Estates (Ha)

Lokasi Location	2025	2024	2023
Sumatra Utara   North Sumatra	6.410	8.712	10.209
Bengkulu	22	469	1.456
Lampung	3.208	3.222	3.222
<b>Total</b>	<b>9.640</b>	<b>12.403</b>	<b>14.886</b>

**Kegiatan Usaha yang Dijalankan**

[C.4][2-6]

Perseroan memiliki tiga segmen usaha utama yaitu kelapa sawit, oleokimia, dan karet. Oleokimia yang berasal dari minyak nabati dan lemak hewani, merupakan sumber energi terbarukan dan dapat menjadi alternatif pengganti produk petrokimia yang dihasilkan dari bahan bakar fosil. Minyak kelapa sawit (CPO) dan minyak inti kelapa sawit (PKO) adalah bahan baku yang umum digunakan dalam produksi oleokimia, seperti margarin, es krim, sabun, bahan bakar, deterjen, dan berbagai produk lainnya.

Pada segmen usaha sawit, terdapat tiga produk utama yaitu minyak sawit (CPO), inti sawit (PK), dan minyak inti sawit (PKO) dengan target pasar domestik. Sementara itu, segmen oleokimia mencakup fasilitas penyulingan (*refinery*) dan fraksinasi minyak sawit serta fasilitas pengolahan inti sawit (*kernel crushing plant*). Produk dari segmen karet meliputi karet alam, mulai dari lateks hingga karet blok skim (BSR), yang berkontribusi pada 15,45% ekspor dan 84,55% pasar domestik.

Tandan Buah Segar (TBS) yang digunakan untuk memproduksi CPO, PK, dan PKO diperoleh dari kebun inti, kebun plasma, serta dibeli dari pemasok lokal. Adapun untuk pasokan getah karet berasal dari kebun milik perusahaan (inti).

**Business Activities** [C.4][2-6]

The Company has three main business segments: palm oil, oleochemicals, and rubber. Oleochemicals, derived from vegetable oils and animal fats, are a source of renewable energy and can serve as an alternative to petrochemical products made from fossil fuels. Crude Palm Oil (CPO) and Palm Kernel Oil (PKO) are commonly used as raw materials in oleochemical production, such as margarine, ice cream, soap, fuel, detergents, and various other products.

In the palm oil segment, there are three main products: Crude Palm Oil (CPO), Palm Kernel (PK), and Palm Kernel Oil (PKO), with a target market primarily in the domestic sector. Meanwhile, the oleochemical segment includes palm oil refining and fractionation facilities, as well as a kernel crushing plant. The rubber segment produces natural rubber, ranging from latex to Block Skim Rubber (BSR), contributing 15.45% to exports and 84.55% to the domestic market.

Fresh Fruit Bunches (FFB) used to produce CPO, PK, and PKO are sourced from nucleus estates, plasma plantations, and purchases from local suppliers. Meanwhile, the supply of rubber latex is sourced from the Company's own plantations (nucleus).



## Skala Usaha <sup>[c.3]</sup> Business Scale

Uraian Description	Satuan Unit	2025	2024	2023
<b>Jumlah Karyawan Number of Employees</b>				
Wanita Female		1.116	1.121	1.201
Laki-Laki Male	Orang People	6.611	6.639	7.689
<b>Total</b>		<b>7.727</b>	<b>7.760</b>	<b>8.890</b>
<b>Jumlah Pabrik Number of Plants</b>				
• Minyak Kelapa Sawit Palm Oil		5	5	5
• Karet Alam Natural Rubber	Pabrik Plants	1	1	2
• Oleokimia Oleochemistry		1	1	1
Penjualan Neto Net Sales	Rp juta Rp million	2.557.260	2.327.870	2.405.153
<b>Total Kapitalisasi Total Capitalization</b>				
• Total Liabilitas Total Liabilities		8.758.591	8.490.567	10.492.595
• Total Ekuitas (Defisiensi Modal) Total Equity (Capital Deficiency)	Rp juta Rp million	(5.270.612)	(5.276.487)	(5.932.870)
<b>Total Aset Total Assets</b>		<b>3.487.979</b>	<b>3.214.080</b>	<b>4.559.725</b>
<b>Sawit Palm</b>				
Tandan Buah Segar (TBS) yang Dipanen Harvested Fresh Fruit Bunch (FFB)		360.676	347.865	366.113
Minyak Sawit Crude Palm Oil (CPO)	Ton Tons	140.492	113.918	123.628
Inti Sawit Palm Kernel (PK)		30.285	24.263	28.591
<b>Karet Rubber</b>				
Getah (lateks) yang Dipanen Harvested Latex (FFB)	Ton Tons	4.977	7.499	10.292

**Jumlah Karyawan Berdasarkan Status Karyawan (Orang)**

Number of Employees by Employment Status (Persons)

Status Karyawan Employee Status	2025	2024	2023
PKWT   Contract Employee	3.081	2.965	3.097
PKWTT   Permanent Employee	4.646	4.795	5.793
<b>Total</b>	<b>7.727</b>	<b>7.760</b>	<b>8.890</b>

Keterangan | Notes:

Cakupan data hanya berasal dari *upstream* | The data coverage is limited to the upstream segment only**Jumlah Karyawan Berdasarkan Jenis Pendidikan (Orang)**

Number of Employees by Types of Education (Persons)

Jenis Pendidikan Karyawan Types of Employee Education	2025	2024	2023
SMA/SLTA   Senior High School	3.321	3.490	2.739
Diploma – 1	1	1	-
Strata – 1 /Diploma – 3   Bachelor's Degree / Diploma – 3	662	634	563
Strata – 2   Master's Degree	20	20	19
Lain-lain   Others	3.723	3.615	5.569
<b>Total</b>	<b>7.727</b>	<b>7.760</b>	<b>8.890</b>

Keterangan | Notes:

Cakupan data hanya berasal dari *upstream* | The data coverage is limited to the upstream segment only**Jumlah Karyawan Berdasarkan Jabatan Karyawan (Orang)**

Number of Employees by Employee Positions (Persons)

Jenis Jabatan Karyawan Types of Employee Positions	2025	2024	2023
Dewan Direksi   Board of Directors	4	4	4
Dewan Komisaris   Board of Commissioners	3	3	3
Manajemen Senior   Senior Management	14	11	13
Manajer   Manager	92	90	81
Staf   Employee	308	291	261
Non-Staff	7.306	7.361	8.528
<b>Total</b>	<b>7.727</b>	<b>7.760</b>	<b>8.890</b>

Keterangan | Notes:

Cakupan data hanya berasal dari *upstream* | The data coverage is limited to the upstream segment only



## Sertifikasi dan Keanggotaan Asosiasi

## Certifications and Association Memberships

### Sertifikasi Certifications



Sertifikasi Certifications	Unit Usaha Business Unit	Pemberi Sertifikasi Certifier	Periode Berlaku Validity Period
Indonesia Sustainable Palm Oil (ISPO)	Sumut 1 (BSP)	TUV Nord	4 Januari 2024 s.d 3 Januari 2029
	Jambi 1 (AMM)	Bureau Veritas Indonesia	19 Agustus 2020 s.d 18 Agustus 2025
	Jambi 1 (AGW)	Bureau Veritas Indonesia	10 September 2020 s.d 9 September 2025
	Sumbar (BPP)	TUV Nord	16 Februari 2024 s.d 15 Februari 2029
	Jambi 2 (SNP)	TUV Nord	2 November 2023 s.d 1 November 2028
SMK3	Sumut 1 (BSP)	Kemnaker RI	13 Mei 2022 s.d 12 Mei 2025
	Jambi 1 (AGW/AMM)	Kemnaker RI	9 Juni 2023 s.d 9 Juni 2026
ISO 9001:2015 (SNI ISO 9001:2015)	Sumut 1 (BSP)	TUV Rheinland Indonesia	9 Januari 2025 s.d 17 Agustus 2027
	Oleo (DSIP)	TUV Nord	28 Agustus 2024 s.d 10 Desember 2027
	Oleo (BFE)	TSI Sertifikasi Internasional	27 Desember 2022 s.d 26 Desember 2025
ISO 14001:2015	Sumut 1 (BSP)	TUV Rheinland Indonesia	1 Juni 2023 s.d 21 April 2026
ISCC EU - POME	Sumbar (BPP)	SBC Asia Sertifikasi	16 Maret 2024 s.d 15 Maret 2025
SPPT SNI (SIR)	Sumut 1 (BSP)	Balai Sertifikasi Indonesia	20 Januari 2022 s.d 19 Januari 2026
ISO 22000:2018	Oleo (BFE)		27 Desember 2022 s.d 26 Desember 2025
Hazard Analysis and Critical Control Points (HACCP)	Oleo (DSIP)		10 Januari 2022 s.d 9 Januari 2025
	Oleo (BFE)	TSI Sertifikasi Internasional	27 Desember 2022 s.d 26 Desember 2025
Good Manufacturing Practice (GMP)	Oleo (DSIP)		10 Januari 2022 s.d 9 Januari 2025
	Oleo (BFE)		27 Desember 2022 s.d 26 Desember 2025
GMP +B2 Produksi Bahan Pakan	Oleo (DSIP)	Sucofindo	14 Oktober 2024 s.d 13 Oktober 2027
Halal	Oleo (BFE)	LPPOM MUI	29 Desember 2022 s.d <i>lifetime</i>
Kosher	Oleo (DSIP)	Orthodox Union	5 Maret 2025 s.d 31 Agustus 2025
	Oleo (BFE)	Orthodox Union	5 November 2024 s.d 30 November 2025

**Keanggotaan Asosiasi [C.5][2-28]**  
 Association Memberships



**Anggota Asosiasi**  
 Association Membership

**Nasional**  
 National



**Gabungan Pengusaha Kelapa Sawit Indonesia (GAPKI)**  
 Indonesian Palm Oil Association



**Gabungan Pengusaha Karet Indonesia (GAPKINDO)**  
 Rubber Association of Indonesia



**Asosiasi Produsen Oleochemical Indonesia (APOLIN)**  
 Indonesian Oleochemical Manufacturer Association (IOMA)



**Asosiasi Emiten Indonesia (AEI)**  
 Indonesia Public Listed Companies Association



**Asosiasi Pengusaha Indonesia (APINDO)**  
 The Employers' Association of Indonesia

**Internasional**  
 International

The ASEAN Oleochemical Manufacturers Group (AOMG)



**The ASEAN Oleochemical Manufacturers Group (AOMG)**

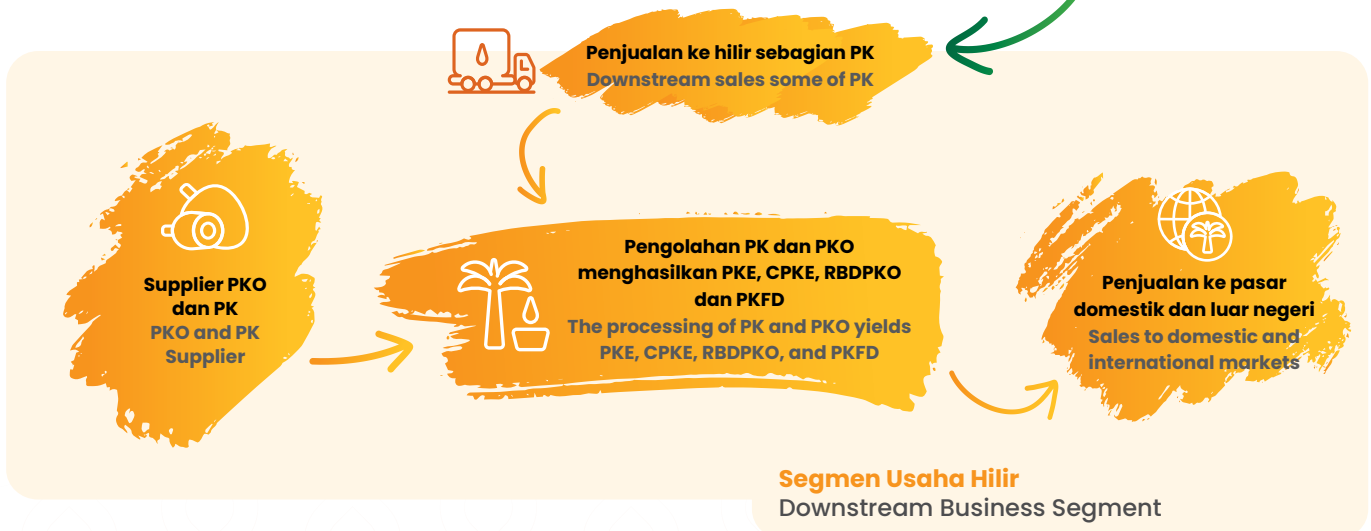
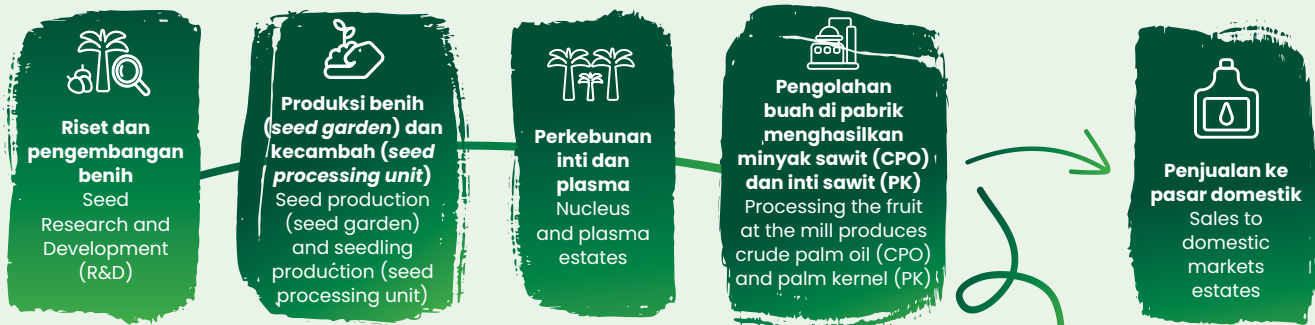




# Rantai Pasok [13.23.1, 13.23.2] Supply Chain

## Rantai Pasok Kelapa Sawit dan Oleokimia Palm Oil and Oleochemical Supply Chain

### Segmen Usaha Hulu Upstream Business Segment



### Segmen Usaha Hilir Downstream Business Segment



**Rantai Pasok Karet**  
Rubber Supply Chain



Pengelolaan rantai pasok mulai dari hulu hingga hilir dilaksanakan oleh Departemen Operasional yang mencakup kebun dan pabrik, serta fungsi pendukung melalui Departemen Procurement dan Commerce, dengan koordinasi Bersama Departemen QHSE & Standards Management. Seluruh aktivitas dalam rantai pasok tersebut dipantau dan dievaluasi secara berkala setiap bulannya dan hasilnya dilaporkan kepada Direksi.

Perseroan menetapkan Kebijakan Pengadaan Kelapa Sawit Berkelanjutan yang wajib dipatuhi oleh seluruh pemasok. Kebijakan ini memuat persyaratan utama, antara lain kepatuhan terhadap standar ISPO serta keselarasan dengan kebijakan minyak kelapa sawit berkelanjutan Perseroan yang mengedepankan prinsip tanpa deforestasi, tanpa pengembangan di lahan gambut, dan tanpa eksploitasi (*No Deforestation, No Peat, No Exploitation*/NDPE). Pemasok dengan tingkat risiko tinggi diwajibkan menyertakan hasil verifikasi sebagai bukti bahwa Tandan Buah Segar (TBS) yang dipasok telah memenuhi ketentuan tersebut.

Selama periode pelaporan, Perseroan melakukan penilaian terhadap kepatuhan pemasok TBS berdasarkan aspek lingkungan dan sosial, dengan mempertimbangkan kriteria tingkat keparahan kebakaran, luas kawasan hutan, indikasi deforestasi terbaru, keberadaan lahan gambut, potensi eksploitasi, serta tingkat risiko secara keseluruhan. Hasil evaluasi menunjukkan bahwa rantai pasok tidak menimbulkan dampak negatif terhadap lingkungan maupun pemangku kepentingan. [308-1]

[308-2][414-1][414-2]

Supply chain management from upstream to downstream is carried out by the Operations Department, which covers both plantation and plant activities, supported by the Procurement and Commerce Departments, in coordination with the QHSE & Standards Management Department. All supply chain activities are monitored and evaluated regularly on a monthly basis, whose results are reported to the Board of Directors.

The Company has established a Sustainable Palm Oil Procurement Policy that must be obeyed by all suppliers. This policy outlines key requirements, including compliance with ISPO standards and alignment with the Company's Sustainable Palm Oil Policy, which emphasizes the principles of No Deforestation, No Peat, and No Exploitation (NDPE). Suppliers with high-risk profiles are required to provide verification results as evidence that their Fresh Fruit Bunches (FFB) comply with these requirements.

During the reporting period, the Company assessed of the compliance FFB suppliers based on environmental and social aspects, considering various criteria including fire severity levels, forest area coverage, indications of recent deforestation, peatland presence, potential exploitation risks, and overall risk levels. The evaluation results indicate that the supply chain does not pose negative impacts on the environment or the stakeholders.

[308-1][308-2][414-1][414-2]

Pemasok yang dimiliki sebagian besar merupakan pemasok lokal, yang merupakan orang asli daerah tersebut ataupun orang yang telah lama tinggal di wilayah operasional Perseroan. Kemitraan dengan pemasok lokal dapat membantu Perseroan mendapat pasokan yang andal dan berkualitas, sementara pemasok lokal mendapatkan akses ke pasar yang lebih luas. Selain itu, prioritas bagi pemasok lokal dapat berkontribusi dalam meningkatkan perekonomian masyarakat.

Most suppliers are local suppliers, consisting of indigenous communities or individuals who have long resided in the Company's operational areas. Partnerships with local suppliers help ensure reliable and high-quality supply for the Company, while providing local suppliers with broader market access. In addition, prioritizing local suppliers contributes to improving the economic conditions of the surrounding communities.

**Jumlah Pemasok Lokal dan Nilai Pengadaan [204-1]**  
 Number of Local Suppliers and Procurement Value

Lokasi Location	2025		2024		2023	
	Jumlah Pemasok Total Suppliers	Nilai Pengadaan (Rp juta) Procurement Value (Rp million)	Jumlah Pemasok Total Suppliers	Nilai Pengadaan (Rp juta) Procurement Value (Rp million)	Jumlah Pemasok Total Suppliers	Nilai Pengadaan (Rp juta) Procurement Value (Rp million)
Sumatra Utara North Sumatra	671	992.573	580	957.986	467	1.228.732
Sumatra Barat West Sumatra	245	468.350	305	163.682	135	233.880
Bengkulu	96	27.999	36	17.470	41	19.353
Lampung	4	267	66	1.503	75	3.308
Jambi	409	1.011.248	309	103.504	304	176.799
Kalimantan Selatan South Kalimantan	-	-	22	422	49	559
Jakarta	-	-	64	6.446	38	2.775
<b>Total</b>	<b>1.425</b>	<b>2.500.437</b>	<b>1.382</b>	<b>1.251.014</b>	<b>1.109</b>	<b>1.665.407</b>

Keterangan: Perusahaan, institusi, perorangan  
 Notes: The Company, institution, individual

Selain itu, Perseroan menjamin ketertelusuran seluruh produk kelapa sawit mentah dan minyak sawit mentah beserta produk turunannya. Ketertelusuran dilakukan hingga ke wilayah dan lokasi kebun asal, termasuk produksi yang berasal dari petani plasma maupun petani swadaya. Upaya yang dilakukan ini telah diselaraskan dengan pemenuhan sertifikasi sesuai standar ISPO. Berdasarkan hasil penelusuran, seluruh volume produksi Perseroan berasal dari area yang tidak mengalami deforestasi. [13.4.2]

In addition, the Company ensures the traceability of all crude palm oil and palm-based products, including their derivatives. Products can be traced up to the region and specific plantation of origin, including production sourced from both plasma smallholders and independent smallholders. These efforts align with certification requirements in accordance with ISPO standards. Based on traceability results, all of the Company's production volume originates from areas that have not undergone deforestation. [13.4.2]

**Ketelusuran Getah Karet tahun 2025 (ton)**

Rubber Latex Traceability in 2025 (tons)

Jenis Pemasok Supplier Type	Volume Total Total Volume	Hasil Ketelusuran Traceability Results	
		Volume Terlacak Traced Volume	% Ketelusuran % Traceability
Kebun Inti Nucleus Plantations	4.977	4.977	100%
<b>Total</b>	<b>4.977</b>	<b>4.977</b>	<b>100%</b>

Keterangan: Pasokan getah karet berasal dari kebun milik perusahaan (inti), sehingga Perseroan tidak melakukan ketelusuran terhadap pihak ketiga.

Note: The supply of rubber latex is sourced from the Company's own plantations (nucleus), therefore the Company does not conduct traceability to third parties.

**Ketelusuran TBS Tahun 2025 (ton)**

FFB Traceability in 2025 (tons)

Jenis Pemasok Supplier Type	Volume Total Total Volume	Hasil Ketelusuran Traceability Results	
		Volume Terlacak Traced Volume	% Ketelusuran % Traceability
Kebun Inti Nucleus Plantations	360.676	360.676	100%
Kebun Plasma Plasma Plantations	50.541	50.541	100%
Pihak Ketiga Third Party	318.330	318.330	100%
<b>Total</b>	<b>729.547</b>	<b>729.547</b>	<b>100%</b>



# Memperkuat Fondasi Tata Kelola Strengthening Governance Foundations

**"Komitmen pada tata kelola yang unggul merupakan langkah dalam membangun ketahanan usaha, menciptakan nilai, dan menjaga masa depan."**

**"Commitment to strong governance is a crucial step in building business resilience, creating values, and safeguarding the future."**





## Tata Kelola Keberlanjutan Sustainability Governance

Dalam menjalankan kegiatan usaha, Perseroan menempatkan tata kelola sebagai fondasi utama dalam menjaga kesinambungan dan keberlanjutan kinerja ekonomi, sosial, dan lingkungan. Perseroan meyakini bahwa penerapan tata kelola yang kuat tidak hanya memastikan kepatuhan terhadap regulasi, tetapi juga memperkuat ketahanan usaha serta membangun kepercayaan seluruh pemangku kepentingan. Untuk itu, Nilai Keberlanjutan menjadi budaya Perseroan yang terinternalisasi dalam setiap proses bisnis.

### Struktur Tata Kelola Perseroan

[2-9][2-11]

Perseroan menyelenggarakan praktik tata kelola perusahaan yang mengacu pada Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas. Struktur tata kelola Perseroan terdiri atas tiga organ utama yang memiliki kewenangan strategis, yaitu Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi.

RUPS berperan sebagai organ tertinggi dalam tata kelola Perseroan yang memiliki kewenangan dalam pengambilan keputusan utama sesuai dengan ketentuan yang berlaku. Dewan Komisaris memiliki tanggung jawab dalam melaksanakan fungsi pengawasan serta memberikan arahan dan nasihat kepada Direksi guna memastikan pengelolaan Perseroan berjalan sesuai dengan prinsip tata kelola perusahaan yang baik. Di sisi lain, Direksi bertanggung jawab atas pengurusan dan pengelolaan kegiatan usaha Perseroan secara menyeluruh.

Dalam pelaksanaan kegiatan operasional, Direksi didukung oleh fungsi tata kelola lainnya, meliputi Corporate Secretary, Internal Audit, Risk Management, serta QHSE & Standards Management, yang saling bersinergi untuk menjaga kinerja usaha dan penerapan praktik bisnis yang bertanggung jawab.

In carrying out business activities, governance is a fundamental pillar for the Company to maintain the continuity and sustainability of its economic, social, and environmental performance. The Company believes that the implementation of strong governance not only ensures compliance with regulations, but also strengthens business resilience and builds trust among all stakeholders. Therefore, Sustainability Values have been embedded as an internalized part of the Company's culture and integrated into every business process.

### Corporate Governance Structure

[2-9][2-11]

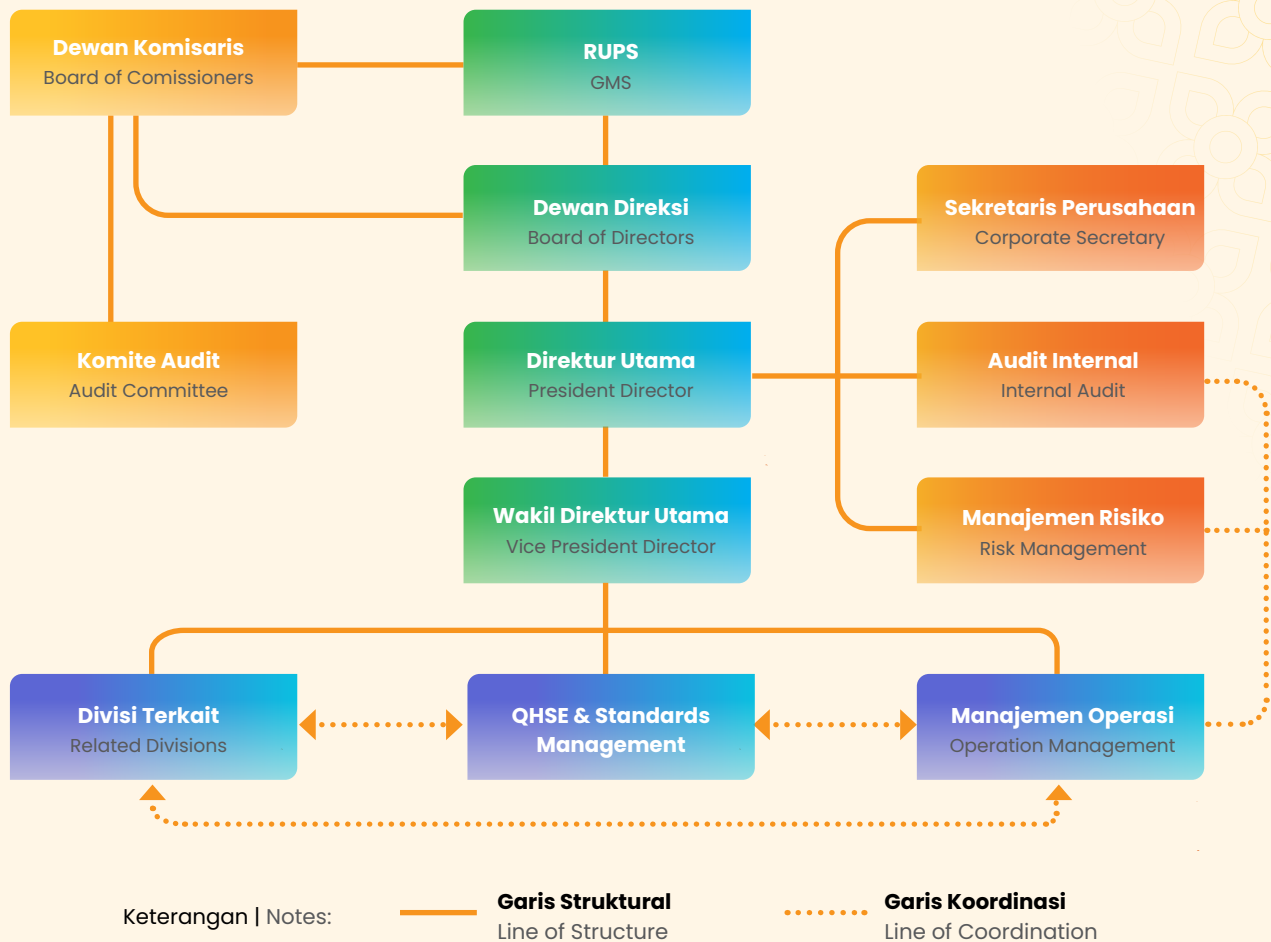
The Company implements corporate governance practices in accordance with Law No. 40 of 2007 concerning Limited Liability Companies. The Company's governance structure consists of three main organs with strategic authorities, namely the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors.

The GMS serves as the highest governing body of the Company, holding authority over key decision-making in accordance with the applicable regulations. The Board of Commissioners is responsible for carrying out supervisory functions and providing direction and advice to the Board of Directors to ensure that the Company management is in line with good corporate governance principles. Meanwhile, the Board of Directors is responsible for the overall management and administration of the Company's business activities.

In carrying out its operational activities, the Board of Directors is supported by other governance functions, including the Corporate Secretary, Internal Audit, Risk Management, as well as QHSE & Standards Management, all of which work in synergy to maintain business performance and ensure the implementation of responsible business practices.



## Struktur Tata Kelola Perseroan Corporate Governance Structure



## Penanggung Jawab Keberlanjutan

Direksi memiliki peran strategis dalam mengelola dampak LST yang timbul dari kegiatan operasional, mulai dari perumusan kebijakan, pengawasan dan evaluasi kinerja. Direksi juga memastikan bahwa informasi yang disampaikan dalam Laporan Keberlanjutan telah melalui proses persetujuan sebelum dipublikasikan. Dalam pelaksanaannya, Direksi mendelegasikan kepada Departemen QHSE & Standards Management. Meski demikian, implementasi keberlanjutan menjadi tanggung jawab bersama seluruh unit kerja yang berperan aktif dalam pelaksanaannya, serta secara berkala menyampaikan laporan kinerja kepada departemen terkait. [E.1] [2-12][2-13][2-14]

## Sustainability Responsibility

The Board of Directors plays a strategic role in managing ESG impacts arising from operational activities, including policy formulation, as well as performance monitoring and evaluation. The Board of Directors also ensures that the information disclosed in the Sustainability Report has undergone an approval process prior to publication. In practice, the Board of Directors delegates this responsibility to the QHSE & Standards Management Department. Nevertheless, sustainability implementation remains a shared responsibility across all business units, each of which actively contributes to its execution and periodically reports performance to the relevant department. [E.1] [2-12][2-13][2-14]



Departemen QHSE & Standards Management memiliki tanggung jawab utama yang meliputi:

1. Pengelolaan sertifikasi keberlanjutan
2. Pengelolaan lingkungan dan konservasi
3. Pengelolaan K3
  
4. Pengelolaan rantai pasok
5. Pengendalian dokumen

Perseroan memiliki Komite Good Corporate Governance (GCG) yang dibentuk pada tahun 2024 sesuai dengan Surat Keputusan Direksi No. 013/BSP/DIRUT/VIII/2024. Komite GCG bertanggung jawab langsung kepada Direksi dan bersifat *collective collegial*, dengan anggota lintas Departemen, meliputi Head of Human Resources, Head of Internal Audit, dan Head of Corporate Secretary. Informasi lebih rinci berkaitan dengan Komite GCG dapat dilihat pada Laporan Tahunan dan *website* Perseroan.

## Penilaian Kinerja dan Konflik Kepentingan

Setiap tahun, Perseroan melakukan evaluasi pengelolaan kinerja lingkungan, sosial, dan tata kelola (LST). Hasil penilaian di tahun 2025 menunjukkan bahwa kinerja keberlanjutan Perseroan telah berjalan selaras dengan kebijakan serta target yang ditetapkan. Selain itu, Perseroan juga melakukan penilaian terhadap kinerja Direksi dan Dewan Komisaris untuk menilai efektivitas fungsi kepemimpinan dan pengawasan yang telah dilakukan. Penilaian kinerja Direksi dan masing-masing anggota Direksi dilakukan oleh Dewan Komisaris berdasarkan kriteria dan indikator kinerja yang telah ditentukan. Sementara itu, evaluasi kinerja Dewan Komisaris dilakukan melalui *self-assessment* yang selanjutnya dilaporkan kepada pemegang saham dalam RUPS.

Sebagai bagian dari komitmen penerapan tata kelola yang baik, Perseroan menerapkan langkah pencegahan benturan kepentingan. Selama periode pelaporan, tidak terdapat konflik kepentingan yang tercatat di organ tata kelola. Informasi lebih lanjut mengenai hubungan dan transaksi afiliasi serta pihak berelasi tersedia dalam Laporan Tahunan 2025. [2-15][2-18]

The QHSE & Standards Management Department holds key responsibilities, including:

1. Management of sustainability certifications
2. Environmental management and conservation
3. Occupational health and safety (OHS) management
4. Supply chain management
5. Document control

The Company has established a Good Corporate Governance (GCG) Committee in 2024 pursuant to Board of Directors Decree No. 013/BSP/DIRUT/VIII/2024. The GCG Committee reports directly to the Board of Directors and operates on a collective collegial basis, with cross-departmental members including the Head of Human Resources, Head of Internal Audit, and Head of Corporate Secretary. Further information regarding the GCG Committee is presented in the Company's Annual Report and official website.

## Performance Evaluation and Conflict of Interests

The Company carries out annual evaluation of its environmental, social, and governance (ESG) performance management. The assessment results for the year 2025 indicate that the Company's sustainability performance aligns with its established policies and targets. In addition, the Company evaluates the performance of the Board of Directors and the Board of Commissioners as well, in order to assess the effectiveness of their leadership and supervisory functions. The performance evaluation of the Board of Directors and its members is carried out by the Board of Commissioners in accordance with predetermined performance criteria and indicators. Meanwhile, the performance of the Board of Commissioners is evaluated through self-assessment, whose results are reported to the shareholders during the General Meeting of Shareholders (GMS).

As a part of its commitment to implementing good corporate governance, the Company has put in place preventive measures to avoid conflicts of interests. During the reporting period, no conflicts of interests were recorded within the governance organs. Further information regarding affiliations, related party transactions, and relationships is presented in the Company's 2025 Annual Report. [2-15][2-18]



## Nominasi dan Seleksi Pejabat Tata Kelola Keberlanjutan

Penetapan anggota Dewan Komisaris dan Direksi dilakukan melalui RUPS berdasarkan usulan dari Komite Nominasi dan Remunerasi. Proses ini mempertimbangkan aspek keberagaman, latar belakang pendidikan, pengalaman profesional, serta kompetensi yang relevan dengan kebutuhan Perseroan. Penetapan remunerasi bagi anggota Dewan Komisaris dan Direksi mengacu pada Piagam Komite Nominasi dan Remunerasi dengan mempertimbangkan sejumlah faktor, antara lain pencapaian kinerja individu dan kolektif, tingkat kompleksitas tugas dan tanggung jawab, kondisi keuangan Perseroan, serta kesesuaian dengan ketentuan peraturan perundang-undangan. Informasi lebih lengkap mengenai proses nominasi dan seleksi, kebijakan remunerasi, mekanisme penetapan kompensasi, serta rasio total remunerasi tahunan dapat dilihat pada Laporan Tahunan 2025.

[2-10][2-19][2-20][2-21]

## Pengembangan Kompetensi Keberlanjutan

Perseroan melibatkan Dewan Komisaris, Direksi, serta Departemen QHSE & Standards Management dalam berbagai pelatihan terkait LST guna meningkatkan pemahaman atas isu keberlanjutan terkini, perkembangan regulasi, serta praktik terbaik di bidang keberlanjutan. Materi pelatihan mencakup *Good Corporate Governance (GCG)*, integritas dan pencegahan korupsi, *Whistleblowing System (WBS)*, *Environmental, Social, and Governance (ESG)*, *Greenhouse Gases (GHG)*, Sistem Sertifikasi Kelapa Sawit Berkelanjutan Indonesia (ISPO), dan Pengelolaan Gambut Lestari, *Risk Based Decision Making*, *ISPO Supply Chain*, *Quality Assesment Evaluating Internal Audit Effectiveness*, *Social Return on Investment (SROI)*, *traceability*. [E.2][2-17]

## Nomination and Selection of Sustainability Governance Officials

The appointment of members of the Board of Commissioners and the Board of Directors is carried out through the General Meeting of Shareholders (GMS) based on recommendations from the Nomination and Remuneration Committee. This process takes into account diversity aspects, educational background, professional experience, as well as competencies relevant to the Company's needs. The remuneration for members of the Board of Commissioners and the Board of Directors is determined according to the Nomination and Remuneration Committee Charter that considers several factors, including individual and collective performance achievements, the complexity of duties and responsibilities, the Company's financial condition, and regulatory compliance. Further information regarding the nomination and selection process, remuneration policies, compensation determination mechanisms, and the ratio of total annual remuneration is presented in the Company's 2025 Annual Report. [2-10][2-19][2-20][2-21]

## Sustainability Competency Development

The Company involves the Board of Commissioners, the Board of Directors, and the QHSE & Standards Management Department in various ESG-related training programs to enhance their understanding of current sustainability issues, regulatory developments, and best practices in sustainability. The training materials cover Good Corporate Governance (GCG), integrity and anti-corruption, Whistleblowing System (WBS), Environmental, Social, and Governance (ESG), Greenhouse Gases (GHG), the Indonesian Sustainable Palm Oil (ISPO) Certification System, and Sustainable Peatland Management, Risk-Based Decision Making, ISPO Supply Chain, Quality Assessment in Evaluating Internal Audit Effectiveness, Social Return on Investment (SROI), and traceability. [E.2][2-17]

Jenis Pelatihan Types of Training	Jumlah Peserta Number of Participants
Pelatihan Internal   In-house Training	871
Kursus Online   Online Course	98
Pelatihan Eksternal   External Training	286
<b>Total</b>	<b>1.255</b>

## Manajemen Risiko Keberlanjutan <sup>[E.3]</sup> Sustainability Risk Management

1. Memperkuat komitmen Direksi dan manajemen senior untuk memberikan dukungan optimal terhadap implementasi Kebijakan Manajemen Risiko;
2. Menetapkan struktur tata kelola risiko beserta mekanisme akuntabilitas hingga ke tingkat terendah;
3. Mengembangkan infrastruktur organisasi guna memastikan penerapan manajemen risiko berjalan di seluruh unit kerja, termasuk penegasan tanggung jawab pada setiap level organisasi;
4. Menyelaraskan program manajemen risiko dengan strategi bisnis Perseroan sekaligus menetapkan indikator kinerja untuk mengukur efektivitas pencapaiannya;
5. Menerapkan kebijakan secara konsisten dan berkelanjutan agar terintegrasi dalam proses pengelolaan Perseroan;
6. Meningkatkan kompetensi sumber daya manusia serta memperkuat proses pembelajaran terkait manajemen risiko secara berkesinambungan;
7. Menumbuhkan budaya sadar risiko dalam seluruh proses bisnis melalui komunikasi kebijakan dan implementasi manajemen risiko yang efektif dan berkelanjutan.

Pengelolaan risiko LST dan ekonomi telah menjadi bagian dari penerapan Sistem Manajemen Risiko (SMR) Perseroan. Upaya pengelolaan risiko LST dilakukan melalui proses penilaian risiko secara berkala yang mencakup identifikasi dan pengukuran risiko, yang selanjutnya menjadi dasar dalam penyusunan strategi mitigasi. Berikut merupakan pemetaan risiko utama LST yang dihadapi Perseroan beserta langkah mitigasinya:

1. Strengthening the commitment of the Board of Directors and senior management to providing optimal support for the implementation of the Risk Management Policy;
2. Establishing a risk governance structure as well as accountability mechanisms down to the lowest level of the organization;
3. Developing organizational infrastructure to ensure the implementation of risk management across all business units, including clear assignment of responsibilities at each organizational level;
4. Aligning risk management programs with the Company's business strategy while defining performance indicators to measure their effectiveness;
5. Implementing policies in a consistent and continuous manner to ensure integration into the Company's management processes;
6. Enhancing human resource competencies and strengthening continuous learning processes related to risk management;
7. Fostering a risk-aware culture across all business processes through effective and sustainable communication and implementation of risk management policies.

The management of ESG and economic risks has become an integral part of the Company's Risk Management System (RMS). ESG risk management is carried out through periodic risk assessments, including risk identification and measurement, which serve as the basis for developing mitigation strategies. The following outlines the key ESG risks faced by the Company along with their mitigation measures:



Risiko Risk	Mitigasi Risiko Mitigation Risk
<b>Risiko Lingkungan   Environmental Risk</b>	
<p>Deforestasi dan hilangnya keanekaragaman hayati dengan sumber emisi berupa pembukaan lahan sawit Deforestation and biodiversity loss, whose emission sources are palm oil plantation clearing</p>	<ul style="list-style-type: none"> <li>• Penilaian HCV/HCS</li> <li>• Pengelolaan dan pemantauan HCV/HCS</li> <li>• Menerapkan kebijakan tanpa deforestasi dan melakukan konservasi area dengan nilai konservasi tinggi</li> <li>• Sertifikasi keberlanjutan seperti ISPO untuk penerapan praktik-praktik keberlanjutan dalam kegiatan operasional</li> <li>• HCV/HCS Assessment</li> <li>• Management and monitoring of HCV/HCS</li> <li>• Implementation of no-deforestation policy and conservation of areas with high conservation value</li> <li>• Sustainability certification such as ISPO for the implementation of sustainable practices in operational activities</li> </ul>
<p>Emisi gas rumah kaca (GRK) dengan sumber emisi: karhutla, pembukaan lahan, pemupukan, penggunaan pestisida, pengeringan lahan gambut, penggunaan bahan bakar fosil untuk sumber energi, limbah pabrik kelapa sawit (POME) Greenhouse gas (GHG) emissions, whose emission sources include forest and land fires, land clearing, fertilization, pesticide use, peatland draining, fossil fuel usage for energy, and palm oil mill effluent (POME)</p>	<ul style="list-style-type: none"> <li>• Pengendalian karhutla: pencegahan, pemadaman dan pemulihan</li> <li>• Pemulihan lahan gambut melalui pengukuran TMAT, WMS</li> <li>• Pemanfaatan limbah cair PKS</li> <li>• Mengadopsi teknologi ramah lingkungan dalam proses produksi dan pengolahan</li> <li>• Meningkatkan efisiensi energi untuk mengurangi emisi</li> <li>• Forest fire management: prevention, suppression, and restoration</li> <li>• Peatland Restoration using TMAT and WMS measurements</li> <li>• Utilization of Palm Oil Mill Effluent (POME)</li> <li>• Adoption of green technology in production and processing processes</li> <li>• Energy Efficiency Improvement to reduce emissions</li> </ul>
<p>Polusi air dan tanah Water and soil pollution</p>	<p>Menggunakan teknologi untuk mengurangi penggunaan pestisida dan pupuk berlebihan Utilization of technology to minimize excessive pesticide and fertilizer use</p>
<p>Perubahan iklim Climate change</p>	<p>Pembuatan dan pemanfaatan waduk buatan sebagai antisipasi El Niño Development and utilization of artificial reservoirs as part of the Company's efforts to anticipate the impacts of El Niño</p>
<b>Risiko Sosial   Social Risks</b>	
<p>Konflik lahan Land conflicts</p>	<ul style="list-style-type: none"> <li>• <i>Free, Prior, and Informed Consent (FPIC)</i></li> <li>• Program kemitraan: plasma, kemitraan produktif</li> <li>• Pemberdayaan masyarakat</li> <li>• <i>Free, Prior, and Informed Consent (FPIC)</i></li> <li>• Partnership programs: plasma and productive partnerships</li> <li>• Community empowerment</li> </ul>
<p>Pelanggaran Hak pekerja Workers' Rights Violations</p>	<ul style="list-style-type: none"> <li>• Mematuhi standar ketenagakerjaan nasional dan internasional</li> <li>• Pelaksanaan edukasi</li> <li>• Memastikan kondisi kerja yang layak bagi pekerja</li> <li>• Compliance with national and international labor standards</li> <li>• Education programs</li> <li>• Ensuring decent working conditions for workers</li> </ul>
<p>Gangguan kesehatan masyarakat Public health disruptions</p>	<p>Program kesehatan masyarakat Public health programs</p>

Risiko Risk	Mitigasi Risiko Mitigation Risk
Demonstrasi masyarakat Community demonstration	Meningkatkan peran Perseroan dalam pemberdayaan masyarakat sekitar baik sebagai pekerja ataupun mitra Strengthening the Company's role in community empowerment, both through employment and partnership opportunities
Protes pekerja Worker protest	Memberikan kepastian upah/premi, fasilitas dan status karyawan bagi setiap pekerja Ensuring clarity and assurance regarding wages/allowances, facilities, and employment status for all workers
<b>Risiko Tata Kelola   Governance Risks</b>	
Korupsi dan pelanggaran hukum Corruption and legal violations	Penerapan praktik GCG dan kebijakan antikorupsi Implementation of GCG practices and anti-corruption policies
Transparansi rantai pasok Supply chain transparency	Penerapan praktik rantai pasok bertanggung jawab (sistem kemamputelusuran) Adoption of responsible supply chain practices (traceability systems)
Perubahan dan/atau tumpang tindih Kebijakan Policy changes and/or overlaps	<ul style="list-style-type: none"> <li>• Memantau dan menyesuaikan kebijakan Perseroan sesuai dengan perkembangan regulasi, serta memastikan transparansi dan akuntabilitas dalam operasional</li> <li>• Kolaborasi dengan pemangku kepentingan dalam memperkuat kebijakan berkelanjutan</li> <li>• Monitoring and alignment of Company policies with regulatory developments, while ensuring transparency and accountability in operations</li> <li>• Collaboration with stakeholders to strengthen sustainable policies</li> </ul>
<b>Risiko Hukum   Legal Risks</b>	
Pencabutan hak pengelolaan kebun kelapa sawit Revocation of palm oil plantation management rights	Memenuhi dan mematuhi unsur-unsur yang diwajibkan pada Peraturan Menteri Agraria Dan Tata Ruang/Kepala Badan Pertanahan Nasional Republik Indonesia Nomor 18 Tahun 2021 Tentang Tata Cara Penetapan Hak Pengelolaan Dan Hak Atas Tanah Compliance with and adherence to the requirements specified in the Minister of Agrarian and Spatial Planning/Head of the National Land Agency of the Republic of Indonesia Regulation No. 18 of 2021 regarding the Procedures for Determining Management Rights and Land Rights
Pembebanan denda/ganti rugi dari Pemerintah Imposition of fines/compensation by the Government	Mengantisipasi terjadinya hal-hal yang mengakibatkan diberikannya denda seperti kebakaran hutan Prevention of incidents that may result in penalties, such as forest fires
<b>Risiko Strategis   Strategic Risks</b>	
Keterbatasan ekspansi wilayah Limitations on regional expansion	<i>Merger &amp; acquisition</i> perkebunan lain melalui <i>due diligence</i> yang komprehensif Mergers & acquisitions of other plantations through comprehensive due diligence
Penurunan produktivitas tanaman Decline in crop productivity	<i>Replanting</i> dan konversi lahan eksisting dengan prinsip Tanpa Deforestasi, Tanpa Lahan Gambut, dan Tanpa Eksploitasi Replanting and land conversion of existing areas with the principles of No Deforestation, No Peat, and No Exploitation



# Komitmen Perusahaan dalam Membangun Budaya Continuous Improvement

## Company Commitment to Building a Continuous Improvement Culture

Perseroan terus memperkuat budaya *continuous improvement* untuk mendukung peningkatan kinerja dan daya saing. Upaya ini dilakukan dengan mendorong karyawan berinovasi, mengidentifikasi peluang perbaikan, serta meningkatkan efektivitas dan efisiensi proses kerja. Implementasinya didukung melalui program peningkatan kualitas, penguatan sistem kerja, serta evaluasi dan pembelajaran berkelanjutan.

Pada tahun 2025, Perusahaan menjalankan beberapa program sebagai berikut:

- **5R Building & Facilities**

Penerapan budaya Ringkas, Rapi, Resik, Rawat, Rajin (5R) dilakukan di area kantor, workshop, gudang, dan pabrik untuk menciptakan lingkungan kerja yang tertata, bersih, aman, dan efisien. Program ini dilaksanakan melalui penataan area kerja, standardisasi penempatan peralatan, peningkatan kebersihan, serta pengawasan rutin melalui monitoring dan audit internal. Inisiatif ini berkontribusi pada peningkatan produktivitas dan kenyamanan kerja.

- **Field Quality**

Penerapan prinsip 5R juga diperluas ke area operasional lapangan guna meningkatkan kualitas pengelolaan kebun. Program ini berfokus pada aspek produksi, perawatan tanaman, infrastruktur, keselamatan dan kesehatan kerja, serta administrasi lapangan. Hingga 2025, implementasi telah dilakukan di enam unit operasional sebagai bagian dari upaya membangun budaya kerja yang disiplin dan berkelanjutan.

The Company continuously strengthens its continuous improvement culture to support the enhancement of performance and competitiveness. This effort is carried out by encouraging employees to innovate, identify improvement opportunities, and enhance the effectiveness and efficiency of work processes. Its implementation is supported through quality improvement programs, strengthening work systems, as well as continuous evaluation and learning.

In 2025, the Company implemented several programs as follows:

- **The implementation of the 5R culture**

Sort (*Ringkas*), Set in Order (*Rapi*), Shine (*Resik*), Standardize (*Rawat*), and Sustain (*Rajin*) is carried out in office areas, workshops, warehouses, and factories to establish a well-organized, clean, safe, and efficient work environment. This program is executed through workspace organization, standardization of equipment placement, improved cleanliness, and routine supervision through monitoring and internal audits. This initiative contributes to increased productivity and workplace comfort.

- **Field Quality**

The implementation of 5R principles has been expanded to the sites of operational areas that aims to improve plantation management quality. This program focuses on production, crop maintenance, infrastructure, occupational health and safety, and field administration. As of 2025, implementation has been carried out across six operational units as part of efforts to develop a disciplined and sustainable work culture.

**• Kaizen Blitz**

Program Kaizen Blitz menjadi sarana bagi karyawan untuk menyampaikan ide dan melakukan perbaikan proses kerja secara berkelanjutan. Inisiatif ini mendorong solusi sederhana yang berdampak pada efisiensi operasional, optimalisasi sumber daya, serta pemanfaatan material secara lebih efektif. Hingga akhir 2025, tercatat 189 inisiatif dengan rata-rata 40 kontributor setiap bulan, yang turut memperkuat budaya kolaborasi dan inovasi.

**• BIMA (BSP Improvement Awards)**

Melalui program BIMA, Perusahaan memberikan ruang bagi karyawan untuk mengembangkan dan mengimplementasikan ide perbaikan. Sepanjang 2024–2025, terdapat 351 ide yang diajukan, dengan 151 proyek berhasil direalisasikan. Program ini menghasilkan potensi manfaat finansial sebesar Rp6,8 miliar, serta manfaat non-finansial seperti peningkatan kualitas produk, efisiensi waktu, perbaikan ergonomi, peningkatan keselamatan kerja, dan efisiensi energi. Tingginya partisipasi karyawan mencerminkan semakin kuatnya budaya perbaikan berkelanjutan di seluruh organisasi.

**• Kaizen Blitz**





















The Kaizen Blitz program serves as a platform for the employees to propose ideas and continuously improve work processes. This initiative encourages simple solutions that contribute to operational efficiency, resource optimization, and more effective use of materials. As of the end of 2025, 189 initiatives had been recorded, with an average of 40 monthly contributors, further strengthening a culture of collaboration and innovation.

**• BIMA (BSP Improvement Awards)**

Through the BIMA program, the Company provides a platform for the employees to develop and implement improvement ideas. Throughout 2024–2025, a total of 351 ideas were submitted, with 151 projects successfully implemented. This program generated potential financial benefits of Rp6.8 billion, along with non-financial benefits such as improved product quality, time efficiency, ergonomic improvements, enhanced workplace safety, and energy efficiency. The high level of employee participation reflects the strengthened continuous improvement culture across the organization.

**Identifikasi Value Added Project yang Berdampak secara Finansial**  
Identification of Value-Added Projects with a Financial Impact

Berikut merupakan jenis-jenis *value added* yang menjadi sumber (komponen perhitungan benefit finansial proyek)  
The following are the types of value added that form the basis (components) for calculating a project's financial benefits

 <p><b>Menghemat waktu kerja 23.306 jam/tahun</b> Saving 23,306 working hours per year</p>	 <p><b>Pemanfaatan kembali 516 pcs material bekas</b> Recycling of 516 items of waste material</p>	 <p><b>Pengurangan 805 jam/tahun waktu kerja hilang akibat kecelakaan kerja</b> A reduction of 805 hours per year in working time lost due to workplace accidents</p>	 <p><b>Pengurangan 43 Ton CPO/tahun dari losses pengolahan</b> A reduction of 43 tonnes of CPO per year from processing losses</p>	 <p><b>Menurunkan 29.399 panjang mentah/tahun terkirim ke pabrik</b> Delivering 29,399 raw logs per year to the factory</p>
 <p><b>Mencegah potensi 14.717 jangjang dicuri/tahun</b> Preventing the potential theft of 14,717 ladders per year</p>	 <p><b>Efisiensi penggunaan 1.796 HK/tahun</b> Energy efficiency: 1,796 kWh/year</p>	 <p><b>Peningkatan life time pompa injeksi mesin genset 3kali lebih lama</b> Increased lifetime of the generator injection pump by three times</p>	 <p><b>Penghematan 2.018 liter/tahun bahan bakar minyak</b> Fuel savings of 2,018 litres per year</p>	 <p><b>Penghematan biaya pembelian barang Rp40 juta/tahun</b> Cost savings on the purchase of goods by Rp40 million per year</p>
 <p><b>Mengurangi 324 Kg/tahun Losses latex</b> Reducing 324 kg/year of latex losses</p>	 <p><b>Peningkatan kualitas produk karet</b> Improving the quality of rubber products</p>	 <p><b>Mengurangi penggunaan herbisida 46 liter/tahun</b> Reducing herbicide use by 46 litres per year</p>	 <p><b>Mengurangi fabrikasi material oleh vendor sebanyak 1.216 pcs/tahun</b> Reducing the number of items manufactured by the supplier by 1,216 per year</p>	 <p><b>Mencegah potensi 323 jangjang/tahun jatuh ke kanal area gambut</b> Preventing 323 trees per year from falling into the canals in the peatland area</p>
 <p><b>Penghematan KWH listrik sebanyak 21.971 kwh/tahun</b> Electricity savings of 21,971 kWh per year</p>	 <p><b>Penghematan kertas sebanyak 24.390 lembar/tahun</b> A paper saving of 24,390 sheets per year</p>	 <p><b>Substitusi 920 pcs/tahun material yang lebih ekonomis</b> Replacement of 920 units per year with a more cost-effective material</p>	 <p><b>Penerbitan 3 modul baru terkait pekerjaan</b> Publication of three new work-related modules</p>	 <p><b>Penurunan 375 kg/tahun serasah sawit terbawa ke pabrik</b> A reduction of 375 kg per year of oil palm fronds transported to the mill</p>



## Etika Bisnis [205-1, 205-2, 205-3][13.26.2, 13.26.3, 13.26.4]

### Business Ethics

Perseroan menjalankan praktik tata kelola perusahaan yang menjunjung tinggi etika bisnis dan etika kerja, mengacu pada Pedoman Perilaku serta Pakta Integritas. Kedua dokumen tersebut menjadi landasan dalam menjalankan kegiatan usaha secara bertanggung jawab. Kepatuhan terhadap Kode Etik bersifat wajib bagi seluruh Dewan Komisaris, Direksi, karyawan maupun mitra kerja. Informasi terkait kode etik, termasuk materi sosialisasi dan publikasinya dapat diakses oleh karyawan dan pemangku kepentingan melalui “BSP Portal” serta situs resmi Perseroan.

Selain itu, Perseroan menanamkan budaya pencegahan praktik korupsi, kolusi, dan Nepotisme (KKN) melalui penerapan kebijakan antikorupsi yang berlaku bagi seluruh insan Perseroan dan mitra usaha. Implementasi kebijakan ini diperkuat melalui kewajiban penandatanganan Pakta Integritas oleh setiap karyawan sebagai bentuk komitmen terhadap kepatuhan, akuntabilitas, serta integritas dalam menjalankan pekerjaan dan mencegah praktik suap maupun korupsi. Secara rutin, Perseroan melakukan sosialisasi kebijakan antikorupsi dan antisuap, serta melakukan penilaian pada proses bisnis yang memiliki tingkat risiko korupsi tinggi. Berdasarkan hasil penilaian, selama tahun 2025 tidak terdapat kejadian korupsi yang teridentifikasi.

Sejalan dengan kebijakan tersebut, Perseroan juga melarang keterlibatan karyawan dalam aktivitas politik yang mengatasnamakan Perseroan. Sepanjang 2025, Perseroan tidak memberikan dukungan dalam bentuk apa pun, termasuk sumbangan maupun pendanaan baik kepada partai politik, kegiatan kampanye politik, maupun kandidat partai politik.

The Company implements corporate governance practices that uphold high standards of business and work ethics, in compliance with the Code of Conduct and the Integrity Pact. These documents serve as the foundation for carrying out responsible business activities. Compliance with the Code of Conduct is mandatory for all members of the Board of Commissioners, Board of Directors, employees, and business partners. Information related to the Code of Conduct, including dissemination materials and publications, is accessible to employees and stakeholders through the “BSP Portal” and the Company’s official website.

Additionally, the Company fosters a culture of preventing corruption, collusion, and nepotism through the implementation of anti-corruption policies applicable to all employees and business partners. The implementation of these policies is reinforced through the mandatory signing of an Integrity Pact by every employee as a form of commitment to compliance, accountability, and integrity in performing their duties, as well as prevention of bribery and corruption. The Company regularly conducts dissemination of anti-corruption and anti-bribery policies and carries out regular assessment of business processes with high corruption risk. Based on the assessment results, no corruption incidents were identified in 2025.

In line with these policies, the Company prohibits employee involvement in political activities on behalf of the Company. Throughout 2025, the Company did not provide any form of support, including donations or funding, to political parties, political campaign activities, or political candidates.



## Mekanisme Pemberian Nasihat, Penyampaian Kekhawatiran, dan Komunikasi Masalah Penting

[2-16][2-26]

### Mechanism for Providing Inputs, Raising Concerns, and Communicating Critical Issues



Perseroan menyediakan mekanisme pelaporan pelanggaran yang dapat dimanfaatkan oleh seluruh pemangku kepentingan untuk melaporkan dugaan pelanggaran, termasuk suap, korupsi, penggelapan, diskriminasi, pelecehan, kecurangan, maupun pelanggaran terhadap kode etik. Perseroan menjamin kerahasiaan identitas pelapor serta memberikan perlindungan dari segala bentuk ancaman atau tindakan yang dapat merugikan pelapor.

Sistem pelaporan yang dimiliki Perseroan tersedia dalam platform berbasis web dan mobile, dilengkapi dengan sistem enkripsi untuk menjaga keamanan data serta fitur pemantauan status laporan secara transparan. Proses penanganan laporan mencakup tahap verifikasi kelengkapan informasi, penelaahan bukti awal, pemberian rekomendasi untuk investigasi lanjutan, serta pengumpulan bukti tambahan apabila diperlukan. Hasil investigasi kemudian dilaporkan kepada Komite Pelaporan dan Penanganan Tindak Pelanggaran untuk ditindaklanjuti sesuai ketentuan yang berlaku.

The Company provides a whistleblowing mechanism that can be utilized by all stakeholders to report alleged violations, including bribery, corruption, embezzlement, discrimination, harassment, fraud, and breaches of the code of conduct. The Company ensures the confidentiality of the whistleblower's identity and provides protection against any form of threat or retaliation that may harm the whistleblower.

The Company's whistleblowing system is available through web- and mobile-based platforms, equipped with encryption features to ensure data security, as well as a transparent report status tracking feature. The report handling process includes verification of information completeness, preliminary review of evidence, recommendations for further investigation, and the collection of additional evidence if required. The investigation results are then reported to the Whistleblowing and Violation Handling Committee for follow-up in accordance with applicable regulations.

**Rekapitulasi Penanganan Pengaduan**

Summary of Complaint Handling

Uraian Description	Jumlah Quantity
Laporan WBS yang diterima WBS Reports Received	18
Laporan WBS yang ditindaklanjuti WBS Reports Under Follow-Up	14
Laporan WBS yang ditolak WBS Reports Rejected	4
Laporan WBS yang sudah diselesaikan WBS Reports Completed	13

## Permasalahan dan Tantangan Penerapan Keberlanjutan [E.5][201-2][13.2.2]

### Challenges and Issues in Sustainability Implementation

Perseroan menghadapi sejumlah tantangan yang berasal dari faktor internal maupun eksternal. Dari sisi internal, Perseroan masih terus memperkuat kapasitas sumber daya manusia dalam memahami serta mengimplementasikan prinsip keberlanjutan secara konsisten. Selain itu, penguatan strategi dan kebijakan internal juga terus dilakukan untuk memastikan praktik bisnis yang bertanggung jawab dapat diterapkan secara menyeluruh di seluruh lini operasional.

Dari perspektif eksternal, tantangan keberlanjutan pada sektor perkebunan saat ini semakin kompleks. Faktor perubahan iklim seperti perubahan pola curah hujan maupun peningkatan frekuensi cuaca ekstrem mulai memengaruhi stabilitas produksi komoditas perkebunan. Risiko banjir, kekeringan berkepanjangan hingga gangguan hama dan penyakit tanaman menjadi semakin sulit diprediksi dan memerlukan pendekatan pengelolaan risiko yang lebih adaptif.

The Company faces various internal and external challenges in sustainability implementation. Internally, the Company continuously strengthens the capacity of its human resources to have better understanding and consistently implement sustainability principles. In addition, efforts to enhance internal strategies and policies are taken to ensure the comprehensive implementation of responsible business practices across all operational lines.

In terms of external challenges, sustainability challenges in the plantation sector are becoming increasingly complex. Impacts of climate change, including shifting rainfall patterns and rising frequency of extreme weather events, have affected the stability of plantation commodity production. Various risks such as flooding, prolonged droughts, and outbreaks of pests and plant diseases become more difficult to predict and require a more adaptive risk management approach.

Secara lebih luas, tantangan eksternal lainnya juga mencakup peningkatan tuntutan investor terhadap kinerja ESG, ekspektasi pembeli global terhadap produk rendah emisi karbon, volatilitas harga komoditas, serta kebutuhan adaptasi terhadap risiko fisik dan transisi perubahan iklim. Kondisi ini menuntut Perseroan untuk terus memperkuat sistem tata kelola keberlanjutan, meningkatkan kualitas data dan pelaporan keberlanjutan, serta memastikan integrasi strategi bisnis dengan agenda keberlanjutan jangka panjang.

Other external challenges include increasing investor demands for ESG performance, growing expectations from global buyers for low-carbon products, commodity price volatility, and the need to adapt to both physical and transitional risks related to climate change. These conditions require the Company to continuously strengthen its sustainability governance system, improve the quality of sustainability data and reporting, and ensure the integration of business strategies with long-term sustainability objectives.



# Benefit

**“Perseroan menjaga kinerja ekonomi agar terus tumbuh melalui pengelolaan usaha yang efisien, bertanggung jawab, dan berorientasi pada penciptaan nilai jangka panjang bagi seluruh pemangku kepentingan.”**

**“The Company maintains its economic performance to ensure continuous growth through efficient, responsible business management that focuses on creating long-term value for all stakeholders.”**





## Kinerja Ekonomi

### Economic Performance

Di tahun ini, BSP berhasil mencatatkan pertumbuhan kinerja ekonomi yang positif dibandingkan periode sebelumnya. Capaian ini didukung oleh efektivitas strategi operasional, optimalisasi kinerja produksi, serta pengelolaan biaya yang disiplin. Di tengah dinamika pasar dan berbagai tantangan operasional, Perseroan tetap mampu memperkuat ketahanan usaha.

### Realisasi dan Target Kinerja Keuangan

Pengawasan terhadap aspek keuangan dan pemasaran produk dijalankan secara terintegrasi melalui Divisi Operasional dan Support yang membawahi fungsi Commerce, Finance & Accounting, Asset Management, Budget Planning & MIS Reporting, serta Budget Control. Unit-unit tersebut menyampaikan laporan kinerjanya kepada Direktur Keuangan sebagai bentuk pertanggungjawaban manajerial. Untuk memastikan tata kelola berjalan efektif, Divisi Corporate Internal Audit melakukan penelaahan dan evaluasi rutin atas proses pengelolaan keuangan. Independensi dan kredibilitas laporan keuangan turut diperkuat melalui pemeriksaan oleh Kantor Akuntan Publik sebagai auditor eksternal.

Sepanjang 2025, Perseroan mencatatkan kinerja penjualan neto sebesar Rp2,5 triliun, meningkat 9,85% dibandingkan capaian tahun sebelumnya Rp2,3 triliun, dengan tingkat pencapaian target sebesar 97,51%. Peningkatan kinerja ekonomi BSP dipengaruhi oleh meningkatnya volume produksi dan pembelian buah dari pihak ketiga serta penjualan produk. Laba neto yang dapat diatribusikan kepada pemilik entitas induk pada tahun buku 2025 mencapai Rp16,1 miliar. Dalam periode pelaporan, tidak terdapat bantuan finansial material yang diterima Perseroan dari pemerintah.

[201-4]

This year, the Company successfully recorded positive economic growth compared to the previous period. This achievement was supported by effective operational strategies, optimized production performance, and well-controlled cost management. Amid market dynamics and various operational challenges, the Company consistently shows its ability to strengthen its business resilience.

### Financial Performance Realization and Targets

Integrated financial and marketing oversight is carried out by the Operations and Support Division, which oversees the Commerce, Finance & Accounting, Asset Management, Budget Planning & MIS Reporting, and Budget Control functions. These units report to the Chief Financial Officer as a form of managerial accountability. To ensure effective governance, the Corporate Internal Audit Division regularly carries out financial management reviews and evaluations. To strengthen the independence and credibility of financial reports, a Public Accounting Firm is appointed as external auditor to perform audits of financial statements

Throughout 2025, the Company recorded net sales of Rp2.5 trillion, an increase of 9.85% compared to the previous year's figure of Rp2.3 trillion, with a target achievement rate of 97.51%. The improvement in BSP's financial performance was driven by increased production volumes, fruit purchases from third parties, and product sales. Net profit attributable to owners of the parent entity for the 2025 fiscal year reached Rp16.1 billion. During the reporting period, the Company did not receive any material financial assistance from the government.

[201-4]



## Kinerja Keuangan (Rp Juta) [F.2] Financial Performance (Rp Million)

Uraian Description	2025		2024		2023	
	Realisasi Realization	Target Target	Realisasi Realization	Target Target	Realisasi Realization	Target Target
Penjualan Neto Net Sales	2.557.260	2.622.621	2.327.870	3.033.138	2.405.153	3.469.612
Laba (Rugi) Neto Net Profit (Loss)	16.152	-	138.889	-	62.691	-

## Kinerja Produksi (Ton) [F.2] Production Performance (Tonnes)

Uraian Description	2025		2024		2023	
	Realisasi Realization	Target Target	Realisasi Realization	Target Target	Realisasi Realization	Target Target
<b>Sawit Palm Oil</b>						
CPO Crude Palm Oil	140.492	160.250	113.918	186.947	123.628	215.796
PK Palm Kernel	30.285	34.137	24.263	43.164	28.591	199.598
TBS Fresh Fruit Bunches (FFB)	360.676	398.663	347.865	439.035	366.113	57.753
<b>Karet Rubber</b>						
Karet Rubber	4.977	6.341	7.499	10.040	10.292	339.591

## Kinerja Penjualan Produk (Rp Juta) Product Sales Performance (Rp Million)

Uraian Description	2025		2024		2023	
	Realisasi Realization	Target Target	Realisasi Realization	Target Target	Realisasi Realization	Target Target
<b>Sawit Palm Oil</b>						
CPO Crude Palm Oil	1.980.973	2.051.229	1.470.914	2.103.131	1.409.301	2.425.430
PK Palm Kernel	368.284	292.128	170.329	240.511	88.960	199.598
TBS Fresh Fruit Bunches (FFB)	57.344	86.814	41.902	58.986	38.520	57.753
<b>Karet Rubber</b>						
Karet Rubber	150.659	192.450	219.050	218.213	230.736	339.591



## Nilai Ekonomi yang Dihasilkan dan Didistribusikan (Rp Juta) [201-1, 13.22.2]

### Economic Value Generated and Distributed (Rp Million)

Uraian	2025	2024	2023
Nilai Ekonomi Langsung Diterima Direct Economic Value Received			
Penjualan neto Net Sales	2.557.260	2.327.870	2.405.153
<b>Jumlah Nilai Ekonomi Langsung yang Diterima The Total Direct Economic Value Received</b>	<b>2.557.260</b>	<b>2.327.870</b>	<b>2.405.153</b>
Nilai Ekonomi Langsung Didistribusikan The Direct Economic Value is Distributed			
Gaji, upah, dan kesejahteraan karyawan Salary, wages, and employee welfare	166.838	171.213	167.576
Pembayaran dividen Dividend payment	-	-	-
Pembayaran pajak kepada pemerintah: manfaat (beban) pajak penghasilan Payment of taxes to the government: benefits (burden) of income tax	241.329	190.920	182.037
Pengeluaran untuk TJSL Expenditure for TJSL	15.800	7.666	8.368
<b>Jumlah Nilai Ekonomi Langsung Didistribusikan The Total Direct Economic Value Distributed</b>	<b>423.697</b>	<b>369.799</b>	<b>357.981</b>
<b>Nilai Ekonomi Langsung yang Ditahan Direct Economic Value Held</b>	<b>2.133.293</b>	<b>1.958.071</b>	<b>2.047.172</b>





## Implementasi *Enterprise Resource Planning* (ERP)

Transformasi digital menjadi salah satu fokus utama Perseroan dalam memperkuat daya saing dan kualitas tata kelola. Untuk itu, sistem *Enterprise Resource Planning* (ERP) dimanfaatkan sebagai platform terintegrasi berbagai data dan informasi, meningkatkan transparansi, serta mempercepat proses pengendalian di seluruh fungsi usaha. Sistem ini menyediakan informasi *real-time* yang mendukung pengambilan keputusan.

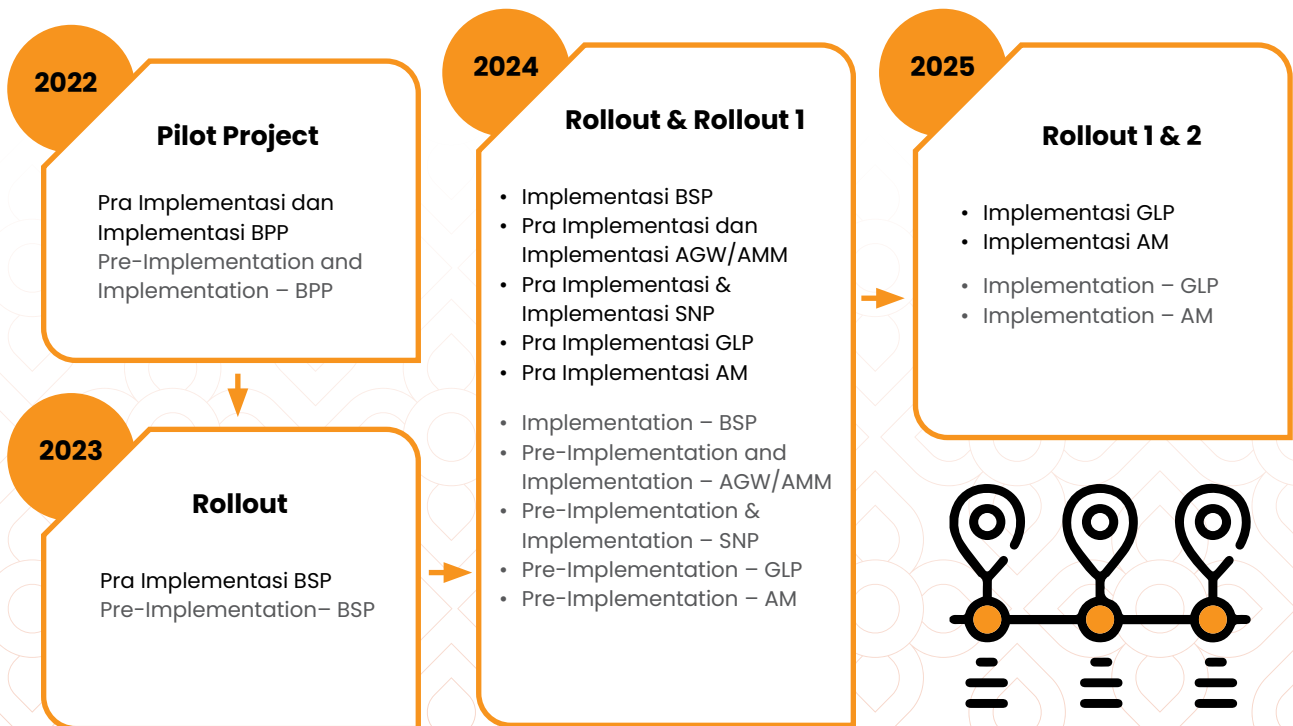
Pengembangan ERP yang dikenal dengan inisiatif *Star Planters* tidak dilakukan secara instan. Implementasi diawali melalui tahapan "*System & Process Improvement*" terlebih dahulu guna memastikan keseragaman standar kerja. Penerapannya dilakukan secara bertahap, dimulai dari proyek percontohan pada kegiatan operasional lapangan, fungsi administrasi, dan keuangan. Setelah tahap *pilot project* menunjukkan hasil optimal, penerapan sistem kemudian diperluas ke seluruh unit usaha melalui pendekatan *roll out* untuk memastikan integrasi dan efisiensi operasional.

## Implementation of *Enterprise Resource Planning* (ERP)

Digital transformation is one of the Company's key focuses in strengthening competitiveness and governance quality. Therefore, the *Enterprise Resource Planning* (ERP) system is leveraged as an integrated platform for various data and information management to enhance transparency and expedite control processes across all business functions. This system provides real-time information to support decision making processes.

The development of ERP, also known as the *Star Planters* initiative, was not achieved overnight. The implementation began with a "*System & Process Improvement*" phase to ensure uniformity across work standards. The implementation was carried out in phases, starting with pilot projects in field operations, administrative functions, and finance. After the pilot project demonstrated optimal results, the implementation of the system was then rolled out to all business units to ensure integration and operational efficiency.

### Milestone Implementasi ERP ERP Implementation Milestone





Pada 2025, telah diselesaikan implementasi di 2 anak usaha Perusahaan (GLP dan AM), yang juga menandakan keseluruhan rangkaian proses proyek implementasi ERP di BSP grup telah selesai dilaksanakan. Tahap selanjutnya masuk kepada fase operasional dimana ERP menjadi bagian dari proses rutin kegiatan operasional Perusahaan yang akan secara berkala dilakukan proses monitoring dan review oleh pihak pihak terkait. Setelah implementasi ERP, Perusahaan telah melakukan beberapa inisiatif perbaikan berkelanjutan dalam bentuk pilot project menggunakan data ERP melalui pengembangan pencatatan digital atas kegiatan operasional dengan tujuan meningkatkan efektivitas, efisiensi dan pengendalian operasional antara lain :

In 2025, the implementation was completed across two of the Company's subsidiaries (GLP and AM), marking the completion of the entire ERP implementation project across the BSP Group. The next stage has entered the operational phase, in which the ERP system has become an integral part of the Company's routine operations and will be subject to periodic monitoring and review by relevant parties. Following the ERP implementation, the Company has undertaken several continuous improvement initiatives in the form of pilot projects utilizing ERP data, including the development of digital recording of operational activities, with the aim of enhancing effectiveness, efficiency, and operational control, among others:

No	Program	Uraian Description	Lokasi Location	Mulai Start	Selesai End
1	Data upkeep by SPO/TPH – Blok TM (Pilot Project)	Pencatatan digital atas prestasi kegiatan perawatan/ <i>upkeep</i> dalam objek terkecil yaitu blok/TPH. Digital recording of upkeep/maintenance performance at the smallest unit level, namely blocks/TPH.	BSP Kisaran	1 Agustus 2025 1 August 2025	30 Desember 2025 30 December 2025
2	Rencana kerja bulanan kegiatan rawat <i>in speeds</i> (Pilot Project) Monthly maintenance work plan in speeds	Pencatatan digital atas rencana kerja bulanan kegiatan rawat sehingga dapat secara berkala dibandingkan dengan actual kegiatan sebagai alat monitoring. Digital recording of monthly maintenance work plans, enabling periodic comparison with actual activities as a monitoring tool.	BSP Kisaran	1 Agustus 2025 1 August 2025	30 Desember 2025 30 December 2025
3	Mill control board system (MILA) (Pilot Project)	Pencatatan digital atas proses monitoring dan controlling secara <i>online</i> atas area/ <i>station</i> proses PKS. Digital recording of online monitoring and control processes across mill/station areas within the PKS.	GLP	9 September 2025	Sedang berjalan On progress
4	Angkut buah based on TPH in speeds ( <i>just in time</i> ) (Pilot Project) Fruit transportation based on TPH data in speeds ( <i>just in time</i> ) (Pilot Project)	Pencatatan digital proses angkut buah hasil panen di TPH sehingga alur informasi yang dibutuhkan bisa tercatat dan terupdate secara cepat dan efektif ke bagian transportasi. Digital recording of the transportation process for harvested fruit at TPH, enabling required information flows to be captured and updated quickly and effectively for the transportation function.	BSP Kisaran	1 Desember 2025 1 December 2025	30 Desember 2025 30 December 2025

# Tanggung Jawab Produk

## Product Responsibility

### Kualitas dan Layanan yang Setara

[416-1, 416-2][13.10.2, 13.10.3]

Perseroan mengedepankan prinsip kesetaraan dalam layanan, dengan memastikan setiap konsumen menerima perlakuan yang sama tanpa diskriminasi. Upaya ini diwujudkan melalui evaluasi produk secara berkala untuk memastikan kualitas produk, kualitas produk, pemenuhan standar kesehatan dan keamanan, serta jaminan bahwa produk tidak menimbulkan dampak negatif bagi konsumen. Perseroan memastikan bahwa produk yang dihasilkan sudah memenuhi 100% standar atau regulasi yang berlaku.

Komitmen ini tercermin dalam perolehan berbagai sertifikasi hingga akhir tahun 2025, meliputi Indonesia Sustainable Palm Oil (ISPO), ISO 9001:2015, ISO 14001:2015, ISO 22000:2018, SMK3, SPPT SNI (SIR dan RSS), HACCP, GMP dan GMP +B2, sertifikat Jaminan halal, Kosher, dan Food and Drug Administration (FDA). Selain itu, standar kualitas produk pun diatur dalam perjanjian dengan pelanggan. Sepanjang periode pelaporan, Perseroan berhasil menjaga kepercayaan konsumen dengan mempertahankan riwayat tanpa penarikan produk dan tanpa insiden ketidakpatuhan terkait dampak kesehatan.

[F.17, F.27, F.28, F.29]

### Equal Quality and Service [416-1, 416-2]

[13.10.2, 13.10.3]

The Company upholds the principle of equality in service by ensuring that every consumer receives equal treatment without discrimination. This commitment is realized through regular product evaluations to ensure product quality, compliance with health and safety standards, and assurance that products do not cause negative impacts on consumers. The Company ensures that its products meet all (100%) applicable standards and regulations.

This commitment is reflected in the acquisition of various certifications by the end of 2025, including Indonesia Sustainable Palm Oil (ISPO), ISO 9001:2015, ISO 14001:2015, ISO 22000:2018, SMK3, SPPT SNI (SIR and RSS), HACCP, GMP and GMP+B2, Halal Certification, Kosher Certification, and Food and Drug Administration (FDA) certification. Additionally, product quality standards are outlined in agreements with customers. Throughout the reporting period, the Company successfully maintained consumer trust by upholding its record of zero product recalls and zero non-compliance incidents related to health impacts. [F.17, F.27, F.28, F.29]

### Persentase Area Milik Perseroan dengan Sertifikasi ISPO

#### Percentage of the Company's Area with ISPO Certification



**62.406 ha**

Jumlah luas area Hak Guna Usaha (HGU) kelapa sawit  
Total area of oil palm Cultivation Rights (HGU)



Area Milik Perseroan dengan Sertifikasi ISPO: **31.141 ha**  
Company-Owned Area with ISPO Certification: **31,141 ha**

**50%**  
2025

**50%**  
2024

**50%**  
2023



## Inovasi dan Pengembangan Produk [F.26]

Perseroan mengembangkan inovasi pada kegiatan budidaya dan pengolahan untuk meningkatkan produktivitas dan efisiensi operasional, mencakup pengelolaan nutrisi tanaman, strategi pemupukan, praktik pengelolaan kebun, serta aspek pelestarian lingkungan. Divisi Bakrie Agriculture Research Institute (BARI) memegang tanggung jawab dalam inovasi dan pengembangan produk.

Sepanjang tahun 2025, kerja sama riset dengan ASD–Costa Rica menghasilkan pengembangan benih kelapa sawit unggul, antara lain DXP Themba, DXP Spring, DXP Supreme CR, dan DXP Ovane CR. Varietas tersebut memiliki potensi produktivitas hingga 40 ton TBS per hektare, lebih tinggi dibandingkan benih konvensional yang umumnya berkisar 25–30 ton per hektare, serta memiliki umur produktif tanaman hingga sekitar 30 tahun. Di sisi lain, peningkatan risiko penyakit busuk pangkal batang yang disebabkan oleh *Ganoderma boninense* menjadi tantangan yang perlu diantisipasi dalam jangka panjang.

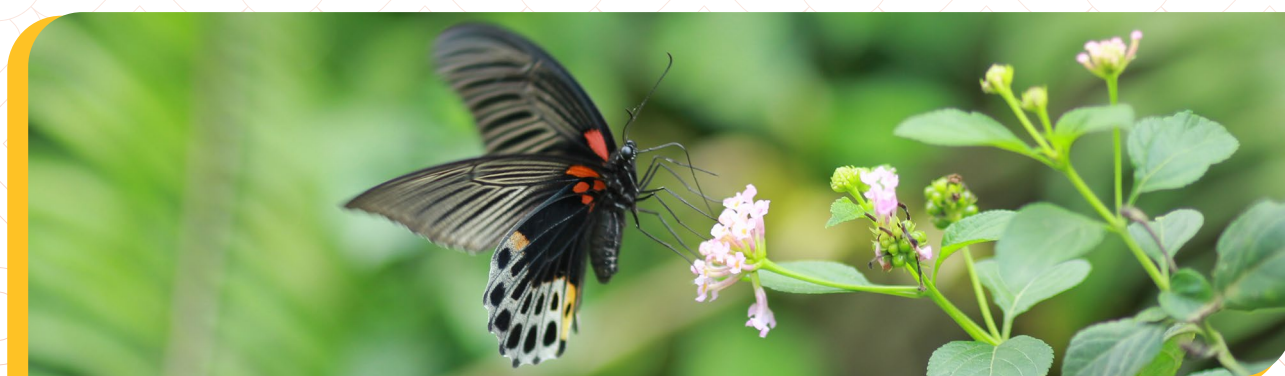
Sebagai langkah mitigasi, Perseroan mengembangkan program pemuliaan tanaman untuk memperoleh varietas yang lebih toleran terhadap *Ganoderma* melalui proses seleksi genetik di Seed Garden Kisaran. Inisiatif ini menghasilkan varietas DXP Spring MR Gano dan DXP Themba MR Gano sebagai perbaikan dari materi genetik sebelumnya. Bersama mitra ASD–Bakrie, Perseroan juga mengembangkan varietas DXP Tanza MR Gano dan DXP Compact MR Gano yang menunjukkan tingkat infeksi *Ganoderma* lebih rendah, yaitu masing-masing sekitar 2,4% dan 0,6%, dibandingkan varietas yang rentan dengan tingkat infeksi sekitar 9,9%.

## Product Innovation and Development [F.26]

The Company develops innovations in cultivation and processing activities to enhance productivity and operational efficiency, encompassing plant nutrient management, fertilization strategies, plantation management practices, and environmental conservation aspects. The Bakrie Agriculture Research Institute (BARI) Division is responsible for innovation and product development.

Throughout 2025, research collaboration with ASD–Costa Rica resulted in the development of high-yielding oil palm varieties, including DXP Themba, DXP Spring, DXP Supreme CR, and DXP Ovane CR. These varieties possess potential productivity of up to 40 tons of fresh fruit bunches (FFB) per hectare, higher than conventional seeds which generally range from 25–30 tons per hectare. It also has a productive lifespan of up to approximately 30 years. On the other hand, the increased risk of basal stem rot caused by *Ganoderma boninense* poses a challenge that must be anticipated in the long term.

As a mitigation measure, the Company has developed a plant breeding program to obtain varieties that are more resistant against *Ganoderma* through genetic selection at the Kisaran Seed Garden. This initiative has produced the DXP Spring MR Gano and DXP Themba MR Gano varieties as improvements over previous genetic materials. With its partner ASD–Bakrie, the Company has also developed the DXP Tanza MR Gano and DXP Compact MR Gano varieties, which exhibit lower *Ganoderma* infection rates—approximately 2.4% and 0.6%, respectively—compared to susceptible varieties with infection rates of around 9.9%.



Selain pengembangan varietas tahan penyakit, Perseroan memproduksi cendawan *Trichoderma* sebagai agen hayati untuk menekan perkembangan *Ganoderma* di dalam tanah. Produksi dilakukan melalui fasilitas laboratorium BARI (BARITRI) di Kisaran serta PT Agrowiyana di Jambi yang juga terintegrasi dengan pengolahan POC dan kompos. Pemanfaatan *Trichoderma* tersebut mendukung kegiatan replanting dan konversi lahan di seluruh unit operasional.

Pengembangan agen hayati ini juga memanfaatkan limbah cair Pabrik Kelapa Sawit (POME) dan tandan kosong, sehingga limbah produksi dapat diolah kembali menjadi produk yang mengandung mikroorganisme bermanfaat. Pendekatan ini tidak hanya membantu memulihkan keseimbangan ekosistem tanah, tetapi juga berkontribusi pada peningkatan produktivitas tanaman kelapa sawit secara berkelanjutan.

Pemanfaatan varietas MR Gano bersama aplikasi *Trichoderma* merupakan bagian dari pendekatan terpadu Perseroan dalam menekan penyebaran *Ganoderma* secara berkesinambungan. Langkah ini sekaligus mendukung pengembangan praktik perkebunan yang lebih berwawasan lingkungan dan berkelanjutan.

### Survei Kepuasan Konsumen [F.30]

Melalui survei kepuasan pelanggan yang diadakan setiap tahun, Divisi Commerce berupaya untuk memantau tren pasar dan mengidentifikasi aspek-aspek yang memerlukan peningkatan. Berdasarkan survei tahun 2025, tingkat kepuasan pelanggan pada segmen sawit memperoleh skor 8,0 dengan nilai *Customer Satisfaction Index* (CSI) 87,4%, sedangkan segmen karet mencapai skor 9,8 atau dengan nilai CSI sebesar 94,48%.

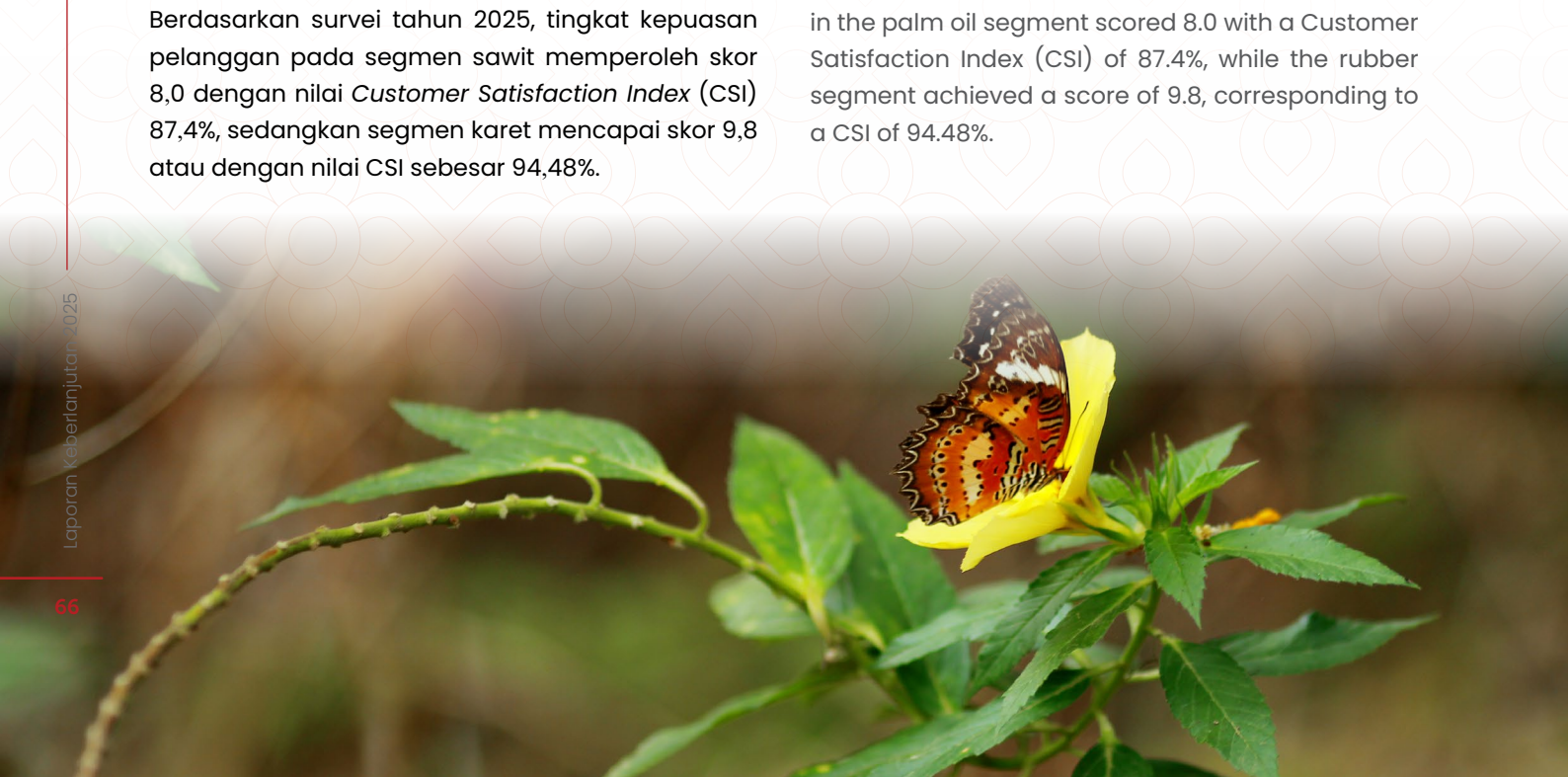
In addition to developing disease resistant varieties, the Company produces *Trichoderma* fungi as a biological agent to suppress *Ganoderma* growth in the soil. Production is carried out through the BARI (BARITRI) laboratory facility in Kisaran and PT Agrowiyana in Jambi, integrated with POC and compost processing facilities as well. The utilization of *Trichoderma* supports replanting and land conversion activities across all operational units.

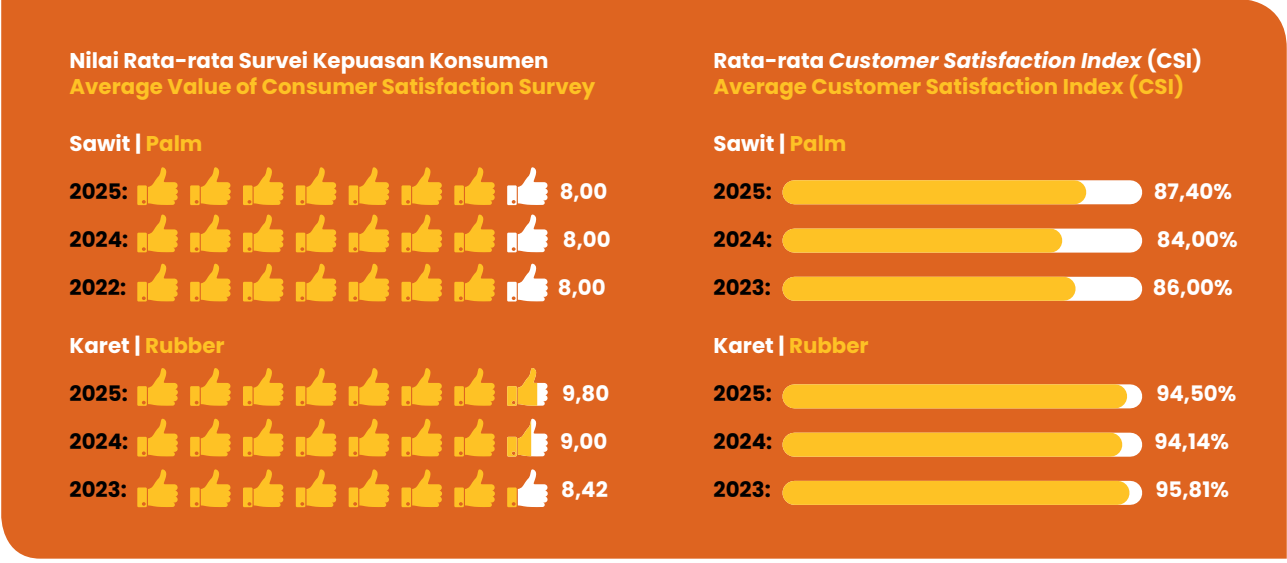
The development of this biological agent utilizes liquid waste from the Palm Oil Mill (POME) and empty fruit bunches, hence allowing production waste reprocessing into products with beneficial microorganisms. This approach not only helps to restore the balance of the soil ecosystem but also contributes to the sustainable improvement of oil palm productivity.

The use of the MR Gano variety in conjunction with *Trichoderma* application is a part of the Company's integrated approach to continuously suppress the spread of *Ganoderma*. This step simultaneously supports the development of more environmentally conscious and sustainable plantation practices.

### Customer Satisfaction Survey [F.30]

Through an annual customer satisfaction survey, the Commerce Division strives to monitor market trends and identify areas requiring improvement. Based on the 2025 survey, the customer satisfaction level in the palm oil segment scored 8.0 with a *Customer Satisfaction Index* (CSI) of 87.4%, while the rubber segment achieved a score of 9.8, corresponding to a CSI of 94.48%.





### Mekanisme Pengaduan Keluhan Konsumen

Konsumen dapat menyampaikan keluhan terkait produk dan layanan kepada Perseroan melalui saluran-saluran berikut:

### Customer Grievance Mechanism

Consumers may submit complaints regarding products and services to the Company through the following channels:

**Windy Juliani Ulfah**  
 Head of Commerce  
**Surel | Email: windy@bakriesumatera.com**  
**Telepon | Phone: +62-21 2994 1286-87**

Divisi Commerce memegang tanggung jawab dalam menangani keluhan konsumen, mulai dari investigasi, penyelesaian, hingga tindak lanjut pengaduan. Pada akhir 2025, Perseroan mencatat keluhan konsumen terkait produk sawit atas 166 trip pengiriman dari total 8.530 trip pengiriman (1,95%). Setiap keluhan yang diterima langsung ditindaklanjuti dengan respons yang sigap dan diselesaikan sesuai target waktu. Sebagai langkah antisipatif, Perseroan terus berupaya meminimalisasi jumlah keluhan melalui peningkatan kompetensi petugas operasional, penerapan monitoring dan inspeksi berkala, serta optimalisasi pemeliharaan mesin produksi.

The Commerce Division is responsible for handling consumer complaints, from investigation and resolution to follow-up actions. By the end of 2025, the Company recorded consumer complaints regarding palm oil products for 166 delivery trips out of a total of 8,530 delivery trips (1.95%). Every complaint received is immediately followed up with a prompt response and resolved within the defined timeframe. As a proactive measure, the Company continuously strives to minimize the number of complaints by enhancing the operational staff competencies, implementing regular monitoring and inspections, and optimizing production machinery maintenance.

# Social

**“Pengelolaan aspek sosial dilaksanakan melalui penguatan praktik ketenagakerjaan, pemberdayaan masyarakat, serta penghormatan terhadap hak asasi manusia untuk mendukung keberlanjutan usaha dan kesejahteraan bersama.”**

**“Social aspects are managed by strengthening labor practices, community empowerment, and respecting human rights to support business sustainability and shared well-being.”**



# Keselamatan, Kesehatan, dan Produktivitas Kerja <sup>[F.21]</sup>

## Occupational Safety, Health, and Productivity



### Sistem Manajemen Kesehatan dan Keselamatan Kerja (K3)

[F.1][403-1, 403-7, 403-8][13.19.2, 13.19.8, 13.19.9]

Pencapaian visi dan misi Perseroan didukung oleh keterlibatan aktif seluruh pemangku kepentingan. Untuk membangun lingkungan kerja yang nyaman dan inklusif, Perseroan menginternalisasikan nilai inti “BSP Rumah Kita” untuk menumbuhkan rasa memiliki, memperkuat kerja sama tim, serta mendorong budaya saling menghormati dan peduli. Perseroan juga memberikan perhatian serius terhadap aspek keselamatan dan kesehatan kerja (K3) guna memastikan seluruh karyawan bekerja dalam kondisi yang aman dan nyaman.

Sebagai wujud komitmen tersebut, Perseroan menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) sesuai dengan Peraturan Pemerintah No. 50 Tahun 2012 dan ISO 45001:2018 bagi seluruh karyawan, pemasok, serta pihak terkait dalam kegiatan operasional. Implementasi SMK3 ditujukan untuk meminimalkan risiko kecelakaan kerja dan mencegah penyakit akibat kerja (PAK), dengan pemantauan dan evaluasi berkala oleh Departemen QHSE & Standards Management yang dilaporkan kepada Direksi sebagai bagian dari upaya perbaikan berkelanjutan.

### Occupational Health and Safety (OHS) Management System

[F.1][403-1, 403-7, 403-8][13.19.2, 13.19.8, 13.19.9]

Active participation from all stakeholders are required to support the achievement of the Company’s vision and missions. To establish a comfortable and inclusive work environment, the Company instills its core value “BSP Rumah Kita” to foster a sense of belonging, strengthen teamwork, and promote a culture of mutual respect and care. The Company places great emphasis on its occupational health and safety (OHS) aspects to ensure that all employees work in safe and comfortable conditions.

To realize this commitment, the Company implements an Occupational Health and Safety Management System (OHSMS) in accordance with Government Regulation No. 50 of 2012 and ISO 45001:2018 for all employees, suppliers, and other parties involved in operational activities. The implementation of OHSMS aims to minimize the risk of workplace accidents and prevent occupational diseases. The QHSE & Standards Management Department carries out periodic monitoring and evaluation over the OHSMS to be reported to the Board of Directors as a part of continuous improvement efforts.



Selama 2025, penerapan SMK3 diwujudkan melalui berbagai inisiatif, antara lain: [403-2][13.19.3]

- Penyusunan kebijakan dan prosedur SMK3.
- Pelatihan dan simulasi tanggap darurat.
- Pelatihan K3.
- Penyediaan Alat Pelindung Diri (APD).
- Pemasangan rambu K3.
- Kampanye dan patroli K3.
- Sosialisasi dan pengarahan keamanan bagi pekerja dan pihak ketiga di lokasi usaha.
- Identifikasi bahaya dan risiko.
- Analisa keselamatan pekerja dan *near miss*.
- Pelaksanaan penilaian dan pengendalian risiko K3.
- Proses audit internal dan eksternal.
- Pemberian sanksi terkait perilaku tidak aman dan perbaikan kondisi tidak aman.

Throughout 2025, SMK3 implementation was realized through various initiatives, including: [403-2][13.19.3]

- Development of SMK3 policies and procedures.
- Emergency response training and simulations.
- Occupational Health and Safety (OHS) training.
- Provision of Personal Protective Equipment (PPE).
- Installation of OHS signage.
- OHS campaigns and patrols.
- Safety awareness sessions and briefings for workers and third parties at the worksite.
- Hazard and risk identification.
- Worker safety assessment and near-miss assessment.
- OHS risk assessments and controls.
- Internal and external audit processes.
- Imposition of sanctions for unsafe behavior and improvement of unsafe conditions.





Perseroan juga menerapkan prinsip Ringkas, Rapi, Resik, Rawat, dan Rajin (5R) di area kebun dan pabrik melalui inspeksi dan perawatan rutin peralatan produksi, kegiatan pembersihan terjadwal, serta pengelolaan alat dan material secara tertib dan terdokumentasi. Penerapan ini tidak hanya meningkatkan efisiensi penggunaan sumber daya seperti air dan energi, tetapi juga mendukung praktik operasional yang lebih berkelanjutan serta memberikan dampak positif bagi lingkungan dan masyarakat.

The Company adopts the 5S principles (Sort, Set in Order, Shine, Standardize, and Sustain) in plantation and factory areas through routine inspections and maintenance of production equipment, scheduled cleaning activities, and orderly and documented management of tools and materials. This implementation not only improves the efficiency of resource consumption, such as water and energy, but also supports more sustainable operational practices with positive impacts on the environment and the community.


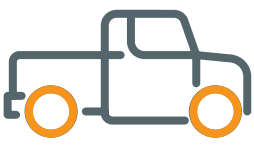


## Pengelolaan Pekerjaan dengan Risiko Kecelakaan Kerja [403-2]

### Management of Activities with Workplace Accident Risks

Risiko Risk	Pengelolaan Management
<p>Penyemprotan tanaman sawit dengan bahan kimia (pestisida). Spraying oil palm plants with chemical substances (pesticides).</p> 	<p>Penyusunan SOP penyemprotan pestisida. Preparation of Standard Operating Procedures (SOP) for pesticide spraying.</p> <p>Melakukan sosialisasi cara penyemprotan yang sesuai prosedur. Conducting socialization on proper spraying procedures.</p> <p>Melakukan <i>medical check-up</i> minimal 1 tahun sekali. Performing medical check-ups at least once a year.</p> <p>Memberikan <i>extra feeding</i> (susu). Providing extra nutrition (milk).</p> <p>Menyediakan Alat Pelindung Diri (APD), seperti apron, sarung tangan karet, masker, dan sepatu boot. Supplying Personal Protective Equipment (PPE), such as aprons, rubber gloves, masks, and boots.</p> <p>Melakukan pencucian tubuh, pakaian, dan alat kerja setelah bekerja. Washing the body, clothing, and work tools after work.</p> <p>Menyediakan APD, seperti helm dan sepatu boot. Providing PPE, such as helmets and boots.</p> <p>Jika terjadi kontaminasi, segera lepaskan pakaian yang terkontaminasi, kemudian cucilah seluruh bagian yang terkena dengan air yang banyak. In case of contamination, immediately remove contaminated clothing and wash all affected areas with plenty of water.</p> <p>Pemantauan dan inspeksi berkala (sebelum, saat, dan setelah). Regular monitoring and inspections (before, during, and after).</p>
<p>Panen tandan buah segar dan getah karet. Harvesting fresh fruit bunches and rubber sap.</p> 	<p>Penyusunan SOP panen. Developing SOPs for harvesting.</p> <p>Melakukan sosialisasi cara panen yang sesuai prosedur. Conducting socialization on proper harvesting procedures.</p> <p>Menyediakan Alat Pelindung Diri (APD) dan pemasangan alat peraga K3. Providing PPE and installing Occupational Health and Safety (OHS) visual aids.</p> <p>Pemantauan dan inspeksi berkala (sebelum, saat, dan setelah). Regular monitoring and inspections (before, during, and after).</p> <p>Pemeriksaan kelayakan alat. Equipment feasibility inspections.</p>



<b>Risiko</b> <b>Risk</b>	<b>Pengelolaan</b> <b>Management</b>
<p>Pengoperasian alat berat saat pembukaan lahan dan fase operasional.                      Operating heavy machinery during land clearing and operational phases.</p> 	<p>Perizinan SIA dan SIO.                      Obtaining SIA and SIO permits.</p> <p>Pelatihan penggunaan alat angkut dan angkat.                      Training on the use of transport and lifting equipment.</p> <p>Menyediakan Alat Pelindung Diri (APD) dan pemasangan alat peraga K3.                      Providing PPE and installing Occupational Health and Safety (OHS) visual aids.</p> <p>Pemantauan dan inspeksi berkala (sebelum, saat, dan setelah).                      Regular monitoring and inspections (before, during, and after).</p> <p>Pemeriksaan kelayakan alat.                      Equipment feasibility inspections.</p> <p>Penyusunan SOP penggunaan alat berat.                      Preparing SOPs for the use of heavy equipment.</p> <p>Melakukan sosialisasi operasional alat berat yang sesuai prosedur.                      Conducting socialization on proper heavy equipment operational procedures.</p>
<p>Pengangkutan buah sawit ke tempat penampungan hasil (TPH).                      Transporting oil palm fruit to the collection point (TPH).</p> 	<p>Penyusunan SOP proses produksi.                      Preparing SOPs for production processes.</p> <p>Melakukan sosialisasi operasional yang sesuai prosedur.                      Conducting socialization on proper operational procedures.</p> <p>Pemeriksaan kelayakan alat produksi.                      Inspecting the feasibility of production equipment.</p> <p>Pemantauan dan inspeksi berkala (sebelum, saat, dan setelah).                      Regular monitoring and inspections (before, during, and after).</p> <p>Menyediakan Alat Pelindung Diri (APD) dan pemasangan alat peraga K3.                      Providing PPE and installing K3 visual aids.</p>

**Fasilitas K3** [403-3, 403-6, 403-10][13.9.4, 13.19.7, 13.19.11]

Sebagai bagian dari tanggung jawabnya terhadap aspek Keselamatan dan Kesehatan Kerja (K3), Perseroan memastikan tersedianya layanan kesehatan yang memadai di area kebun dan pabrik, antara lain melalui Balai Pengobatan, Pos Pelayanan Terpadu (Posyandu), serta Rumah Sakit Umum Ibu Kartini. Seluruh karyawan diwajibkan mengikuti pemeriksaan kesehatan tahunan (*medical check-up/MCU*) sebagai langkah deteksi dini dan pemantauan kondisi kesehatan secara berkala. Sepanjang 2025, MCU diikuti oleh 3.706 karyawan dan ditemukan beberapa kasus penyakit akibat kerja (PAK), termasuk *noise induced hearing loss* (NIHL), restriksi ringan, dan obstruksi ringan. Karyawan yang terindikasi PAK dirujuk untuk pemeriksaan lanjutan di rumah sakit guna memastikan penanganan yang tepat.

**OHS Facilities** [403-3, 403-6, 403-10][13.9.4, 13.19.7, 13.19.11]

As a part of its responsibility regarding Occupational Health and Safety (OHS), the Company ensures the availability of adequate health services in plantation and factory areas, including Medical Clinics, Integrated Health Service Posts (Posyandu), and Ibu Kartini General Hospital. All employees are required to undergo annual medical check-up (MCU) as a measure for early detection and regular monitoring of health conditions. Throughout 2025, 3,706 employees underwent MCUs, and several cases of occupational diseases were identified, including noise-induced hearing loss (NIHL), mild restrictions, and mild obstructions. Employees showing signs of occupational diseases were referred for further examination at a hospital to ensure the administration of appropriate treatment.



Untuk memitigasi risiko kesehatan kerja, Perseroan secara konsisten melaksanakan identifikasi bahaya dan penilaian risiko K3, menjamin ketersediaan sarana dan prasarana K3 dan Alat Pelindung Diri (APD), memperbarui Standar Operasional Prosedur (SOP) K3, serta menyelenggarakan pelatihan, sosialisasi, inspeksi, dan pengawasan rutin. Selain itu, seluruh karyawan didaftarkan dalam program Jaminan Kesehatan Nasional (JKN) yang dikelola oleh BPJS Kesehatan sebagai bentuk perlindungan kesehatan dasar. Bagi karyawan golongan staf, Perseroan juga menyediakan skema penggantian biaya (*medical reimbursement*) untuk pemeriksaan atau pengobatan yang dilakukan secara mandiri.

To mitigate occupational health risks, the Company consistently conducts hazard identification and OHS risk assessments, ensure the availability of OHS facilities and infrastructure and Personal Protective Equipment (PPE), updates OHS Standard Operating Procedures (SOPs), and conducts training, awareness campaigns, inspections, and routine monitoring. Additionally, all employees are enrolled in the National Health Insurance (JKN) program administered by BPJS Kesehatan as a form of basic health protection. For staff-level employees, the Company provides medical reimbursement scheme as well, which can be used for medical examinations or treatments conducted independently.

#### Data Pemeriksaan Kesehatan [403-3, 403-6] Health Examination Data

Uraian Description	Satuan Unit	2025	2024	2023
Jumlah karyawan yang melakukan <i>medical check-up</i> The number of employees who undergo medical check-ups	Orang People	3.706	1.457	2.291
Persentase karyawan yang tercakup dalam SMK3 Percentage of employees covered by SMK3	%	100	100	100
Persentase karyawan ikut dalam BPJS Kesehatan Percentage of employees participating in BPJS Health	%	100	100	100



**Untuk memitigasi risiko kesehatan kerja, Perseroan secara konsisten melaksanakan identifikasi bahaya dan penilaian risiko K3.**

To mitigate occupational health risks, the Company consistently conducts hazard identification and OHS risk assessments.



## Komunikasi dan Pelatihan K3

[403-4, 403-5][13.19.5, 13.19.6]

Guna memperkuat budaya keselamatan kerja, Departemen QHSE & Standards Management secara konsisten menyelenggarakan kampanye dan pelatihan K3 untuk meningkatkan literasi serta kepedulian karyawan terhadap aspek keselamatan dan kesehatan kerja. Partisipasi aktif karyawan dalam komunikasi dan pengelolaan K3 difasilitasi melalui beberapa inisiatif berikut:

- *Safety induction*, yaitu program orientasi dan pelatihan dasar K3 bagi karyawan baru sebelum memasuki area kerja.
- *Safety talk* atau *safety meeting* yang dilaksanakan secara rutin untuk mengedukasi serta memperkuat kesadaran terhadap potensi risiko dan langkah pencegahan di lingkungan kerja.
- *Safety patrol* atau inspeksi berkala sebagai mekanisme pengawasan terhadap tingkat kepatuhan dan efektivitas implementasi Sistem Manajemen K3 dalam kegiatan operasional Perseroan.

Selama 2025, terdapat 155 karyawan yang mengikuti pelatihan K3, dengan topik-topik mencakup:

## OHS Communication and Training [403-4, 403-5][13.19.5, 13.19.6]

To strengthen the workplace safety culture, the QHSE & Standards Management consistently carries out OHS campaigns and training to enhance the employees' literacy and awareness regarding occupational health and safety. Active participation of the employees in OHS communication and management is facilitated through the following initiatives:

- *Safety induction*, a program that provides orientation and basic OHS training for new employees before they enter the work area.
- *Safety talks* or *safety meetings*, that is held regularly to educate and reinforce awareness of potential risks and preventive measures in the workplace.
- *Safety patrols* or *periodic inspections*, which acts as a mechanism to monitor compliance and effectiveness of the SMK3 implementation across the Company's operational activities.

Throughout 2025, 155 employees participated in OHS training, covering topics including:

No.	Kegiatan Activities	Jumlah Peserta Number of Participants
1	Sertifikasi K3 Listrik Electrical Occupational Safety and Health (OSH) Certification	10
2	DIKSAR Security Basic Security Training	3
4	Petugas B3 Hazardous Materials (B3) Officer	29
5	Peningkatan kapasitas SDM DALKARHUTLA Human Resource Capacity Building for Forest Fire Prevention and Control (DALKARHUTLA)	35
6	Penyelidikan Kecelakaan Kerja Workplace Accident Investigation	38
7	Manajemen Risiko K3 Occupational Health and Safety (OHS) Risk Management	34
8	Sertifikasi Juru Las Kelas 1 Class 1 Welder Certification	6
<b>Total</b>		<b>155</b>

## Kinerja K3 OHS Performance



### Kinerja Pengelolaan Keselamatan Kerja Segmen Sawit [403-9][13.19.10] Occupational Health and Safety Management Performance in Palm Oil Segment

Uraian Description	2025	2024	2023
Tingkat Keparahan Severity Rate	31,36	34,35	10,64
Frekuensi Rate Frequency Rate	61,17	15,17	17,25
Total Jam Kerja Total Work Hours	2.623.966,75	2.178.991,80	2.661.804
Total Jam Kerja Hilang Total Lost Work Hours	457,75	644,00	240,33
Kecelakaan Kerja Fatal Fatal Work Accident	-	-	-
Entitas Anak Nihil Kecelakaan Kerja Subsidiary Entities with Zero Work Accidents	-	-	-

### Kinerja Pengelolaan Keselamatan Kerja Segmen Karet [403-9][13.19.10] Occupational Health and Safety Management Performance in Rubber Segment

Uraian Description	2025	2024	2023
Tingkat Keparahan Severity Rate	27,60	29,81	74,73
Frekuensi Rate Frequency Rate	13,80	6,69	5,48
Total Jam Kerja Total Work Hours	126,790	706.555	1.229.852
Total Jam Kerja Hilang Total Lost Work Hours	2	208,50	384,50
Kecelakaan Kerja Fatal Fatal Work Accident	-	-	-
Entitas Anak Nihil Kecelakaan Kerja Subsidiary Entities with Zero Work Accidents	-	-	-

# Manajemen Karyawan

## Manajemen Karyawan

### Profil dan Komposisi Karyawan [2-7]

Sepanjang 2025, Perseroan mempekerjakan total 7.727 karyawan yang terdiri atas 421 staf dan 7.306 non-staf, termasuk buruh harian lepas (BHL). Rincian komposisi tenaga kerja berdasarkan kelompok usia dan tingkat jabatan dapat dilihat lebih lanjut dalam Laporan Tahunan 2025. [2-7, 2-8] [13.21.2]

### Employee Profile and Composition [2-7]

Throughout 2025, the Company employed a total of 7,727 employees, consisting of 421 staff members and 7,306 non-staff members, including daily wage laborers (BLH). Details information regarding the workforce composition by age group and job level is presented in the 2025 Annual Report. [2-7, 2-8][13.21.2]



### Komposisi Karyawan berdasarkan Wilayah

#### Employee Composition by Region

Lokasi Location	2025	2024	2023
Sumatra Utara   North Sumatra	3.748	3.891	4.177
Sumatra Barat   West Sumatra	1.737	1.742	1.971
Bengkulu	352	500	599
Lampung	226	244	799
Jambi	1.506	1.244	1.187
Kalimantan Selatan   South Kalimantan	60	62	64
Jakarta	98	95	93
<b>Total</b>	<b>7.727</b>	<b>7.760</b>	<b>8.890</b>

Keterangan: Jumlah karyawan dalam lingkup *upstream*  
 Note: Number of employees in the *upstream* sector

## Komposisi Karyawan Staff & Non-Staff berdasarkan Wilayah Staff and Non-Staff Employees Composition by Region

Wilayah Region	2025		2024		2023	
	Staff	Non-Staff	Staff	Non-Staff	Staff	Non-Staff
Sumatra Utara   North Sumatra	154	3.594	153	3.738	121	4.054
Sumatra Barat   West Sumatra	64	1.673	50	1.674	47	1.924
Bengkulu	18	334	17	483	16	584
Lampung	8	218	11	233	12	787
Jambi	75	1.431	68	1.176	68	1.120
Kalimantan Selatan   South Kalimantan	9	51	10	52	10	54
Jakarta	93	5	90	5	88	5
<b>Total</b>	<b>421</b>	<b>7.306</b>	<b>399</b>	<b>7.361</b>	<b>362</b>	<b>8.528</b>

Keterangan: Jumlah karyawan dalam lingkup *upstream*  
Note: Number of employees in the upstream sector

## Komposisi Karyawan berdasarkan Gender Employee Composition by Gender

Gender	2025		2024		2023	
	Staff	Non-Staff	Staff	Non-Staff	Staff	Non-Staff
Laki-laki   Male	369	6.242	350	6.289	315	7.374
Wanita   Female	52	1.064	49	1.072	47	1.154
<b>Total</b>	<b>421</b>	<b>7.306</b>	<b>399</b>	<b>7.361</b>	<b>362</b>	<b>8.528</b>

Keterangan: Jumlah karyawan dalam lingkup *upstream*  
Note: Number of employees in the upstream sector

## Penerimaan Karyawan Baru berdasarkan Wilayah, Usia dan Gender 2025 [401-1] New Employee Recruitment by Region, Age, and Gender 2025

Lokasi Location	Laki-laki   Male		Wanita   Female		Usia   Age		
	Total	%	Total	%	< 30 Tahun years old	30-50 Tahun years old	> 50 Tahun years old
Sumatra Utara   North Sumatra	558	61,12	211	85,08	422	307	39
Sumatra Barat   West Sumatra	136	14,90	6	2,42	78	57	7
Bengkulu	6	0,66	0	0,00	3	2	1
Lampung	119	13,03	4	1,61	67	50	6
Jambi	83	9,09	25	10,08	59	43	6
Kalimantan Selatan   South Kalimantan	0	0,00	0	0,00	0	0	0
Jakarta	11	1,20	2	0,81	7	4	2

Keterangan: Jumlah karyawan dalam lingkup *upstream*  
Note: Number of employees in the upstream sector



## Pergantian Karyawan berdasarkan Wilayah, Usia dan Gender 2025 [401-1] Employee Turnover by Region, Age, and Gender 2025

Lokasi Location	Laki-laki   Male		Wanita   Female		Usia   Age		
	Total	%	Total	%	< 30 Tahun years old	30-50 Tahun years old	> 50 Tahun years old
Sumatra Utara   North Sumatra	622	66,24	169	66,27	439	313	39
Sumatra Barat   West Sumatra	115	12,25	31	12,16	81	58	7
Bengkulu	5	0,53	1	0,39	3	2	1
Lampung	100	10,65	27	10,59	70	51	6
Jambi	86	9,16	24	9,41	60	44	6
Kalimantan Selatan   South Kalimantan	0	0	0	0	0	0	0
Jakarta	11	1,17	3	1,18	6	2	6

Keterangan: Jumlah karyawan dalam lingkup *upstream*  
Note: Number of employees in the upstream sector

### Penerapan Prinsip HAM di Lingkungan Kerja

Perseroan menerapkan Perjanjian Kerja Bersama (PKB) untuk menjaga hubungan kerja yang harmonis sekaligus menghormati hak asasi manusia (HAM). PKB tersebut mencakup seluruh karyawan (100%) dan disusun dengan mengacu pada Konvensi Organisasi Buruh Internasional (ILO) serta peraturan perundang-undangan yang berlaku. Melalui PKB, Perseroan menetapkan hak dan kewajiban kedua belah pihak serta menjadikannya sebagai pedoman dalam pelaksanaan hubungan kerja. Sepanjang 2025, Perseroan tidak mencatat adanya kasus diskriminasi maupun pelanggaran hak karyawan akibat ketidakpatuhan terhadap hukum dan regulasi. [2-27, 2-30][406-1][13.15.4]

### Implementation of Human Rights Principles in the Workplace

The Company implements a Collective Bargaining Agreement (CBA) to maintain harmonious labor relations and uphold human rights. The CBA is applicable to all employees (100%) and was developed in accordance with International Labour Organization (ILO) conventions and prevailing laws and regulations. The CLA enables the Company to establish the rights and obligations of both parties. It also serves as a guideline regarding employment relationships. Throughout 2025, the Company recorded no cases of discrimination or violations against employees' rights due to violations against the prevailing laws and regulations. [2-27, 2-30][406-1][13.15.4]



Perseroan juga memastikan penerapan prinsip HAM dengan tidak memberlakukan praktik kerja paksa, pekerja anak, eksploitasi buruh migran, maupun segala bentuk perdagangan manusia dalam kegiatan operasional. Kebijakan tersebut berlaku di seluruh unit kerja dan telah dikomunikasikan kepada pemasok sebagai bagian dari standar yang diharapkan dalam rantai pasok. Selain itu, Perseroan terus mendorong terciptanya lingkungan kerja yang aman, inklusif, serta bebas dari diskriminasi dan pelecehan, baik dalam hubungan antar karyawan maupun dalam interaksi dengan pihak eksternal. [F.19][408-1, 409-1, 410-1][13.17.2, 13.16.2]

Additionally, the Company ensures the application of human rights principles by not carrying out forced labor, child labor, migrant worker exploitation, and human trafficking in any form across its operational activities. This policy applies to all business units and has been communicated to suppliers as well, and it has become an integrated part of the expected standards across the supply chain. Moreover, the Company continuously promotes a safe, inclusive work environment that is free from discrimination and harassment across internal and external interactions. [F.19][408-1, 409-1, 410-1][13.17.2, 13.16.2]

### Keberagaman dan Kesetaraan Kesempatan Kerja [13.20.1]

BSP mendorong terciptanya lingkungan kerja yang inklusif dengan membuka kesempatan yang setara bagi seluruh karyawan, termasuk masyarakat lokal, untuk mengembangkan karier. Prinsip keberagaman diterapkan melalui penerimaan terhadap perbedaan gender, latar belakang pendidikan, suku, dan agama pada berbagai fungsi dan jenjang jabatan. Perseroan juga melibatkan dan memberdayakan penduduk yang telah lama menetap di sekitar wilayah operasional sebagai bagian dari komitmen terhadap pengembangan tenaga kerja lokal. Perseroan memastikan setiap karyawan memperoleh kesempatan yang setara dalam proses rekrutmen, penilaian kinerja, pengembangan kompetensi, serta peluang promosi ke tingkat jabatan yang lebih tinggi.

### Diversity and Equal Employment Opportunity [13.20.1]

The Company promotes an inclusive work environment by providing equal opportunities for all employees, including local communities, to advance their careers. The principle of diversity is demonstrated by accepting differences in gender, educational background, ethnicity, and religion across various functions and job levels. The Company involves and empowers long-term residents in the areas surrounding its operational sites as well, which is a part of its commitment to local workforce development. The Company ensures that every employee receives equal opportunities in the recruitment process, performance evaluation, competency development, and promotion opportunities.



Pada 2025, jumlah karyawan BSP tercatat sebanyak 7.727 orang, yang terdiri atas 1.116 wanita (14,44%) dan 6.611 laki-laki (85,56%). Selain itu, Perseroan, melalui entitas anak PT Agrowiyana dan PT Agro Mitra Madani, telah mempekerjakan tenaga kerja penyandang disabilitas sebanyak 3 orang sebagai bagian dari upaya menciptakan lingkungan kerja yang inklusif. [F.18][202-2]

In of 2025, the Company had a total of 7,727 employees, comprising 1,116 female (14.44%) and 6,611 male (85.56%). In addition, the Company, through its subsidiaries PT Agrowiyana and PT Agro Mitra Madani, has employed 3 persons with disabilities as part of its efforts to create an inclusive working environment. [F.18][202-2]

**Keberagaman Manajemen Senior berdasarkan Kelompok Usia dan Gender** [405-1][13.15.2]  
 Senior Management Diversity by Age Group and Gender

Uraian Description	2025		2024		2023	
	Laki-laki Male	Wanita Female	Laki-laki Male	Wanita Female	Laki-laki Male	Wanita Female
30-50 Tahun Years Old	8	1	7	1	7	1
> 50 Tahun Years Old	5	0	3	-	5	-
Total	13	1	10	1	12	1

Keterangan:  
 Manajemen senior mencakup posisi setingkat Vice President (VP) dan di atasnya, tidak termasuk Dewan Komisaris dan Direksi, dengan jumlah karyawan mencerminkan lingkup sektor *upstream*.

Notes:  
 Senior management includes Vice President (VP) level and above, excluding the Board of Commissioners and the Board of Directors, with the number of employees representing the *upstream* sector.

**Pengembangan Kompetensi Karyawan** [F.22]

Perseroan memberikan kesempatan yang setara kepada seluruh karyawan untuk meningkatkan kompetensi, keterampilan, dan pengetahuan sesuai dengan kebutuhan jabatan dan pengembangan karier. Sepanjang 2025, sebanyak 1.255 karyawan mengikuti berbagai program pelatihan yang mencakup aspek mutu, lingkungan, K3, sosial, dan tata kelola, termasuk pengembangan *soft skills* dan kompetensi teknis, dengan rata-rata durasi pelatihan sebesar 5,2 jam per karyawan.

Selain itu, Perseroan secara rutin melaksanakan evaluasi kinerja dan perencanaan pengembangan karier bagi seluruh karyawan, baik laki-laki maupun wanita, sebagai bagian dari pengelolaan sumber daya manusia yang berkelanjutan. [404-3]

**Employee Competency Development** [F.22]

The Company provides equal opportunities to all employees to enhance their competencies, skills, and knowledge in accordance with their job requirements and career development plants. Throughout 2025, a total of 1,255 employees participated in various training programs covering quality, environmental, occupational health and safety (OHS), social, and governance aspects, including the development of soft skills and technical competencies, with an average training duration of 5.2 hours per employee.

In addition, the Company routinely carries out performance evaluations and career development planning for all employees, both male and female employees, as a part of sustainable human resource management. [404-3]



### Jumlah dan Rerata Jam Pelatihan [404-1] Total and Average Training Hours

Uraian Description	2025	2024	2023
Jumlah Jam Pelatihan Number of Training Hours	40.147	44.608	14.534
Jumlah Karyawan yang Mengikuti Pelatihan Number of Employees Attending Training	1.255	1.394	2.145
Rerata Jam Pelatihan per Karyawan per Tahun Average Training Hours per Employee per Year	5,2	5,75	1,61

### Jumlah dan Rerata Jam Pelatihan berdasarkan Gender [404-1] Total and Average Training Hours by Gender

Uraian Description	2025		2024		2023	
	Laki-laki Male	Wanita Female	Laki-laki Male	Wanita Female	Laki-laki Male	Wanita Female
Jumlah Karyawan yang Mengikuti Pelatihan Number of Employees Attending Training	923	332	1.024	370	1.281	864
Rerata Jam Pelatihan per Karyawan per Tahun Average Training Hours per Employee per Year	5,1	5,8	5,2	6,2	1,60	1,64



**Jumlah dan Rerata Jam Pelatihan berdasarkan Kategori Karyawan [404-1]**  
**Total and Average Training Hours by Employee Category**

Uraian	2025		2024		2023	
	Tetap Permanent	Kontrak Contract	Tetap Permanent	Kontrak Contract	Tetap Permanent	Kontrak Contract
Jumlah Karyawan yang Mengikuti Pelatihan Number of Employees Attending Training	948	307	1.053	341	1.620	525
Rerata Jam Pelatihan per Karyawan per Tahun Average Training Hours per Employee per Year	6,5	2,2	7,2	2,4	1,4	2,9

**Management Trainee (MT)**

BSP secara konsisten menyelenggarakan Management Trainee (MT) bertemakan Accelerated Leadership Program for High Achievers (ALPHA) dan Guidance and Advancement for Mandor Management and Accountability (GAMMA) setiap tahunnya sebagai bagian dari strategi pengembangan talenta dan kaderisasi kepemimpinan. Program ALPHA dirancang untuk mempersiapkan calon pemimpin yang memiliki kompetensi teknis, pemahaman menyeluruh terhadap proses operasional, serta kemampuan manajerial yang selaras dengan kebutuhan bisnis. Sedangkan untuk program GAMMA, difokuskan pada pengembangan calon mandor sebagai garda terdepan operasional di lapangan melalui pembekalan kompetensi teknis, kepemimpinan, serta penguatan aspek disiplin dan akuntabilitas. Perseroan selalu memastikan keberlanjutan kepemimpinan dan penguatan kapasitas organisasi melalui kedua program ini.

The Company consistently carries out Management Trainee (MT) programs titled Accelerated Leadership Program for High Achievers (ALPHA) and Guidance and Advancement for Mandor Management and Accountability (GAMMA) annually as part of its talent development and leadership succession strategy. The ALPHA program is designed to prepare prospective leaders with technical competencies, comprehensive understanding of operational processes, and managerial skills aligned with business needs. Meanwhile, the GAMMA program focuses on developing prospective foremen as the frontline of operations at the sites by providing technical and leadership competencies, as well as reinforcing discipline and accountability. The Company consistently ensures leadership continuity and organizational capacity building through these programs.





## Imbal Jasa Karyawan [F.20][202-1]

Perseroan menerapkan prinsip kesetaraan dalam pemberian remunerasi dan pemenuhan hak normatif bagi seluruh karyawan, tanpa membedakan gender maupun tingkat jabatan, termasuk pada *entry level*. Penetapan remunerasi dilakukan berdasarkan struktur jabatan, ruang lingkup pekerjaan, serta kualifikasi pendidikan, dengan tetap mengacu pada ketentuan peraturan yang berlaku dan standar Upah Minimum Provinsi (UMP) tahun 2025. Sebagai bentuk penghargaan atas kontribusi karyawan, Perseroan juga menyediakan berbagai tunjangan dan manfaat tambahan, antara lain fasilitas layanan kesehatan, hak cuti sakit, serta cuti melahirkan. [401-2, 401-3, 405-2][13.15.3]

## Employee Compensation [F.20][202-1]

The Company employs the principle of equality in the provision of remuneration and the fulfillment of statutory rights for all employees, without discrimination based on gender or job level, including at the entry level. Remuneration is determined based on job structure, scope of work, and educational qualifications, and adheres to the prevailing regulations and the 2025 Provincial Minimum Wage (UMP) standards. As a form of recognition for employee contributions, the Company also provides various allowances and additional benefits, including healthcare facilities, sick leave, and maternity leave. [401-2, 401-3, 405-2][13.15.3]

### Perbandingan Gaji Pokok Karyawan dengan UMP

Comparison of Employee Base Salaries with the Provincial Minimum Wage

Lokasi Location	Gaji Pokok di Level Terendah (Rp) Basic Salary at Lowest Level (Rp)	UMP 2025 (Rp) 2025 Provincial Minimum Wage	Persentase Percentage
	(a)	(b)	(c=a/b)
Sumatra Utara   North Sumatra	3.482.000	3.482.000	100%
Sumatra Barat   West Sumatra	3.024.200	3.024.200	100%
Bengkulu	2.754.700	2.754.700	100%
Lampung	2.893.100	2.893.100	100%
Jambi	3.378.700	3.378.700	100%
Kalimantan Selatan   South Kalimantan	3.498.200	3.498.200	100%
Total Rata-rata	3.171.817	3.171.817	100%

## Program Pensiun Karyawan

[201-3, 404-2]

Perseroan mendukung kepastian masa depan karyawan melalui penyediaan program pensiun yang mencakup Program Pensiun Iuran Pasti (PIIP) dan Program Pensiun untuk Kompensasi Pascakerja (PPUKP), yang dikelola oleh DPLK Manulife Indonesia. Di samping itu, karyawan juga terdaftar dalam program BPJS Ketenagakerjaan, termasuk Jaminan Hari Tua (JHT) dan Jaminan Pensiun (JP). Kontribusi untuk program JHT ditetapkan sebesar 2% dari gaji bulanan yang dibayarkan oleh karyawan dan 3,7% oleh Perseroan.

## Employee Pension Program

[201-3, 404-2]

The Company supports the financial security of its employees by providing pension programs, including the Defined Contribution Pension Program (PIIP) and the Post-Employment Compensation Pension Program (PPUKP), which are managed by DPLK Manulife Indonesia. In addition, employees also benefit from BPJS Ketenagakerjaan programs, including the Old Age Security (JHT) and Pension Security (JP). The contributions for the JHT program are defined at 2% of the monthly salary paid by the employee and 3.7% by the Company.

Sementara itu, untuk program JP, kontribusi masing-masing sebesar 1% dari karyawan dan 2% dari Perseroan. Pada 2025, Perseroan merealisasikan pembayaran manfaat pensiun sebesar Rp26,2 miliar kepada 536 karyawan yang memasuki masa purna tugas, baik dari golongan staf maupun non-staf.

### Human Resource Information System (HRIS)

Perseroan terus memperkuat transformasi digital di bidang sumber daya manusia melalui pengembangan *Human Resource Information System (HRIS)* yang terintegrasi. Sistem ini mendukung efisiensi operasional, meningkatkan akurasi dan transparansi data, serta menyediakan informasi *real-time* untuk pengambilan keputusan. Implementasi HRIS juga menyederhanakan proses kerja dan memperkuat koordinasi antar fungsi.

Berbagai sistem digital telah dioptimalkan untuk mendukung proses SDM dan operasional, antara lain Aplikasi kontrol ATK Kantor, Award System Record, PDP Data Flow Control, IR Monitoring System, Internal Audit Monitoring, Medical Services System, Policy and Procedure System, Certificate System.

Meanwhile, for the JP program, contributions are defined to be 1% from the employee and 2% from the Company. In 2025, the Company disbursed pension benefits that reached Rp26.2 billion for 536 retired employees, including staff and non-staff members.

### Human Resource Information System (HRIS)

The Company continuously strengthens its digital transformation in the human resources sector through the development of an integrated Human Resource Information System (HRIS). This system supports operational efficiency, enhances data accuracy and transparency, and provides real-time information for decision-making process. The implementation of HRIS streamlines work processes and strengthens cross-functional coordination as well.

Various digital systems have been optimized to support HR and operational processes, including the Office Stationery Control Application, Award System Record, PDP Data Flow Control, IR Monitoring System, Internal Audit Monitoring, Medical Services System, Policy and Procedure System, and Certificate System.



## Berkembang Bersama Masyarakat [F.25][413-1][413-2][13.12.3]

### Growing Together with the Community

Kegiatan operasional Perseroan memiliki keterkaitan langsung dengan masyarakat di sekitar wilayah kerja, sehingga pelibatan dan pemberdayaan masyarakat menjadi bagian dari tanggung jawab sosial yang dijalankan secara berkelanjutan. Perseroan membangun kemitraan melalui pembelian tandan buah segar (TBS) dari petani plasma, dukungan terhadap produk usaha mikro, kecil, dan menengah (UMKM). Selain itu, Perseroan memberikan pendampingan teknis dan dukungan permodalan bagi petani mitra, baik plasma maupun non-plasma, serta UMKM lokal, termasuk kelompok rentan. Pelaksanaan program dikoordinasikan oleh Divisi HR dan dilaporkan secara berkala kepada Direksi. [F.23]

Pelaksanaan pemberdayaan dirancang secara bertahap melalui program jangka pendek dan jangka panjang. Dalam jangka pendek, Perseroan berfokus pada pemetaan potensi dan kebutuhan masyarakat serta penguatan sinergi dan komunikasi program. Untuk jangka panjang, Perseroan mengembangkan sembilan bidang prioritas, yaitu pendidikan, ekonomi, kesehatan, keagamaan, kepemudaan, lingkungan, infrastruktur, tanggap bencana, serta donasi dan publikasi. Perseroan juga turut berkontribusi dalam berbagai inisiatif Yayasan Bakrie Amanah. Hingga akhir 2025, BSP mengalokasikan dana sebesar Rp15,8 miliar untuk mendukung pelaksanaan program pemberdayaan masyarakat di sektor hulu dan hilir.

The Company's operational activities are directly linked to the communities surrounding its operational areas. Therefore, community engagement and empowerment are integral components of its social responsibility initiatives which is carried out on a sustainable basis. The Company establishes partnerships by purchasing fresh fruit bunches (FFB) from plasma farmers and supporting micro, small, and medium enterprises (MSMEs). Additionally, the Company provides technical assistance and capital support to partner farmers both plasma and non-plasma as well as local MSMEs, including vulnerable groups. The implementation of these programs is coordinated by the HR Division and reported periodically to the Board of Directors. [F.23]

Empowerment initiatives are designed to be rolled out in several phases through short-term and long-term programs. The short-term programs focus on mapping community potential and needs, as well as strengthening program synergy and communication. Meanwhile, the Company has developed nine priority areas for long-term programs: education, economy, health, religion, youth, environment, infrastructure, disaster response, and donations and outreach. The Company also contributes to various initiatives of the Bakrie Amanah Foundation. As of the end of 2025, the Company has allocated Rp15.8 billion to support the implementation of community empowerment programs in both upstream and downstream sectors.





## Pendidikan

## Education

BSP mendukung peningkatan akses dan mutu pendidikan melalui pendirian SD Bakrie Utama Sungai Aur di Perkebunan Unit Usaha Sumbar (BPP) sejak 2003 yang dikelola oleh Yayasan Bakrie Pasaman Plantations dan berstatus Sekolah Adiwiyata dengan kurikulum berbasis lingkungan. Program yang dijalankan meliputi sekolah gratis bagi siswa kurang mampu, penyediaan transportasi, serta insentif dan pengembangan kompetensi bagi tenaga pendidik. Peningkatan sarana dan prasarana belajar juga dilakukan secara bertahap, dengan alokasi dana pendidikan sebesar Rp11,7 miliar.

The Company supports the improvement of access to and quality of education through the establishment of Bakrie Utama Sungai Aur Elementary School at the West Sumatra Business Unit Plantation (BPP) in 2003, which is managed by the Bakrie Pasaman Plantations Foundation. The school holds Adiwiyata School status and implements environment-based curriculum. The implemented programs include free education for underprivileged students, provision of transportation modes, as well as incentives and competency development programs for teachers. Improvements to learning facilities and infrastructure are also being carried out gradually, with an allocation of Rp11.7 billion in education funds.

Hingga akhir 2025, BSP telah mendirikan dan mengelola lima yayasan pendidikan di berbagai unit usaha, di antaranya:

As of the end of 2025, the Company has established and managed five educational foundations across various business units, including:

- Sumbar (BPP), Yayasan Pendidikan Bakrie Pasaman Plantations, Kabupaten Pasaman Barat. Berdiri sejak tahun 2003.
- Jambi 1 (AGW), Yayasan Pendidikan Putri Ayu, Kabupaten Tunkal Ulu. Berdiri sejak tahun 2003.
- Sumut 2 (GLP), Yayasan Sekolah dasar Swasta (SDS) Grahadura Leidongprima, Kabupaten Labuhanbatu Utara. Berdiri sejak tahun 2004.
- Jambi 2 (SNP), Yayasan Nusa Cerdas Pertiwi Bakrie, Kabupaten Muaro Jambi. Berdiri sejak tahun 2012.
- Lampung (HIM), Yayasan Huma Indah Mekar, Kabupaten Tulang Bawang. Berdiri sejak tahun 1988.
- Sumbar (BPP), Bakrie Pasaman Plantations Education Foundation, West Pasaman Regency. Established since 2003.
- Jambi 1 (AGW), Putri Ayu Education Foundation, Tunkal Ulu Regency. Established since 2003.
- Sumut 2 (GLP), Private Elementary School Foundation Grahadura Leidongprima, Labuhanbatu Utara Regency. Established since 2004.
- Jambi 2 (SNP), Yayasan Nusa Cerdas Pertiwi Bakrie, Muaro Jambi Regency. Established since 2012.
- Lampung (HIM), Yayasan Huma Indah Mekar, Tulang Bawang Regency. Established since 1988.



## Kesehatan

## Health

BSP berperan aktif dalam mendukung peningkatan kesehatan di wilayah operasional melalui penyediaan fasilitas dan program layanan kesehatan yang dapat diakses oleh karyawan maupun masyarakat sekitar. Fasilitas tersebut meliputi Balai Pengobatan dan Posyandu di area kebun, serta Rumah Sakit Umum Ibu Kartini di Kisaran yang memberikan layanan kesehatan lebih komprehensif. Melalui penyediaan infrastruktur dan dukungan operasional tersebut, BSP berupaya memperluas akses layanan kesehatan dasar hingga rujukan, sekaligus mendukung upaya promotif dan preventif bagi masyarakat.

The Company actively supports healthcare improvement in its operational areas by providing healthcare facilities and programs accessible to both the employees and the surrounding community. These facilities include health clinics and Posyandu in plantation areas. The Company also operates Ibu Kartini General Hospital in Kisaran, which provides more comprehensive healthcare services. These infrastructures and their operational supports enable the Company to expand access to healthcare services, from basic cares to more advanced cares, while supporting the promotive and preventive cares for the community.

Sepanjang 2025, Perseroan juga melaksanakan beberapa program kesehatan, yaitu donor darah, subsidi BPJS masyarakat kurang mampu, bantuan kesehatan, penanganan stunting.

Throughout 2025, the Company also implemented several health programs, including blood donation drives, BPJS premium subsidies for underprivileged communities, medical assistance, stunting intervention programs.

Untuk merealisasikan berbagai inisiatif tersebut, hingga akhir 2025 telah dialokasikan dana sebesar Rp195 juta.

To support the implementation of these initiatives, a total budget of Rp195 million was allocated by the end of 2025.

## Keagamaan



## Religiousness

Perseroan mendukung kegiatan keagamaan sebagai bagian dari penguatan nilai sosial di wilayah operasional dengan mengalokasikan dana sebesar Rp1,3 miliar pada tahun 2025. Melalui unit usaha, dukungan tersebut diwujudkan dalam berbagai kegiatan, di antaranya pengadaan al-quran, tali asih, perawatan tempat ibadah, santunan, dan perayaan hari besar keagamaan.

The Company supported religious activities as part of strengthening social values within its operational areas by allocating Rp1.3 billion in 2025. Through its business units, this support was implemented in various activities, including the provision of Quran, social grants (tali asih), maintenance of houses of worship, donations, and religious holiday celebrations.

## Ekonomi



## Economy

Untuk mendukung pemberdayaan ekonomi masyarakat di sekitar wilayah perkebunan, pada tahun 2025 Perseroan mengalokasikan dana sebesar Rp834,7 juta. Program ini mencakup berbagai kegiatan penguatan ekonomi, antara lain program ketahanan pangan (jagung dan padi gogo), subsidi BPJS Ketenagakerjaan bagi pelaku usaha, bantuan pembangunan rumah bagi keluarga miskin, pupuk organik, dan bibit sawit.

To support the economic empowerment of communities surrounding the plantation areas, in 2025 the Company allocated a total of Rp834.7 million. This program encompasses various economic strengthening initiatives, including food security programs (corn and upland rice), BPJS Ketenagakerjaan premium subsidies for micro and small business operators, housing assistance for low-income families, organic fertilizers, and oil palm seedlings.

### Program Kemitraan Plasma

Perseroan menjalankan program kemitraan dengan petani plasma melalui berbagai inisiatif, termasuk pemberian kredit modal, pembinaan praktik berkebun yang profesional sesuai standar Perseroan, pembelian hasil panen dengan harga kompetitif, serta penyelenggaraan pelatihan teknis dan studi banding. Pada 2025, jumlah petani plasma yang bermitra dengan Perseroan mencapai 10.539 orang dengan total luas kebun plasma sebesar 14.975 ha. Dalam pelaksanaannya, Perseroan mengembangkan dua skema kemitraan plasma, yaitu:

- Perkebunan Inti Rakyat Transmigrasi (PIR-Trans) untuk masyarakat transmigrasi; dan
- Kredit Koperasi Primer Anggota (KKPA) untuk masyarakat lokal yang dihimpun dalam wadah koperasi untuk efektivitas pembinaan.

### Plasma Partnership Program

The Company carries out a partnership program with plasma farmers through various initiatives, including working capital loan provision, professional farming practice guidance in accordance with the Company's standards, crop purchase at competitive prices, and technical trainings and benchmarking visits. As of 2025, the number of contract farmers partnering with the Company reached 10,539 people, with a total contract farm area of 14,975 ha. In implementation, the Company has developed two contract farming partnership schemes, namely:

- Transmigrants' Nucleus Plantation Program (PIR-Trans) for the transmigrant community; and
- Primary Cooperative Member Credit (KKPA) for the local community gathered in a cooperative framework for effective development.

### Program Kemitraan Non-Plasma

Perseroan mengembangkan program kemitraan dengan petani non-plasma di Unit Usaha Sumut 1 (BSP), Sumbar (BPP), Jambi 1 (AGW), dan Sumut 2 (GLP). Program ini bertujuan untuk mendukung replanting kebun sawit masyarakat yang telah melewati usia produktif melalui skema Peremajaan Sawit Rakyat (PSR) serta kemitraan non-PSR. Sepanjang 2025, program ini telah melibatkan 3.770 petani non-plasma dengan total luas lahan mencapai 7.974 ha. Kemitraan ini mencakup berbagai inisiatif berikut:

- Penyediaan bibit bersertifikat
- Bimbingan teknis budidaya tanaman kelapa sawit
- Pemberian hibah alat kerja pertanian
- Perbaikan jalan produksi

### Non-Plasma Partnership Program

The Company establishes partnership programs with non-plasma farmers in North Sumatra 1 (BSP), West Sumatra (BPP), Jambi 1 (AGW), and North Sumatra 2 (GLP) Business Units. This program aims to support the replanting of community oil palm plantations that have passed their productive age through the Smallholder Oil Palm Replanting (PSR) scheme as well as non-PSR partnerships. Throughout 2025, this program has involved 3,770 non-plasma farmers with a total land area of 7,974 ha. This partnership includes the following initiatives:

- Provision of certified seedlings
- Technical guidance on oil palm cultivation
- Provision of agricultural equipment grants
- Improvement of production roads



## Kepemudaan

## Youth

Perseroan terus mendorong partisipasi generasi muda dalam kegiatan yang dapat memberikan manfaat bagi komunitas dan lingkungan. Pada 2025, berbagai inisiatif kepemudaan telah dilaksanakan dengan total investasi sebesar Rp306,3 juta. Program-program yang dijalankan meliputi *sponsorship* kegiatan olahraga dan kepemudaan skala lokal dan nasional, donasi kegiatan olahraga, pembinaan olahraga, kepemudaan dan karang taruna

The Company continuously encourages the participation of young people in activities that benefit the community and the environment. In 2025, various youth initiatives were implemented with a total investment of Rp306.3 million. The programs implemented include sponsorship of sports and youth activities at both local and national levels, donations for sports activities, and the development of sports, youth, and community youth organizations.

### Sekolah Sepak Bola (SSB) Bakrie Asahan

Perseroan mendirikan Sekolah Sepak Bola (SSB) Bakrie Asahan pada tahun 2009 di sekitar pabrik Bunut dan Kisaran, Unit Usaha Sumut 1 (BSP), sebagai wadah pembinaan bagi anak-anak di sekitar perkebunan untuk mengembangkan minat dan potensi di bidang sepak bola. Sepanjang 2025, SSB Bakrie Asahan secara konsisten melaksanakan program latihan dan pembinaan rutin guna meningkatkan kemampuan teknis, kedisiplinan, serta semangat sportivitas para peserta.

### Football School (SSB) Bakrie Asahan

The Company established Bakrie Asahan Soccer Academy (SSB) in 2009 near the Bunut and Kisaran plants, North Sumatra 1 (BSP) Business Unit, as a training program for children living near the plantations to develop their interest and potential in soccer. Throughout 2025, the Bakrie Asahan Soccer Academy consistently carries out regular training and development programs to improve the participants' technical skills, discipline, and spirit of sportsmanship.

### Pembinaan Karang Taruna/Kepemudaan

Perseroan turut mendukung pembinaan karang taruna dan organisasi. Dukungan difokuskan pada pengembangan kegiatan olahraga melalui fasilitasi kejuaraan, pembinaan klub, serta penyediaan sarana dan prasarana olahraga guna mendorong aktivitas positif dan penguatan kapasitas generasi muda di wilayah operasional.

### Development of Karang Taruna/Youth

The Company supports the development of youth groups and youth organizations. This support focuses on developing sports activities by facilitating tournaments, coaching clubs, and providing sports facilities and infrastructures to encourage positive activities and strengthen the capacity of the younger generation in our operational areas.



## Lingkungan

## Environmental

Perseroan berkontribusi dalam upaya pelestarian lingkungan melalui pelaksanaan berbagai program di sekitar wilayah operasional, antara lain mendukung sanitasi untuk masyarakat dengan alokasi dana sebesar Rp26,1 juta. Selain itu, Perseroan juga berinisiatif menghibahkan lahan seluas 15 hektar ke Pemerintah Kabupaten Batubara, Sumatra Utara untuk pembangunan TPST yang direncanakan pada tahun 2026. Sebagai tahap awal, pada tahun 2025 Perseroan bersama Pemerintah Kabupaten Batubara telah melaksanakan studi kelayakan pembangunan TPST.

The Company contributes to environmental preservation efforts through the implementation of various programs in its operational areas, including supporting community sanitation with an allocation of Rp26.1 million. In addition, the Company has taken the initiative to grant 15 hectares of land to the Batubara Regency Government, North Sumatra, for the development of an Integrated Waste Processing Facility (TPST), which is planned for 2026. As an initial step, in 2025 the Company, together with the Batubara Regency Government, conducted a feasibility study for the TPST development.



## Infrastruktur [203-1][13.22.3]

## Infrastructure [203-1][13.22.3]

Perseroan berpartisipasi dalam pengembangan infrastruktur, baik yang bersifat komersial, natura, maupun pro bono, untuk mendukung kebutuhan masyarakat di sekitar wilayah operasional. Pada 2025, anggaran sebesar Rp428,2 juta dialokasikan untuk merealisasikan berbagai inisiatif, yang meliputi perbaikan jalan, pembersihan parit, pembangunan sumur bor, dan pemasangan lampu jalan.

The Company participates in infrastructure development, including commercial, natural, or pro bono, to support the needs of communities in the areas surrounding its operations. In 2025, a budget of Rp428.2 million has been allocated to implement various initiatives, including road repairs, drainage cleaning, the construction of bore wells, and the installation of street lighting.

## Tanggap Bencana



## Disaster Response

Sebagai wujud kepedulian terhadap masyarakat terdampak bencana alam, Perseroan mengalokasikan dana sebesar Rp252,1 juta untuk mendukung program tanggap darurat dan pemulihan. Sepanjang 2025, sejumlah inisiatif telah direalisasikan, antara lain rendang kaleng bagi masyarakat terdampak bencana, dan bantuan bagi korban bencana.

To demonstrate its commitment to supporting communities affected by natural disasters, the Company allocated Rp252.1 million to support emergency response and recovery programs. Throughout 2025, a number of initiatives have been implemented, including canned rendang for disaster-affected communities and assistance for disaster victims.

## Donasi/Publikasi



## Donation/Publicity

Perseroan merealisasikan program donasi dan publikasi dengan mengalokasikan dana sebesar Rp582,7 juta pada tahun 2025. Anggaran tersebut dimanfaatkan untuk mendukung berbagai inisiatif, antara lain Dukungan Operasional untuk Badan Pengelola Bakrie Untuk Negeri yang berfokus kepada pengembangan SDM, pendidikan, pemberdayaan ekonomi, lingkungan, kesehatan, dan bantuan sosial kemanusiaan; donasi kegiatan bagi pemangku kepentingan, dan pembangunan prasarana masyarakat

The Company implemented a donation and publicity program by allocating funds totaling Rp582.7 million in 2025. This budget was used to support various initiatives, including operational support for the Bakrie Untuk Negeri Foundation, which focuses on human capital development, education, economic empowerment, environmental initiatives, healthcare, and social and humanitarian assistance, donations for the event and the development of community infrastructure.

## Hak Asasi Manusia pada Masyarakat [411-1][13.14.2]

Perseroan menerapkan komitmen terhadap hak asasi manusia tidak hanya dalam pengelolaan karyawan, tetapi juga dalam interaksi dengan masyarakat di sekitar wilayah operasional. Dalam menjalankan kegiatan usaha, Perseroan memastikan kepatuhan terhadap seluruh ketentuan peraturan perundang-undangan guna menghindari potensi pelanggaran hak masyarakat, termasuk masyarakat adat, baik pada tahap akuisisi lahan maupun selama proses operasional.

## Human Rights in the Community

[411-1][13.14.2]

The Company upholds its commitment to human rights not only in its talent management, but also in its interactions with the communities in the areas surrounding its operations. In carrying out its business activities, the Company ensures compliance with all prevailing laws and regulations to prevent potential violations against community rights, including those of indigenous communities, both during land acquisition and throughout the operations.



## Mekanisme Pengaduan Pemangku Kepentingan

[F.16, F.24][2-25, 2-16, 413-1][13.12.2]

Perseroan menyediakan mekanisme komunikasi bagi masyarakat dan pemangku kepentingan lainnya untuk memperoleh informasi serta menyampaikan keluhan terkait tanggung jawab lingkungan dan dampak operasional. Penyampaian aspirasi dan pengaduan dapat dilakukan melalui saluran yang telah disediakan, yaitu kotak pengaduan dan alamat surel resmi.

## Stakeholder Grievance Mechanism

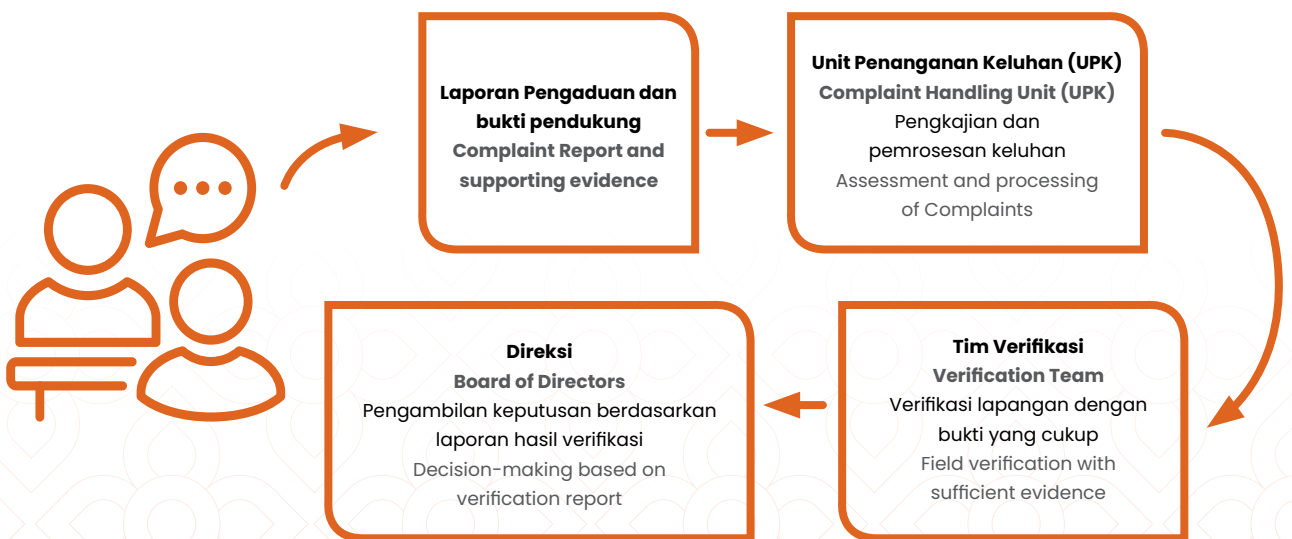
[F.16, F.24][2-25, 2-16, 413-1][13.12.2]

The Company provides communication channels for the public and other stakeholders to obtain information and submit complaints regarding environmental responsibilities and operational impacts. Feedback and complaints may be submitted through the provided channels, namely the complaint box and the official email address.

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Adapun mekanisme pengaduan masyarakat dilaksanakan melalui tahapan sebagai berikut:

The public grievance mechanism is carried out through the following flow:



Evaluasi atas efektivitas mekanisme pengaduan dilakukan secara berkala melalui peninjauan dan analisis terhadap setiap laporan yang diterima, termasuk tindak lanjut dan respons yang diberikan. Sepanjang 2025, tidak terdapat keluhan dari pemangku kepentingan terkait aspek sosial maupun lingkungan.

The effectiveness of the grievance mechanism is evaluated on a regular basis through review and analysis of each report, including its follow-up actions and responses. Throughout 2025, there were no complaints from stakeholders regarding social or environmental issues.

# Planet

**"Perseroan memperkuat pengelolaan lingkungan melalui strategi terintegrasi di seluruh aktivitas operasional, dengan fokus pada efisiensi sumber daya, pengurangan emisi, serta pengelolaan limbah sesuai regulasi. Upaya tersebut didukung oleh alokasi biaya lingkungan pada 2025 sebesar Rp15,9 miliar yang mencakup seluruh rantai nilai, baik pada tahap hulu maupun hilir."**

**"The Company strengthens its environmental management through an integrated strategy across operational activities, focusing on resource efficiency, emission reduction, and waste management in compliance with regulations. These efforts are supported by an environmental budget allocation of Rp15.9 billion for 2025, covering the end-to-end value chain, from upstream to downstream."**





**Biaya Lingkungan Hidup (Rp miliar) [F.4]**  
**Environmental Costs (Rp billion)**



## Pengelolaan Limbah

### Waste Management

Dalam menjalankan kegiatan usahanya, Perseroan menghasilkan limbah padat dan cair yang mencakup limbah bahan berbahaya dan beracun (B3) serta non-B3. Untuk mengendalikan timbulnya dan memastikan pengelolaan sesuai ketentuan, Perseroan melaksanakan program pengelolaan limbah secara berkelanjutan setiap tahun. Pengelolaan limbah dilaksanakan oleh Departemen Operasional, meliputi kebun dan pabrik, dengan dukungan koordinasi dari Departemen QHSE & Standards Management. Kinerja pengelolaan limbah dipantau dan dievaluasi secara berkala, serta dilaporkan secara rutin kepada Direksi sebagai bagian dari mekanisme pengawasan. [306-1][13.8.2]

In carrying out its business operations, the Company generates solid and liquid waste, including hazardous and toxic waste as well as non-hazardous waste. To control waste generation and ensure waste management in compliance with regulations, the Company implements a sustainable waste management program. Waste management is carried out by the Operations Department, covering plantations and mills, with coordination support from the QHSE & Standards Management Department. Waste management performance is monitored and evaluated periodically, and reported regularly to the Board of Directors as part of the oversight mechanism. [306-1][13.8.2]

#### Jenis dan Volume Limbah Padatan dari Sawit (Ton) [F.13][306-3]

Types and Volumes of Solid Waste from Oil Palm (Tons)

Jenis Limbah Waste Type	2025	2024	2023
Tandan Kosong   Empty Bunch	28.194,27	24.116,64	28.997,55
Cangkang   Shell	8.251,45	6.657,33	8.004,01
Serat   Fiber	15.494,55	12.204,66	14.209,51
<b>Total</b>	<b>51.940,27</b>	<b>42.978,63</b>	<b>51.211,08</b>

Pemanfaatan limbah padat dilakukan melalui metode sebagai berikut: [F.14][306-2, 306-4][13.8.3, 13.8.5]

- Cangkang dan serat sebanyak 18.698 ton dimanfaatkan sebagai sumber energi alternatif untuk bahan bakar boiler, mulsa dan media pembibitan kelapa sawit, serta material pengerasan jalan di sekitar wilayah operasional.

Solid waste utilization is carried out through the following methods: [F.14][306-2, 306-4][13.8.3, 13.8.5]

- A total of 18,698 tons of shells and fibers are utilized as an alternative energy source for boiler fuel, mulch, and oil palm nursery media, as well as road paving material in the vicinity of the operational area.



- Tandankosongsebanyak16.564tondimanfaatkan sebagai bahan baku kompos dan penghambat pertumbuhan gulma.

- A total of 16,564 tons of empty fruit bunches are utilized as raw material for compost and weed growth inhibitors.

#### Jenis dan Volume Limbah Cair (m<sup>3</sup>) [306-3][13.8.4]

Type and Volume of Liquid Waste (m<sup>3</sup>)

Jenis Limbah Waste Type	2025	2024	2023
POME	116.060,13	82.194,40	73.839,23
Limbah Cair Karet   Rubber Liquid Waste	43.089,67	71.658,33	67.521,94

BSP menempatkan kesehatan tanah di area perkebunan sebagai aspek penting dalam pengelolaan lingkungan, antara lain melalui pemanfaatan bahan yang lebih ramah lingkungan. Limbah cair yang dihasilkan dari proses operasional diolah menggunakan sistem anaerobik sebelum dimanfaatkan kembali di lahan melalui mekanisme *land application*. Pemanfaatan tersebut berfungsi sebagai pupuk organik yang mendukung peningkatan produktivitas tandan buah segar (TBS), sekaligus mengoptimalkan daur ulang nutrisi dan meminimalkan potensi dampak lingkungan. [306-2]

The Company prioritizes soil health in plantation areas as a key aspect of environmental management by using more eco-friendly materials. Liquid waste generated from operational processes is processed in an anaerobic system before being reused on the land through land application mechanism. This reuse practice enables the utilization of organic fertilizer that supports increased productivity of fresh fruit bunches (FFB), while recycling soil nutrients and minimizing potential environmental impacts. [306-2]

Perseroan terus meningkatkan pengelolaan limbah, pengembangan energi terbarukan, dan pengendalian emisi GRK dengan mengoptimalkan pemanfaatan limbah kelapa sawit. Limbah cair dan padat diolah lebih lanjut menjadi pupuk organik cair serta kompos untuk mendukung efisiensi sumber daya dan pengurangan dampak lingkungan.

The Company continuously improves waste management, renewable energy development, and GHG emissions control by optimizing the use of palm oil waste. Liquid and solid waste is further processed into liquid organic fertilizer and compost to support resource efficiency and reduce environmental impact.

#### Volume Limbah B3 (Ton) [306-3]

Volume of Hazardous Waste (Tons)

Jenis Limbah Waste Type	2025	2024	2023
Segmen Sawit Palm   Palm Segment	13,01	9,60	7,93
Segmen Oleokimia   Oleochemicals Segment	-	53,98	168,76
Segmen Karet   Rubber Segment	5,23	6,59	5,38
<b>Total</b>	<b>18,24</b>	<b>70,17</b>	<b>182,07</b>

Keterangan: Segmen oleokimia tidak lagi termasuk dalam konsolidasi data Perseroan seiring dengan perubahan status kepemilikan saham menjadi minoritas.

Note: The oleochemical segment is no longer included in the Company's consolidated financial statements following the change in the Company's ownership status to a minor shareholder.

Sejalan dengan aktivitas operasional di area perkebunan, BSP menghasilkan limbah B3 seperti oli dan aki bekas, *cartridge* toner, lampu TL, *oil filter*, majun, kemasan terkontaminasi, *spent catalyst*, sludge IPAL, limbah klinis, residu filtrasi, hingga limbah kimia laboratorium. Untuk memastikan pengelolaan dilakukan secara aman dan sesuai regulasi, Perseroan menerapkan prosedur yang sistematis dan berkelanjutan sebagai berikut: [306-2, 306-5][13.8.6]

- Memperoleh izin penyimpanan sementara limbah B3 dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK) di Jakarta dengan masa berlaku lima tahun.
- Melakukan penyimpanan limbah B3 selama 180–365 hari sesuai ketentuan peraturan perundang-undangan, dengan total timbulan mencapai 18,24 ton.
- Mengirimkan seluruh limbah B3 ke fasilitas pengumpulan dan pemusnahan yang telah memiliki izin resmi dari KLHK.

Pengawasan terhadap pengelolaan limbah, khususnya limbah B3, dilakukan secara menyeluruh mulai dari pengangkutan dalam rantai pasok, penyimpanan di gudang, penggunaan, hingga penanganan limbah pasca-pemakaian. Sepanjang 2025, Perseroan mencatat nihil insiden tumpahan limbah B3 sebagai bagian dari praktik pengelolaan lingkungan yang bertanggung jawab. [F.15]

In accordance with the operational activities in plantation areas, the Company generates hazardous waste such as used oil and batteries, toner cartridges, fluorescent lamps, oil filters, sludge, contaminated packaging, spent catalysts, wastewater treatment plant sludge, clinical waste, filtration residues, and laboratory chemical waste. To ensure a safe management in compliance with regulations, the Company implements the following systematic and sustainable procedures: [306-2, 306-5][13.8.6]

- Obtaining a five-year permit for temporary storage of hazardous waste from the Ministry of Environment and Forestry in Jakarta.
- Storing hazardous waste for 180–365 days in accordance with the prevailing laws and regulations, with a total waste generation volume of 18.24 tons.
- Transporting all hazardous waste to collection and disposal facilities with official permits from the Ministry of Environment and Forestry.

Waste management oversight, particularly over hazardous waste management, is carried out comprehensively from transportation within the supply chain, storage in warehouses, usage, to post-use waste handling. Throughout 2025, the Company recorded zero hazardous waste spill incidents which reflects its responsible environmental management practices. [F.15]





## Air dan Efluen

### Water and Effluent

Dalam menjalankan operasional perkebunan dan pabrik, BSP memanfaatkan air tanah dan air permukaan sebagai sumber utama pemenuhan kebutuhan air. Air permukaan digunakan untuk pembersihan peralatan kerja, sedangkan air tanah mendukung proses produksi. Sepanjang 2025, tidak ditemukan adanya *water stress* pada sumber air yang dimanfaatkan di area operasional.

Pengelolaan sumber daya air dilaksanakan melalui efisiensi konsumsi dan pengolahan air limbah sebelum dilepas ke lingkungan. Tanggung jawab pengelolaan sumber daya air berada di bawah koordinasi Departemen QHSE & Standards Management Management dan pelaksanaan oleh Departemen Operasional (kebun dan pabrik) bersama Departemen Water Management System (WMS). Efektivitas sistem tersebut dipantau dan dievaluasi secara berkala, dan hasilnya dilaporkan kepada Direksi. [303-1][13.7.2]

### Penggunaan Air Bersih

Perseroan memastikan akses terhadap air bersih diperlakukan sebagai hak dasar yang perlu dijaga bagi karyawan maupun masyarakat sekitar. Pengelolaan air dilaksanakan dengan mengacu pada prinsip keberlanjutan dan kepatuhan terhadap peraturan perundang-undangan guna menjamin ketersediaan pasokan air yang aman bagi lingkungan dan komunitas. Seluruh kegiatan pengambilan serta pemanfaatan air dari badan air telah memperoleh izin dari pemerintah setempat dan dilaporkan secara berkala kepada instansi berwenang. Selain itu, pemantauan kualitas air limbah dilakukan secara rutin untuk memastikan kesesuaian dengan standar baku mutu yang ditetapkan pemerintah. [303-1][13.7.2]

Langkah-langkah efisiensi penggunaan air yang diterapkan meliputi:

- Memberikan sosialisasi berkala kepada karyawan tentang pentingnya penggunaan air yang efisien;

In operating its plantations and factories, the Company utilizes groundwater and surface water as the primary sources to meet its water needs. Surface water is used to clean work equipment, while groundwater is used in production processes. Throughout 2025, no water stress was identified in the water sources utilized within the operational areas.

Water resource management is implemented through water consumption efficiency and wastewater treatment prior to discharge into the environment. Water resource management is the responsibility of the QHSE & Standards Management Management Department and carried out by the Operations Department (plantations and factories) in collaboration with the Water Management System (WMS) Department. The effectiveness of this system is monitored and evaluated periodically, whose results are reported to the Board of Directors. [303-1][13.7.2]

### Water Consumption

The Company ensures that access to clean water is treated as a fundamental right that must be safeguarded for both the employees and the surrounding community. Water management is carried out in accordance with sustainability principles and compliance with the prevailing laws and regulations to ensure the availability of a safe water supply for the environment and the community. All activities related to water withdrawal and consumption from water bodies have obtained permits from local authorities and are reported periodically to the relevant institutions. Additionally, wastewater quality monitoring is carried out routinely to ensure compliance with government-established quality standards. [303-1][13.7.2]

Water efficiency measures implemented by the Company include:

- Carrying out periodic awareness campaigns for employees on the importance of efficient water consumption;

- Memantau tingkat konsumsi serta efisiensi penggunaan air;
- Melakukan perawatan instalasi dan jaringan distribusi air secara terjadwal;
- Melakukan perbaikan terhadap instalasi yang mengalami kebocoran;
- Menjaga daerah tangkapan air di wilayah operasional melalui kegiatan penghijauan di sepanjang daerah aliran sungai.
- Monitoring water consumption levels and usage efficiency;
- Performing scheduled maintenance on water distribution systems and networks;
- Repairing systems with leaks;
- Maintaining water catchment areas within the operational area through reforestation activities along river basins.

**Pemakaian Air dan Intensitas Pemakaian Air [F.8][303-5][13.7.6]**  
 Water Usage and Water Usage Intensity

Jenis Limbah Waste Type	Satuan	2025	2024	2023
Total Pemakaian Air Total Water Usage	m <sup>3</sup>	143.149,77	103.623,88	132.839,43
Intensitas Pemakaian Air Water Usage Intensity	m <sup>3</sup> /ton	6,23	1,23	4,98

**Volume Total Penarikan Air Berdasarkan Sumber (m<sup>3</sup>) [303-3][13.7.4]**  
 Total Water Withdrawal Volume by Source (m<sup>3</sup>)

Jenis Limbah Waste Type	2025	2024	2023
<b>Sawit</b> Palm			
Air Permukaan – APU (sungai) Surface Water – APU (river)	178.980,93	146.733,20	178.004,61
Air Tanah – Air Bawah Tanah (sumur bor) Groundwater – Subsurface water (borehole)	92.137,50	121.561,50	93.537,14
<b>Total</b>	<b>271.118,43</b>	<b>268.294,70</b>	<b>271.541,75</b>
<b>Oleokimia</b> Oleochemistry			
Air Permukaan Surface Water	-	25.548,00	24.971,39
<b>Total</b>	<b>-</b>	<b>25.548,00</b>	<b>24.971,39</b>
<b>Karet</b> Rubber			
Air Permukaan – APU (sungai) Surface Water – APU (river)	3.304,19	468,00	16.552,50
Air Tanah – Air Bawah Tanah (sumur bor) Groundwater – Subsurface water (borehole)	27.347,39	17.417,70	43.779,00
<b>Total</b>	<b>30.651,58</b>	<b>17.885,70</b>	<b>60.331,50</b>

Keterangan: Segmen oleokimia tidak lagi termasuk dalam konsolidasi data Perseroan seiring dengan perubahan status kepemilikan saham menjadi minoritas.  
 Note: The oleochemical segment is no longer included in the Company's consolidated financial statements following the change in the Company's ownership status to a minor shareholder.



## Pembuangan Air Limbah

Pengelolaan air limbah dilakukan Perseroan melalui optimalisasi pemanfaatan kembali hasil olahan dari kolam Instalasi Pengolahan Air Limbah (IPAL). Untuk mendukung proses tersebut, Perseroan mengoperasikan total 44 unit IPAL yang tersebar di berbagai unit usaha, yakni 6 unit di Unit Usaha Sumut 1 (BSP), 7 unit di Unit Usaha Sumbar (BPP), 8 unit di Unit Usaha Jambi 1 (AGW/AMM), 11 unit di Unit Usaha Jambi 2 (SNP), serta 12 unit di Unit Usaha Sumut 2 (GLP).

Selain itu, khusus untuk pengukuran air limbah Pabrik Kelapa Sawit (PKS) di lahan gambut, Perseroan telah menerapkan penggunaan SPARING (Sistem Pemantauan Kualitas Air Limbah secara Terus Menerus dan dalam Jaringan), yaitu teknologi sensor otomatis yang digunakan untuk mengukur parameter kualitas air limbah (pH, COD, TSS, NH<sub>3</sub>-N) serta debit air limbah secara real-time. Data hasil pemantauan tersebut selanjutnya dikirim secara otomatis ke sistem Kementerian Lingkungan Hidup dan Kehutanan (KLHK) guna memastikan kepatuhan terhadap peraturan lingkungan yang berlaku.

Sepanjang 2025, seluruh air limbah yang telah diolah dipastikan memenuhi baku mutu yang ditetapkan pemerintah sebelum dilepas ke lingkungan. Perseroan juga melanjutkan praktik pengukuran dan pelaporan pembuangan air limbah berdasarkan kategori yang telah diterapkan, sehingga kualitas data dan transparansi kinerja lingkungan dapat terus ditingkatkan.

## Wastewater Disposal

The Company carries out wastewater management by optimizing the reuse of treated effluent from the Wastewater Treatment Plant (WWTP). To support this process, the Company operates a total of 44 WWTP units across its business units: 6 units at the North Sumatra 1 Business Unit (BSP), 7 units at the West Sumatra Business Unit (BPP), 8 units at the Jambi 1 Business Unit (AGW/AMM), 11 units in the Jambi 2 Business Unit (SNP), and 12 units in the North Sumatra 2 Business Unit (GLP).

Furthermore, specifically for wastewater monitoring at Palm Oil Mills (PKS) located on peatland, the Company has implemented the use of SPARING (Sistem Pemantauan Kualitas Air Limbah secara Terus Menerus dan dalam Jaringan), an automated sensor technology used to measure wastewater quality parameters (pH, COD, TSS, NH<sub>3</sub>-N) as well as wastewater discharge in real time. The monitoring data is then automatically transmitted to the system of the Ministry of Environment and Forestry (KLHK) to ensure compliance with applicable environmental regulations.

Throughout 2025, the Company ensures that all treated wastewater fulfils the standards established by the government before discharge to the environment. The Company continuously implements its practice of measuring and reporting wastewater discharge based on established categories, therefore ensuring continuous improvement of environmental data quality and transparency.

**Pembuangan Air Limbah (m<sup>3</sup>) [303-4]**  
Wastewater Discharge (m<sup>3</sup>)

Pembuangan Air Limbah Wastewater Discharge	2025	2024	2023
Air Permukaan Surface Water	228.972,00	238.244,33	291.873,82
Tanah Land	208.479,12	202.176,70	278.718,72

**Hasil Pengukuran Kualitas Olahan Air Limbah Segmen Sawit – Izin Land Application (LA) [303-2][13.7.3]**

Results of Wastewater Treatment Quality Measurement in the Palm Oil Segment – Land Application (LA) Permit

Parameter	Baku Mutu Quality Standard	2025	2024	2023
Biological Oxygen Demand (BOD)	5.000 mg/L	184,82	1.058,97	1.219,22
Chemical Oxygen Demand (COD)	-	823,05	4.677,41	4.536,30
Tingkat Keasaman (pH) Acidity Level (pH)	6-9	1.317,08	7,97	7,68
Minyak dan Lemak Oil and Fat	-	16,68	15,59	42,51
Timbal (Pb)	-	0,16	0,11	0,04
Tembaga (Cu)	-	0,05	0,03	0,09
Cadmium (Cd)	-	0,02	0,01	0,01
Seng (Zn)	-	0,14	0,08	0,10

**Hasil Pengukuran Kualitas Olahan Air Limbah Segmen Sawit – Izin Pembuangan Limbah Cair (IPLC) [303-2]**

Results of Wastewater Treatment Quality Measurement in the Palm Oil Segment – Liquid Waste Disposal Permit (IPLC)

Parameter	Baku Mutu Quality Standard	2025	2024	2023
Biological Oxygen Demand (BOD)	100 mg/L	64,18	83,73	79,19
Chemical Oxygen Demand (COD)	350 mg/L	178,85	200,90	224,05
Tingkat Keasaman (pH) Acidity Level (pH)	6-9	7,39	8,00	7,24
Minyak dan Lemak Oil and Fat	25 mg/L	11,05	14,27	10,30
N-Total	50 mg/L	16,37	24,63	13,50
TSS	250 mg/L	103,93	102,97	53,17

**Hasil Pengukuran Kualitas Olahan Air Limbah Segmen Karet [303-2]**

Results of Wastewater Treatment Quality Measurement in the Rubber Segment

Parameter	Baku Mutu Quality Standard	2025	2024	2023
Biological Oxygen Demand (BOD)	60 mg/L	29,05	27,67	31,48
Chemical Oxygen Demand (COD)	200 mg/L	87,39	83,23	102,91
TSS	100 mg/L	12,24	11,66	30,16
Amonia (NH3-N)	5 mg/L	6,31	6,01	5,97
Total Nitrogen (N)	10 mg/L	9,65	9,20	10,61
Tingkat Keasaman (pH) Acidity Level (pH)	6-9	5,38	5,12	7,99



## Pengendalian Emisi Karbon

### Carbon Emissions Control

Dalam mendukung kegiatan operasional kebun dan pabrik, BSP memanfaatkan bahan bakar minyak (BBM) dan listrik sebagai sumber energi utama. Energi tersebut digunakan untuk berbagai aktivitas, antara lain pemupukan dan pemeliharaan tanaman, pengangkutan tandan buah segar (TBS), serta pengoperasian generator set (genset). Di Pabrik Kelapa Sawit (PKS), kebutuhan energi juga dipenuhi melalui penggunaan bahan bakar untuk mesin serta pemanfaatan Palm Oil Mill Effluent (POME) sebagai sumber energi alternatif.

Perseroan juga berupaya mengendalikan emisi yang timbul dari konsumsi BBM dan listrik untuk mendukung mitigasi perubahan iklim. Pengelolaan emisi berada di bawah tanggung jawab Departemen Operasional yang membawahi kebun dan pabrik, dengan koordinasi dari Departemen QHSE & Standards Management. Kinerja emisi dipantau dan dilaporkan secara berkala kepada Direksi serta instansi terkait. Pengendalian emisi dilaksanakan melalui inventarisasi sumber emisi, sosialisasi strategi penurunan emisi, serta optimalisasi penggunaan material yang berkontribusi terhadap emisi. Proses inventarisasi dilakukan dengan metode yang selaras dengan standar ISPO, dan hasilnya dinyatakan dalam satuan ton CO<sub>2</sub> ekuivalen (ton CO<sub>2</sub>eq). [305-1]

In order to carry out operational activities in its plantations and mills, the Company uses petroleum products and electricity as its primary energy sources. This energy is used for various activities, including fertilization and crop maintenance, transportation of fresh fruit bunches (FFB), and operation of generator sets (gensets). At the Palm Oil Mill (POM), energy needs are fulfilled through the use of fuel for machinery and the utilization of Palm Oil Mill Effluent (POME) as well, which serve as an alternative energy source.

The Company strives to control emissions generated from the consumption of fuel and electricity to support climate change mitigation. Emission management is the responsibility of the Operations Department, which oversees plantations and mills, under coordination with the QHSE & Standards Management Department. Emission performance is monitored and reported periodically to the Board of Directors and relevant authorities. Emissions control is implemented through the emission source documentation, dissemination of emission reduction strategies, and optimization of emission-generating material usage. The documentation process is carried out in accordance with the methods aligned with ISPO standards, and the results are expressed in units of tons of CO<sub>2</sub> equivalent (tons of CO<sub>2</sub>eq). [305-1]

#### Emisi GRK yang Dihasilkan (Ton CO<sub>2</sub>eq) [F.11][305-1, 305-2][I3.1.2]

GHG Emissions Produced (Ton CO<sub>2</sub>eq)

Sumber Emisi Emission Source	2025	2024	2023
Cakupan 1 Scope 1			
Pabrik kelapa sawit Palm oil mill	11.675,20	8.075,00	9.787,60
Pabrik oleokimia Oleochemical plant	-	7.705,58	60,75
Pabrik karet Rubber factory	0,00	0,00	0,04
Pengangkutan TBS Transportation of Fresh Fruit Bunches	1.303,19	927,89	1.022,60



Sumber Emisi Emission Source	2025	2024	2023
<b>Total Emisi Cakupan 1 Total Emissions Scope 1</b>	<b>12.978,39</b>	<b>16.708,47</b>	<b>10.870,98</b>
Cakupan 2 Scope 2			
<b>Total Emisi Cakupan 2 Total Emissions Scope 2</b>	<b>420,14</b>	<b>524,78</b>	<b>747,76</b>
<b>Total Emisi Cakupan 1 dan 2 Total Scope 1 and 2 Emissions</b>	<b>13.398,53</b>	<b>17.233,25</b>	<b>11.618,74</b>

Keterangan: Segmen oleokimia tidak lagi termasuk dalam konsolidasi data Perseroan seiring dengan perubahan status kepemilikan saham menjadi minoritas.

Note: The oleochemicals segment is no longer included in the Company's consolidated financial statements following the change in the Company's ownership status to a minor shareholder.

Perseroan juga telah melakukan pengukuran emisi Cakupan 2 yang bersumber dari konsumsi energi yang diperoleh melalui pembelian. Pada 2025, total emisi Cakupan 2 tercatat sebesar 420,14 ton CO<sub>2</sub> ekuivalen (CO<sub>2</sub>eq), yang mencakup kontribusi dari berbagai jenis rumah kaca, antara lain CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub>, NF<sub>3</sub>, serta gas rumah kaca lainnya. Adapun penghitungan emisi Cakupan 3 saat ini masih berada dalam tahap perencanaan dan pengembangan metodologi, sehingga belum dilaporkan pada periode ini. [305-2, 305-3] [13.1.4, 13.1.3]

The Company has calculated its Scope 2 emissions resulting from energy consumption through purchased energy. In 2025, total Scope 2 emissions were recorded at 420.14 metric tons of CO<sub>2</sub> equivalent (CO<sub>2</sub>eq), which includes contributions from various types of greenhouse gases, including CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub>, NF<sub>3</sub>, and other greenhouse gases. The calculation of Scope 3 emissions is currently still in the planning and methodological development stage, hence it has yet to be disclosed in this period. [305-2, 305-3] [13.1.4, 13.1.3]

#### Intensitas Emisi GRK (Ton CO<sub>2</sub>eq/ton) [F.11][305-4][13.1.5] GHG Emission Intensity (Ton CO<sub>2</sub>eq/ton)

Sumber Emisi Emission Source	2025	2024	2023
Pabrik kelapa sawit Palm oil mill	0,08965	0,05851	0,07537
Pabrik karet Rubber factory	0,00000	0,00000	0,00001
Pengangkutan TBS Transportation of Fresh Fruit Bunches	0,00938	0,00734	0,00690

### Upaya Pengendalian Emisi GRK [F.12]

Pada tahun 2025, jumlah emisi tercatat menurun sebesar 22,25% dibandingkan tahun sebelumnya, atau setara dengan 13.398,53 ton CO<sub>2</sub>eq. Untuk memperkuat upaya penurunan emisi, Perseroan telah menerapkan berbagai strategi, antara lain:

[305-5][13.1.6, 13.6.2]

### GHG Emission Control Efforts [F.12]

In 2025, the recorded emission show a 22.25% decrease compared to the previous year, equivalent to 13,398.53 tons of CO<sub>2</sub>eq. To strengthen its emission reduction efforts, the Company has implemented various strategies, including:

[305-5][13.1.6, 13.6.2]



- Implementasi praktik budi daya tanaman dan pengolahan yang baik berdasarkan SOP;
- Sosialisasi upaya-upaya pengurangan emisi GRK;
- Efisiensi penggunaan material sumber emisi;
- Perawatan kendaraan dan mesin secara berkala;
- Pengaturan pemanfaatan transportasi secara efektif dan efisien;
- Pemupukan secara efektif sesuai dengan dosis dalam rekomendasi pemupukan;
- Melakukan penyemprotan sesuai dengan dosis dalam rekomendasi penyemprotan pestisida;
- Menggunakan bahan bakar nabati (cangkang, fiber) untuk mengurangi penggunaan bahan bakar fosil;
- Uji berkala untuk emisi boiler, mesin diesel dan generator;
- Pemantauan dan perawatan berkala POME;
- Pemanfaatan POME untuk *Land Application*, dan *Composting*.

- Implementation of good crop cultivation and processing practices based on SOPs;
- Dissemination of GHG emission reduction efforts;
- Efficient use of emission-generating materials;
- Regular maintenance of vehicles and machinery;
- Effective and efficient transportation utilization;
- Effective fertilization in accordance with recommended application dosage;
- Spraying in accordance with the dosage specified in pesticide application recommendations;
- Utilization of biofuels (husk, fiber) to reduce fossil fuel consumption;
- Periodic testing of emissions from boilers, diesel engines, and generators;
- Periodic monitoring and maintenance of POME;
- Utilization of POME for *Land Application* and *Composting*.

## Emisi Zat Perusak Ozon (ODS)

BSP juga melakukan pengendalian emisi dengan membatasi penggunaan peralatan yang berpotensi meningkatkan zat perusak ozon. Sejumlah perangkat, seperti sistem pendingin dan pembeku, masih menggunakan bahan yang memiliki potensi merusak lapisan ozon, antara lain Chlorofluorocarbon (CFC) dan Hydrochlorofluorocarbon (HCFC). Hingga akhir 2025, BSP belum melakukan pengukuran atas jumlah emisi yang dihasilkan dari penggunaan peralatan tersebut. [305-6][13.1.7]

## Pemantauan Kualitas Udara Ambien

Perseroan menjaga kualitas udara di sekitar Pabrik Pengolahan Kelapa Sawit dengan melaksanakan pemantauan emisi gas buang secara berkala. Sepanjang 2025, hasil pemantauan menunjukkan bahwa kualitas udara ambien masih berada dalam batas baku mutu yang ditetapkan sesuai ketentuan yang berlaku. [305-7][13.1.8]

## Ozone-Depleting Substance (ODS) Emissions

The Company carries out emission control by limiting the use of equipment which may release ozone-depleting substances as well. Certain devices, such as cooling and freezing systems, still use substances that potentially damages the ozone layer, including Chlorofluorocarbons (CFCs) and Hydrochlorofluorocarbons (HCFCs). As of the end of 2025, the Company has yet to measure the amount of emissions generated from the use of such equipment. [305-6][13.1.7]

## Ambient Air Quality Monitoring

The Company maintains air quality around the Palm Oil Processing Plant by conducting regular monitoring of exhaust gas emissions. Throughout 2025, monitoring results indicated that ambient air quality remained within the quality standards established by the prevailing regulations. [305-7][13.1.8]

**Kualitas Udara Ambien**

## Ambient Air Quality

Parameter	Baku Mutu Quality Standard	Satuan Unit	2025	2024	2023
CO	30.000	Mg/Nm <sup>3</sup>	577,61	651,64	766,63
NO2	400		39,03	20,12	23,67
SO2	900		44,56	32,13	37,80
HC	160		41,46	15,68	18,45
TSP	230		63,16	75,34	88,64
O3	235		45,32	25,02	29,43
Pb	2		0,07	0,02	0,02
PM10	150		29,95	71,92	84,61
PM2,5	65		20,19	32,40	38,12
NH3	2		ppm	0,15	0,20
H2S	0,02	0,01		0,01	0,01
Kebisingan   Noise	70	dBA		53,43	41,71

**Pengelolaan Energi**

Perseroan menetapkan pengelolaan konsumsi BBM dan listrik sebagai bagian dari strategi peningkatan efisiensi dan keberlanjutan energi. Tanggung jawab pengelolaan berada pada Departemen Operasional yang membawahi kebun dan pabrik, dengan koordinasi dari Departemen QHSE & Standards Management, untuk mendukung pengangkutan bahan baku dan proses produksi.

Sepanjang 2025, total konsumsi energi tercatat sebesar 16.428 GJ, meningkat sebesar 53,29% dibandingkan tahun sebelumnya. Untuk mendorong efisiensi, Perseroan melaksanakan sejumlah inisiatif konservasi energi, antara lain modifikasi boiler dari tipe SFPO menjadi tipe membrane dengan tingkat efisiensi lebih tinggi, serta pemanfaatan biomassa sebagai sumber energi alternatif untuk bahan bakar boiler. Evaluasi atas implementasi program konservasi energi dilakukan melalui pemeriksaan lapangan secara berkala oleh lembaga sertifikasi independen di seluruh unit usaha. [F.7][302-4]

**Energy Management**

The Company manages its fuel and electricity consumption as a part of its strategy to improve energy efficiency and sustainability. The Operations Department, which oversees the plantations and mills, is responsible for the implementation, in coordination with the QHSE & Standards Management Department which supports the transportation of raw materials and production processes.

Throughout 2025, total energy consumption was recorded at 16,428 GJ, decreased by 53.29% from the previous year. To promote efficiency, the Company implemented a number of energy conservation initiatives, including modifying boilers from SFPO type to membrane type with higher efficiency. In addition, biomass is used as an alternative energy source for boiler fuel. Evaluation of the energy conservation program implementation is carried out through periodic on-site inspections by independent certification bodies across all business units. [F.7][302-4]

**Total Pemakaian Energi di Dalam Perseroan** [F.6][302-1] [302-3]

Total Energy Consumption Within the Company

Uraian Description	Satuan Unit	2025	2024	2023
Pabrik Mills	GJ	16.428	10.716,69	12.698,50
Pemanfaatan Energi Terbarukan (Biomassa) Utilization of Renewable Energy (Biomass)	GJ	2.044,60	9.720,32	12.273,53
Intensitas Energi Energy Intensity	GJ/Produksi	0,01	0,25	0,34

Perseroan terus meningkatkan pemanfaatan energi terbarukan dengan menggunakan biomassa dari cangkang dan fiber sebagai bahan bakar boiler, serta mengolah LCPKS dan limbah padat menjadi pupuk kompos. Pada 2025, konsumsi energi biomassa tercatat sebesar 1.950,74 GJ, sementara pemanfaatan LCPKS menjadi Pupuk Organik Cair (POC) mencapai 46.943,42 m<sup>3</sup>. Selain itu, Perseroan juga melakukan pemanfaatan tandan kosong sebagai media aplikasi pupuk organik cair dan selanjutnya diolah menjadi pupuk kompos sebanyak 10.707,38 ton. [F.7]

The Company continuously increases the utilization of renewable energy by utilizing biomass from shells and fibers as boiler fuel, as well as processing POME and solid waste into compost. In 2025, biomass energy consumption was recorded at 1,950.74 GJ, while the utilization of POME for Liquid Organic Fertilizer reached 46,943.42 m<sup>3</sup>. Additionally, the Company utilizes empty fruit bunches as a medium for applying liquid organic fertilizer and subsequently processes them into 10,707.38 tons of compost. [F.7]





**Area Nilai Konservasi Tinggi pada 2025 (NKT)****High Conservation Value Areas by 2025 (HCV)**

Unit Usaha Business Unit	Area Konsesi (ha) Area of Consensus	Area Penilaian (ha) Area of Assessment	%	Hasil Identifikasi NKT Results of NKT Identification
Sumut 1 (BSP)	18.556	139,15	0,75	HCV 1, 4, 5
Sumbar (BPP)	9.720	692,92	7,13	HCV 1, 4, 6
Jambi 1 (AGW)	4.686	611,27	13,04	HCV 1, 2, 4
Sumbar (CCI)	2.500	136,03	5,44	HCV 1, 3, 4, 5
Jambi 2 (SNP)	7.229	322,03	4,45	HCV 1, 2, 3, 4, 5
Sumut 2 (GLP)	8.323	1.171,10	14,07	HCV 1, 3, 4, 5
Bengkulu (AM)	3.639	232,10	6,35	HCV 1, 4, 5, 6
<b>Total</b>	<b>54.653</b>	<b>3.303,49</b>	<b>6,04</b>	

Keterangan: Area HCV Perseroan meliputi sungai dan sempadan sungai, danau dan sempadan danau, hutan sekunder, rawa, belukar, area gambut, dan kanal.

Description: The Company's HCV areas include rivers and riverbanks, lakes and lake borders, secondary forests, swamps, shrubs, peatlands, and canals.

**Jumlah Spesies Flora dan Fauna Berdasarkan Daftar Merah IUCN pada 2025 [304-4]****Number of Flora and Fauna Species According to the IUCN Red List in 2025**

Keterangan Description	Jumlah Spesies Number of Species	Kategori IUCN Category IUCN				
		Critical Endangered	Endangered	Vulnerable	Critical Endangered	Least Concerned
Flora						
Total Flora	483	1	1	0	0	81
Fauna (Mamalia, Burung, Reptil dan Amfibi) Mammals, Birds, Reptiles, and Amphibians						
Total Fauna	541	2	6	27	18	330
<b>Total</b>	<b>1.024</b>	<b>3</b>	<b>7</b>	<b>27</b>	<b>18</b>	<b>411</b>

Data mencakup PT Bakrie Sumatera Plantations (BSP), PT Bakrie Pasaman Plantations (BPP), PT Agrowiyana (AGW), PT Citalaras Cipta Indonesia (CCI), PT Sumbertama Nusapertiwi (SNP), PT Grahadura Leidongprima (GLP), dan PT Air Muring (AM).

Description: Data includes PT Bakrie Sumatera Plantations (BSP), PT Bakrie Pasaman Plantations (BPP), PT Agrowiyana (AGW), PT Citalaras Cipta Indonesia (CCI), PT Sumbertama Nusapertiwi (SNP), PT Grahadura Leidongprima (GLP), and PT Air Muring (AM).



## **Miniatur Hutan Konservasi** [304-3][13.3.4, 13.4.5] **Miniature Conservation Forest**

Perseroan mengelola secara mandiri Miniatur Hutan Konservasi seluas 17 ha di Unit Usaha Jambi 1 (AGW) untuk mendukung pelestarian keanekaragaman hayati. Kawasan ini berfungsi sebagai area resapan air dan penghasil oksigen, serta memiliki kapasitas penyerapan karbon sebesar 1.528,18 ton CO<sub>2</sub>e berdasarkan penilaian profesional independen eksternal.

Selain itu, Perseroan juga memanfaatkan kawasan tersebut sebagai habitat satwa liar dan sumber pakan alami, sekaligus destinasi wisata bagi masyarakat dan karyawan. Keberlanjutan hutan konservasi dijaga melalui pemantauan berkala, program penghijauan untuk memperluas tutupan hutan, serta penelitian keanekaragaman hayati guna memperkuat fungsi ekologisnya.

## **Hutan Vegetasi** [304-3][13.3.4, 13.4.5] **Forest Vegetation**

BSP terus melanjutkan pengembangan kawasan hutan vegetasi di sejumlah lokasi perkebunan melalui Unit Usaha Jambi 1 (AGW) sejak pertama kali diinisiasi pada 2011. Hingga periode pelaporan, kawasan ini tetap berfungsi dalam menjaga keseimbangan ekosistem, menyediakan habitat bagi satwa dan tumbuhan, serta meningkatkan kualitas lingkungan di sekitar area operasional. Proses regenerasi vegetasi berlangsung secara alami tanpa intervensi langsung, sehingga struktur dan komposisi ekosistem berkembang mengikuti dinamika ekologis setempat. Pendekatan ini mendukung keberlanjutan fungsi ekologis kawasan secara jangka panjang.

The Company independently manages a 17-hectare Miniature Conservation Forest at the Jambi 1 Business Unit (AGW) to support the preservation of biodiversity. This area acts as a water catchment area and oxygen-producing zone, with carbon sequestration capacity of 1,528.18 tons of CO<sub>2</sub>e according to an independent external professional assessment.

Additionally, the Company utilizes the area as a habitat for wildlife and a source of natural food, as well as a tourism destination for the community and the employees. The sustainability of the conservation forest is maintained through regular monitoring, reforestation programs to expand forest cover, and biodiversity research to strengthen its ecological functions.

The Company continuously develops forest vegetation areas across several plantation sites through the Jambi 1 Business Unit (AGW) since the start of this initiative in 2011. As of the reporting period, these areas continuously maintain ecosystem balance, provide habitats for wildlife and plants, and improve environmental quality around operational areas. Vegetation regeneration occurs naturally without direct intervention, allowing the ecosystem's structure and composition to evolve according to local ecological dynamics. This approach supports the long-term sustainability of the local ecological functions.

## Pengelolaan Lahan Gambut Peatland Management

Perseroan mengelola lahan gambut dengan memastikan kepatuhan terhadap regulasi yang berlaku serta didukung kajian bersama para ahli untuk menetapkan strategi pengelolaan yang optimal. Pembinaan kepada masyarakat sekitar juga dilakukan guna meningkatkan kepedulian terhadap ekosistem gambut dan mitigasi risiko karhutla. Dalam implementasinya, Perseroan mengoptimalkan tata kelola air untuk menjaga tinggi muka air tanah (TMAT) pada kisaran 40 cm di bawah permukaan, dengan pemantauan berkala melalui metode manual dan *logger*, serta pengawasan subsidensi dan curah hujan.

The Company manages peatlands by ensuring compliance with the prevailing regulations and conducting joint studies with experts to establish optimal management strategies. Community outreach is carried out to raise awareness regarding peatland ecosystems and mitigate the risk of forest and land fires as well. In its implementation, the Company optimizes water management to maintain the groundwater level at approximately 40 cm below the surface, with regular monitoring via manual methods and loggers, as well as surveillance of subsidence and rainfall



## Pencegahan Kebakaran Hutan dan Lahan (Karhutla)

BSP menyadari bahwa kebakaran hutan dan lahan (karhutla) berpotensi menimbulkan dampak serius terhadap lingkungan dan masyarakat sekitar. Untuk itu, Perseroan menerapkan strategi pengendalian karhutla melalui tiga program utama yang dirancang guna untuk pengendalian karhutla, yaitu:

## Forest and Land Fire Prevention

The Company acknowledges that forest and land fires may deliver serious impacts on the environment and surrounding communities. Therefore, the Company implements a forest and land fire control strategy through three main programs designed as follows:



## Persiapan dan Upaya Pencegahan Preparation and Prevention Efforts

- Penyusunan dan pemutakhiran berkala kebijakan dan prosedur pengendalian Karhutla.
- Identifikasi dan pemetaan area rawan kebakaran.
- Pemenuhan sumberdaya pengendalian karhutla meliputi keuangan, SDM serta sarana dan prasarana pengendalian.
- Penyiapan sistem peringatan dan deteksi dini penanganan kebakaran meliputi papan amaran peringatan bahaya kebakaran, pemantauan titik panas dan curah hujan harian melalui media digital dan patroli terintegrasi.
- Sosialisasi pencegahan kebakaran dan pelatihan penanganan kebakaran (*drill*).
- Kerja sama multipihak untuk memperkuat kolaborasi dalam mengimplementasikan program-program pencegahan kebakaran.
- Development and periodic update of policies and procedures for forest and land fire control.
- Identification and mapping of fire-prone areas.
- Provision of resources for forest and land fire control, including financial resources, human resources, and facilities and infrastructure.
- Establishment of early warning and detection systems for fire management, including fire hazard warning signs, monitoring of hotspots and daily rainfall via digital media and integrated patrols.
- Public awareness campaigns on fire prevention and fire response trainings / fire drills.
- Multi-stakeholder collaboration to strengthen cooperation in implementing fire prevention programs.



## Pengendalian dan Pemadaman Kebakaran Fire Control and Suppression

- Isolasi dan pengendalian kebakaran di dalam kebun sendiri dengan menggunakan sumberdaya internal secara optimal.
- Investigasi asal api penyebab kebakaran.
- Berkoordinasi dengan pemangku kepentingan terkait antara lain: aparat keamanan, satuan pemadaman kebakaran eksternal, pemerintah daerah dll.
- Isolation and control of fires within the plantation using internal resources optimally.
- Investigation of the origin of the fire.
- Coordination with relevant stakeholders, including: security personnel, external firefighting units, local government, etc.



## Penanganan Setelah Terjadi Kebakaran Post-Fire Management

- Melanjutkan patroli kebakaran secara berkala di area yang terkena dampak dan area sekitarnya selama beberapa hari untuk memastikan api benar-benar padam.
- Menginventarisasi akibat kebakaran serta tindakan yang telah dilakukan dari mulai pencegahan sampai dengan terjadinya kebakaran.
- Menyiapkan laporan pencegahan dan penanganan karhutla yang telah dilakukan Perseroan.
- Penanganan terhadap lahan dan sisa tanaman.
- Periodic fire patrols in the affected area and its surrounding areas for several days to ensure the complete extinguishment of fire.
- Documentation of the consequences arising from the fire and the actions taken, from prevention until the occurrence of the fire.
- Development of reports on fire prevention and management measures carried out by the Company.
- Management of land and crop residues.

## Peremajaan Sawit, Konversi Lahan dan Pengendalian Hama [F.5][304-2]

Pada 2025, Perseroan merealisasikan program replanting seluas 2.551 ha serta konversi lahan karet menjadi kelapa sawit seluas 2.822 ha untuk meningkatkan produktivitas tanpa melakukan ekspansi lahan. Optimalisasi ini dilakukan melalui penggunaan bibit unggul untuk meningkatkan hasil panen. Namun demikian, meningkatnya serangan busuk batang akibat patogen *Ganoderma boninense* menjadi tantangan signifikan dalam pengelolaan perkebunan ke depan. Untuk mengantisipasi risiko tersebut, Perseroan menjalankan program pemuliaan tanaman melalui seleksi ketat materi genetik di Seed Garden, Kisaran, yang menghasilkan varietas unggul tahan *Ganoderma* seperti Spring MR Gano dan Themba MR Gano, serta Tanza MR Gano dan Compact MR Gano dengan tingkat infeksi lebih rendah (2,4% dan 0,6%) dibanding varietas rentan (9,9%) pada area endemik.

Dalam mendukung praktik pertanian berkelanjutan, Perseroan juga mengolah Limbah Cair Pabrik Kelapa Sawit (LCPKS) menjadi pupuk organik cair dan kompos melalui fermentasi bakteri *Trichoderma* yang diaplikasikan pada tandan kosong. Inisiatif ini mengurangi ketergantungan pada pupuk kimia sekaligus memberikan efek pengendalian hayati terhadap hama dan penyakit berkat sifat antibakteri dan antijamurnya.

Selain itu, pendekatan pengendalian hama ramah lingkungan diterapkan dengan mengurangi penggunaan paraquat dan pestisida kimia. Upaya tersebut meliputi penanaman bunga pukul delapan (*Turnera ulmifolia* dan *Turnera subulata*) untuk menarik predator alami ulat api (*Setothosea asigna*), serta penyediaan habitat burung hantu (*Tyto alba*) sebagai pengendali populasi tikus secara alami.

## Palm Oil Replanting, Land Conversion and Pest Control [F.5][304-2]

Throughout 2025, the Company implemented replanting program covering 2,551 ha and converted 2,822 ha of rubber plantations to oil palm plantations to boost productivity without carrying out land expansion. This optimization is achieved through the utilization of high-quality seedlings to increase crop yields. However, the increasing incidence of stem rot caused by the *Ganoderma boninense* pathogen poses a significant challenge for future plantation management. To mitigate this risk, the Company carries out a plant breeding program through strict genetic material selection at the Seed Garden in Kisaran, which has produced high-yielding *Ganoderma*-resistant varieties such as Spring MR Gano and Themba MR Gano, as well as Tanza MR Gano and Compact MR Gano, which exhibit lower infection rates (2.4% and 0.6%) compared to susceptible varieties (9.9%) in endemic areas.

In order to support sustainable agricultural practices, the Company processes Palm Oil Mill Effluent (POME) into liquid organic fertilizer and compost through fermentation by *Trichoderma* bacteria as well. These fertilizers are then applied to empty fruit bunches. This initiative reduces reliance on chemical fertilizers while providing biological control against pests and diseases thanks to its antibacterial and antifungal properties.

Additionally, environmentally friendly pest control approaches are implemented by reducing the use of paraquat and chemical pesticides. These efforts include planting Turnera flowers (*Turnera ulmifolia* and *Turnera subulata*) to attract natural predators of the fire caterpillars (*Setothosea asigna*), while providing habitats for barn owls (*Tyto alba*) to naturally control rodent populations.



# Referensi POJK No. 51/POJK.03/2017 & SEOJK No. 16/SEOJK.04/2021 serta Indeks Isi Standar GRI 2021 <sup>[G.4]</sup>

## POJK No. 51/POJK.03/2017 & SEOJK No. 16/SEOJK.04/2021 References and GRI Standards 2021 Content Index

### Referensi POJK No. 51/POJK.03/2017 & SEOJK No. 16/SEOJK.04/2021 POJK No. 51/POJK.03/2017 and SEOJK No. 16/SEOJK.04/2021 References

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**Indeks Isi Standar Global Reporting Initiative (GRI) 2021**

## Global Reporting Initiative (GRI) Standards 2021

<b>Pernyataan Penggunaan Statement of Use</b>	PT Bakrie Sumatera Plantations Tbk telah melaporkan informasi yang terdapat dalam indeks konten GRI ini untuk periode 1 Januari sampai dengan 31 Desember 2025 dengan mengacu pada Standar GRI. PT Bakrie Sumatera Plantations Tbk has reported the information cited in this GRI content index for the period January 1 to December 31, 2025 with reference to the GRI Standards.
<b>GRI 1 yang Digunakan GRI 1 Used</b>	GRI 1: Fondasi 2021 GRI 1: Foundation 2021

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Lokasi Location
GRI 2: Pengungkapan Umum 2021 General Disclosures 2021	2-1	Detail organisasi Organizational details	31
	2-2	Entitas yang tercakup dalam laporan keberlanjutan organisasi Entities included in the organization's sustainability reporting	13,14
	2-3	Periode laporan, frekuensi, dan kontak Reporting period, frequency and contact point	13,14
	2-4	Informasi yang dinyatakan kembali Restatements of information	11, 12,14
	2-5	Penjaminan eksternal External assurance	14
	2-6	Kegiatan, rantai nilai, dan hubungan bisnis lainnya Activities, value chain and other business relationships	35
	2-7	Karyawan Employees	76
	2-8	Pekerja yang bukan karyawan Workers who are not employees	76
	2-9	Struktur dan komposisi tata kelola Governance structure and composition	45
	2-10	Nominasi dan seleksi pejabat tata kelola tertinggi Nomination and selection of the highest governance body	48
	2-11	Ketua badan tata kelola tertinggi Chair of the highest governance body	45
	2-12	Peran pejabat tata kelola tertinggi dalam memantau dampak manajemen Role of the highest governance body in overseeing the management of impacts	46
	2-13	Delegasi tanggung jawab dalam mengelola dampak Delegation of responsibility for managing impacts	46
	2-14	Peran pejabat tata kelola tertinggi dalam pelaporan keberlanjutan Role of the highest governance body in sustainability reporting	46
	2-15	Benturan kepentingan Conflicts of interest	47
	2-16	Mengkomunikasikan hal-hal kritis Communication of critical concerns	55

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Lokasi Location
	2-17	Pengetahuan kolektif pejabat tata kelola tertinggi Collective knowledge of the highest governance body	48
	2-18	Evaluasi kinerja pejabat tata kelola tertinggi Evaluation of the performance of the highest governance body	47
	2-19	Kebijakan remunerasi Remuneration policies	48
	2-20	Proses menentukan remunerasi Process to determine remuneration	48
	2-21	Rasio total kompensasi tahunan Annual total compensation ratio	48
	2-22	Pernyataan tentang strategi pembangunan berkelanjutan Statement on sustainable development strategy	26
	2-23	Komitmen kebijakan Policy commitments	26
	2-24	Menanamkan komitmen kebijakan Embedding policy commitments	26
	2-25	Proses untuk memulihkan dampak egative Processes to remediate negative impacts	25,26
	2-26	Mekanisme untuk mendapatkan saran dan meningkatkan isu Mechanisms for seeking advice and raising concerns	22
	2-27	Kepatuhan dalam undang-undang dan peraturan Compliance with laws and regulations	55
	2-28	Keanggotaan asosiasi Membership associations	78
	2-29	Pendekatan terhadap keterlibatan pemangku kepentingan Approach to stakeholder engagement	39
	2-30	Perjanjian kerja bersama Collective bargaining agreements	22
GRI 3: Topik Material 2021 Material Topic 2021	3-1	Proses menentukan topik material Process to determine material topics	78
	3-2	Daftar topik material List of material topics	15
	3-3	Manajemen topik material Management of material topics	15
GRI 201: Kinerja Ekonomi 2016 Economic Performance 2016	201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed	15
	201-2	Implikasi finansial serta risiko dan peluang lain akibat dari perubahan iklim Financial implications and other risks and opportunities due to climate change	61
	201-3	Kewajiban program pensiun manfaat pasti dan program pensiun lainnya Defined benefit plan obligations and other retirement plans	56
	201-4	Bantuan finansial dari pemerintah Financial assistance received from government	83





Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Lokasi Location
GRI 202: Keberadaan pasar 2016 Market Presence 2016	202-1	Rasio standar upah karyawan pemula berdasarkan jenis kelamin terhadap upah minimum regional Ratios of standard entry level wage by gender compared to local minimum wage	83
	202-2	Proporsi manajemen senior yang berasal dari masyarakat setempat Proportion of senior management hired from the local community	80
GRI 203: Dampak Ekonomi Tidak Langsung 2016 Indirect Economic Impacts 2016	203-1	Investasi infrastruktur dan dukungan layanan Infrastructure investment and service supported	88
GRI 204: Praktik Pengadaan 2016 Procurement Practices 2016	204-1	Proporsi pengeluaran untuk pemasok lokal Proportion of spending on local suppliers	42
	205-1	Operasi-operasi yang dinilai memiliki risiko terkait korupsi Operations assessed for risks related to	54
GRI 205: Antikorupsi 2016 Anticorruption 2016	205-2	Komunikasi dan pelatihan tentang kebijakan dan prosedur antikorupsi Communication and training about anticorruption policies and procedures	54
	205-3	Insiden korupsi yang terbukti dan tindakan yang diambil Confirmed incidents of corruption and actions taken	54
GRI 302: Energi 2016 Energy 2016	302-1	Konsumsi energi dalam organisasi Energy consumption within the organization	103
	302-3	Intensitas energi Energy intensity	103
	302-4	Pengurangan konsumsi energi Reduction of energy consumption	102
	303-1	Interaksi dengan air sebagai sumber daya bersama Interactions with water as a shared resource	95
	303-2	Manajemen dampak yang berkaitan dengan pembuangan air Management of water discharge-related impacts	97,98
GRI 303: Air dan Efluen 2018 Water and Effluents 2018	303-3	Pengambilan air Water withdrawal	27,96
	303-4	Pembuangan air Water discharge	27,97
	303-5	Konsumsi air Water consumption	27,96

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Lokasi Location
GRI 304: Keanekaragaman Hayati 2016 Biodiversity 2016	304-1	Lokasi operasional yang dimiliki, disewa, dikelola, atau berdekatan dengan kawasan lindung dan kawasan dengan nilai keanekaragaman hayati tinggi di luar kawasan lindung Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	104
	304-2	Dampak signifikan dari kegiatan, produk, dan jasa pada keanekaragaman hayati Significant impacts of activities, products, and services on biodiversity	104
	304-3	Habitat yang dilindungi atau direstorasi Habitats protected or restored	106
	304-4	Spesies Daftar Merah IUCN dan spesies daftar konservasi nasional dengan habitat dalam wilayah yang terkena efek operasi IUCN Red List species and national conservation list species with habitats in areas affected by operations	104-105
GRI 305: Emisi 2016 Emissions 2016	305-1	Emisi GRK (Cakupan 1) langsung Direct (Scope 1) GHG emissions	99-100
	305-2	Emisi energi GRK (Cakupan 2) tidak langsung Energy indirect (Scope 2) GHG emissions	99-100
	305-3	Emisi GRK (Cakupan 3) tidak langsung lainnya Other indirect (Scope 3) GHG emissions	100
	305-4	Intensitas emisi GRK GHG emissions intensity	100
	305-5	Pengurangan emisi gas rumah kaca Reduction of GHG emissions	100-101
	305-6	Emisi zat perusak ozon (ODS) Emissions of ozone-depleting substances (ODS)	101
	305-7	Nitrogen oksida (Nox), sulfur oksida (Sox), dan emisi udara signifikan lainnya Nitrogen oxides (Nox), sulfur oxides (SOx), and other significant	101-102
GRI 306: Limbah 2020 Waste 2020	306-1	Timbulan limbah dan dampak yang signifikan terkait limbah Waste generation and significant waste-related impacts	92
	306-2	Pengelolaan dampak yang signifikan terkait limbah Management of significant waste-related impacts	92-94
	306-3	Timbulan limbah Waste generated	93
	306-4	Limbah yang dialihkan dari pembuangan akhir Waste diverted from disposal	92-93
	306-5	Limbah yang dikirimkan ke pembuangan akhir Waste directed to disposal	94
GRI 308: Penilaian Lingkungan Pemasok 2016 Supplier Environmental Assessment 2016	308-1	Seleksi pemasok baru dengan menggunakan kriteria lingkungan New suppliers that were screened using environmental criteria	41
	308-2	Dampak lingkungan negatif dalam rantai pasokan dan tindakan yang telah diambil Negative environmental impacts in the supply chain and actions taken	41





Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Lokasi Location
GRI 401: Ketenagakerjaan 2016 Employment 2016	401-1	Perekrutan karyawan baru dan pergantian karyawan New employee hires and employee turnover	77-78
	401-2	Tunjangan yang diberikan kepada karyawan tetap yang tidak diberikan kepada karyawan sementara atau paruh waktu Benefits provided to full-time employees that are not provided to temporary or part time employees	83
	401-3	Cuti melahirkan Parental leave	83
GRI 403: Keselamatan dan Kesehatan Kerja 2018 Occupational Health and Safety 2018	403-1	Sistem manajemen kesehatan dan keselamatan kerja Occupational health and safety management system	69-72
	403-2	Identifikasi bahaya, penilaian risiko, dan investigasi kecelakaan Hazard identification, risk assessment, and incident investigation	70-72
	403-3	Upaya kesehatan kerja Occupational health services	72-73
	403-4	Partisipasi, konsultasi, dan komunikasi pekerja terkait keselamatan dan kesehatan kerja Worker participation, consultation, and communication on occupational health and safety	74
	403-5	Pelatihan bagi pekerja mengenai keselamatan dan kesehatan kerja Worker training on occupational health and safety	74
	403-6	Peningkatan kualitas kesehatan pekerja Promotion of worker health	72-73
	403-7	Pencegahan dan mitigasi dampak dari keselamatan dan kesehatan kerja yang secara langsung terkait hubungan bisnis Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	69-72
	403-8	Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja Workers covered by an occupational health and safety management system	69-72
	403-9	Kecelakaan kerja Work-related injuries	75
	403-10	Penyakit akibat kerja Work-related ill health	72-73
GRI 404: Pelatihan dan Pendidikan 2016 Training and Education 2016	404-1	Rata-rata jam pelatihan pertahun per karyawan Average hours of training per year per employee	81-82
	404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Programs for upgrading employee skills and transition assistance programs	83-84
	404-3	Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier Percentage of employees receiving regular performance and career development reviews	80

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Lokasi Location
GRI 405: Keanekaragaman dan Kesempatan Setara 2016 Diversity and Equal Opportunity 2016	405-1	Keanekaragaman badan tata kelola dan karyawan Diversity of governance bodies and employees	80
	405-2	Rasio gaji pokok dan remunerasi perempuan dan laki-laki Ratio of basic salary and remuneration of women to men	83
GRI 406: Non-diskriminasi 2016 Non-discrimination 2016	406-1	Insiden diskriminasi dan tindakan perbaikan yang dilakukan Incidents of discrimination and corrective actions taken	78
GRI 408: Pekerja Anak 2016 Child Labor 2016	408-1	Operasi dan pemasok yang berisiko signifikan terhadap insiden pekerja anak Operations and suppliers at significant risk for incidents of child labor	79
GRI 409: Kerja Paksa atau Wajib Kerja 2016 Forced or Compulsory Labor 2016	409-1	Operasi dan pemasok yang berisiko signifikan terhadap insiden kerja paksa atau wajib kerja Operations and suppliers at significant risk for incidents of forced or compulsory labor	79
GRI 410 : Praktik Keamanan 2016 Security Practices 2016	410-1	Petugas keamanan yang dilatih mengenai kebijakan atau prosedur hak asasi manusia Human rights policy or procedure training for security officers	79
GRI 411: Hak Masyarakat Adat 2016 Rights of Indigenous Peoples 2016	411-1	Insiden pelanggaran yang melibatkan hak-hak masyarakat adat Incidents of violations involving rights of indigenous peoples	89
GRI 413: Komunitas Lokal 2016 Local Communities 2016	413-1	Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pembangunan Operations with local community engagement, impact assessments, and development programs	85-90
	413-2	Operasi yang secara aktual dan yang berpotensi memiliki dampak negatif signifikan terhadap masyarakat lokal Operations with significant actual and potential negative impacts on local communities	85-90
GRI 414: Penilaian Sosial Pemasok 2016 Supplier Social Assessment 2016	414-1	Seleksi pemasok baru dengan menggunakan kriteria sosial New suppliers that were screened using social criteria	41
	414-2	Dampak sosial negatif dalam rantai pasokan dan tindakan yang telah diambil Negative social impacts in the supply chain and actions taken	41
GRI 416: Keselamatan dan Kesehatan Pelanggan 2016 Customer Health and Safety 2016	416-1	Penilaian dampak kesehatan dan keselamatan dari berbagai kategori produk dan jasa Incidents of non-compliance concerning the health and safety impacts of products and services	64
	416-2	Insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa Requirements for product and service information and labeling	64







**Bakrie  
Sumatera  
Plantations**

# 2025

## Laporan Keberlanjutan Sustainability Report

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