MMSGI

LEADING FORWARD

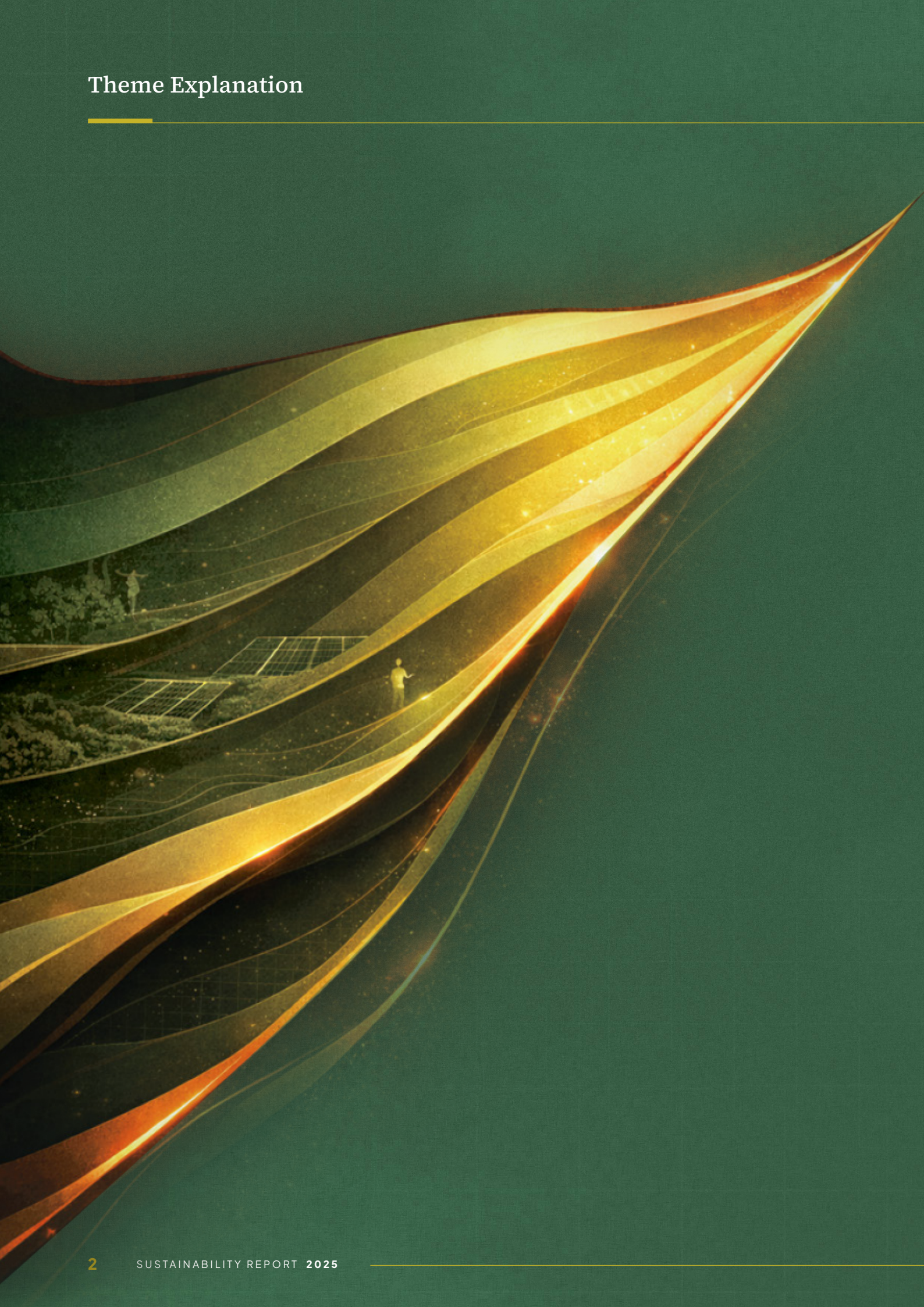
Strengthening Impact, Sustaining the Future



Sustainability Report

2025

Theme Explanation



Leading Forward

Strengthening Impact, Sustaining the Future

This year's theme reflects MMSGI's commitment to moving forward with renewed purpose through transformation, innovation, and sustainable progress in addressing future opportunities and challenges. As the Company enters its third decade, MMSGI marks a new phase of its transformation through the launch of a refreshed corporate identity, including a new logo, color palette, and tagline that reflect its maturity, resilience, and readiness to grow into a more progressive, globally competitive, and sustainability-oriented company.

In line with this transformation journey, MMSGI continues to strengthen its impact by creating meaningful value for stakeholders, communities, and the environment through responsible business practices, innovation, and collaboration. Through these efforts, the Company strives to sustain long-term growth while continuing to adapt to evolving opportunities and challenges, reinforcing its commitment to creating sustainable value for the years ahead.

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Economic Performance



COAL PRODUCTION

2025	2024	2023
8.08 million metric tons (MT)	8.60 million* metric tons (MT)	10.85 million metric tons (MT)



COAL SALES

2025	2024	2023
13.01 million metric tons (MT)	11.53 million metric tons (MT)	12.11 million metric tons (MT)

*There is a restatement of data

Environmental Performance



ENERGY INTENSITY (COAL AND OVERBURDEN)

2025	2024	2023
0.0137 GJ/Ton	0.0154* GJ/Ton	0.0165 GJ/Ton

11.04%
Decreased compared to the previous year



TOTAL GREENHOUSE GAS (GHG) EMISSIONS**

2025	2024	2023
143,405.21 Ton CO_2eq	275,065.53 Ton CO_2eq	468,928.20 Ton CO_2eq

47.86%
Decreased compared to the previous year

* There is a restatement of data
** Scope 1 and 2

EMISSION INTENSITY (COAL AND OVERBURDEN)

2025	2024	2023
0.00060 Ton CO_2eq	0.00114* Ton CO_2eq	0.00123 Ton CO_2eq

47.37%
Decreased compared to the previous year

WATER CONSUMPTION

2025	2024	2023
10,502.40 m^3	17,648.18 m^3	48,424.72 m^3

40.49%
Decreased compared to the previous year

PRESENCE OF BIODIVERSITY SPECIES

2025:

3 Deer

in Deer Breeding Area

CARBON SEQUESTRATION

312,643
Ton CO_2eq

Carbon sequestration from revegetation, reclamation, and watershed rehabilitation activities.

CARBON REDUCTION

93,265
Ton CO_2eq

Carbon emissions reduction from reduced energy consumption throughout 2025.

*There is a restatement of data

Social Performance

	2025	2024	2023
TOTAL EMPLOYEES	**1,304 people**	1,300 people	834 people
	0.31% Increased compared to the previous year		
PERCENTAGE OF FEMALE EMPLOYEES IN MANAGERIAL POSITIONS	**17.81%**	12.43%	18.40%
	5.38 percentage points Increased compared to the previous year		
TOTAL TRAINING HOURS	**21,673 hours**	21,128 hours	7,697 hours
	2.58% Increased compared to the previous year		



TOTAL WORKPLACE ACCIDENT CASES

2025	2024	2023
21 cases	26 cases	39 cases

19.23%
Decreased compared to the previous year

NUMBER OF WORKDAYS LOST DUE TO INJURY IN 2025

0 days

OHS TRAINING AND EDUCATION CONDUCTED WITH CONTRACTORS THROUGHOUT 2025

39,756 hours

AVERAGE RATIO OF LOWEST WAGE TO REGIONAL MINIMUM WAGE

1 : 1
in accordance with applicable national standards in Indonesia



Sustainability Achievements [B.1, B.2, B.3]

CORPORATE SOCIAL RESPONSIBILITY (CSR)

2025	2024	2023
205 programs	160 programs	133 programs

28.13%
Increased compared to the previous year

SOCIAL RETURN ON INVESTMENT (SROI)

6.77	Goat Farming Program
4.36	Community Equivalency Education Program
1.7	Lung Anai Chocolate House Program

BENEFICIARIES OF THE CSR PROGRAM IN 2025

25,111 beneficiaries

CSR REALIZATION IN 2025

Rp9,985,644,000



Governance Performance

SUSTAINABILITY COMMITTEE

Oversees overall sustainability aspects, with primary functions in governance, sustainability reporting, and research and development (R&D).

INTERNAL AUDIT & RISK MANAGEMENT

Responsible for independently and effectively managing the Company's risk and governance.

CASES OF CORRUPTION

Zero

cases of corruption occurring within MMSGI throughout 2025.

CASES OF NON-COMPLIANCE

Zero

cases of non-compliance with laws and regulations resulting in fines or non-monetary sanctions during 2025.



Significant Events

February 3, 2025



MMSGI Officially Goes Live with Workday, a Strategic Step Toward an Integrated Digital HR System

MMSGI launched the Workday Human Capital Management (HCM) system as part of its human resources digital transformation. The platform integrates HR management into a single system to enhance efficiency, data transparency, and the employee experience, while strengthening the Company's internal governance.

February 5, 2025



Commemorating OHS Month, MHU Collaborates with Business Partners to Create a Safe and Productive Workplace

PT Multi Harapan Utama (MHU), in collaboration with its business partners, strengthened its occupational health and safety culture through a series of National OHS Month activities, promoting compliance, workforce capability, and a safer and more productive work environment to achieve zero accidents and zero fatalities.

February 24, 2025



Commitment to Sustainability, MHU Earns Blue PROPER

MHU has successfully received its Blue PROPER. This achievement reflects a strong commitment to environmental stewardship, particularly in the areas of sustainable waste management, renewable energy, post-mining land reclamation, and community-based circular economy programs.

March 19, 2025



MMSGI's Commitment through the Inclusive RUSA Program

MMSGI provides Ruang Sayang Anak (RUSA), an in-house daycare facility for employees' children aged 1.5–6 years, supporting an inclusive workplace and work-family balance. Managed in collaboration with Bintang Waktu Daycare, RUSA provides professional childcare, Montessori-based learning, educational activities, and a dedicated lactation room.

March 21, 2025



MMS Group Indonesia and LINE Foundation Launch the Bigger Dream Program to Support Education in Cilincing

MMSGI, in collaboration with the LINE Foundation, has launched the Bigger Dream program, focused on improving the quality of education in Cilincing. The program encompasses school infrastructure renovation and the deployment of volunteer teachers from MMSGI to inspire and motivate students and the local education community.

June 4, 2025



MMP Affirms Its Commitment to Downstream Processing and ESG at the Indonesia Critical Minerals Expo 2025

At the Indonesia Critical Minerals Expo 2025, PT Mitra Murni Perkasa (MMP) affirmed its integrated mineral downstream processing strategy aligned with ESG principles, aimed at strengthening the national nickel supply chain, while adapting its operational activities to global market dynamics and international sustainability standards.

Significant Events

June 13, 2025



Indonesia Miner 2025: MMSR Remains Optimistic on Coal's Competitive Edge in Export Markets

At the Indonesia Miner 2025 forum, MMS Resources (MMSR) expressed optimism regarding the competitiveness of Indonesian coal in export markets, highlighting global market opportunities and the company's strategic direction amid evolving commodity demand dynamics.

June 26, 2025



Mitra Murni Perkasa Officially Enters the Initial Commissioning Phase of Its Nickel Matte Smelter

Through MMP, the company has commenced the Power On phase for its high-grade nickel matte smelter at the Kariangau Industrial Estate, Balikpapan. The smelter was built with 100% domestic investment (PMDN) and carries a production capacity of up to 20,000 metric tons per year, utilizing efficient and low-emission Rotary Kiln Electric Furnace (RKEF) technology.

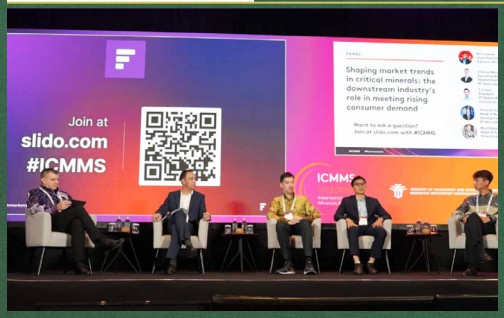
August 6, 2025



MMSGI Distributes 232 School Bags to Students and Teachers at Yayasan Syarif Hidayatullah Cilincing

MMSGI conducted a social initiative by distributing 232 school bags to students and teachers at Yayasan Syarif Hidayatullah Cilincing. This activity is part of the company's education support program, aimed at strengthening learning access and fostering a culture of education within the local community.

September 26, 2025



MMP Affirms Its Strategic Role in National Nickel Downstream Processing: ESG Integration, Market Strategy, and Full Production Target by 2026

MMP reaffirmed its commitment to nickel downstream processing integrated with ESG principles as the foundation of its operations, while presenting its market strategy and full production targets for 2026. This approach encompasses responsible environmental management, empowerment of surrounding communities, and transparent governance, all aimed at strengthening stakeholder confidence and national competitiveness within the electric vehicle battery industry.

September 29, 2025



MMSGI and LINE Foundation Extend the Bigger Dream CSR Program to Bali: School Renovation, Flood Victim Relief, and Environmental Action

MMSGI, in collaboration with the LINE Foundation, has brought the Bigger Dream program to Bali, encompassing beach clean-up activities, classroom renovations at the Yayasan Pembinaan Anak Cacat (YPAC), and the distribution of aid to flood victims. This initiative seeks to integrate support for education, environmental awareness, and community empowerment.

October 17, 2025



IKI-JET Delegation Commends MHU's Post-Mining Area Transformation

MHU welcomed a delegation from the International Climate Initiative – Just Energy Transition (IKI-JET) to review the transformation of post-mining land into productive areas encompassing agro-industry development, small and medium enterprise (SME) empowerment, and educational collaboration. The visit demonstrated how a just energy transition can advance in parallel with local economic empowerment, indigenous community engagement, and the environmental rehabilitation of former mining sites.

October 27, 2025

20 Tahun

MMSGI

MMSGI Celebrates 20 Years of Growth with a New Identity, "Empowering the Future"

MMSGI marked its 20th anniversary with the unveiling of a new identity that reflects the company's forward-looking strategic direction. The rebranding places emphasis on empowering the future, encompassing continued support for employees and communities, as well as a business strategy aligned with broader social and economic values.

November 6, 2025



Southeast Asian Market Grows More Promising, Backed by Logistical Efficiency and the Quality Advantages of Indonesian Coal

MMS Resources identifies Southeast Asia as a highly promising market for Indonesian coal, driven by economic growth, rising energy demand, and industrial and infrastructure development across countries such as Malaysia, the Philippines, and Thailand. Geographic proximity serves as a key advantage in logistical efficiency, while Indonesian coal's low-ash and low-sulfur characteristics are well-suited to the purchasing requirements of buyers across the ASEAN region.

November 7, 2025



MMP Positions ESG as the Foundation of Competitiveness in the Nickel Industry at the Indonesia Metal Outlook Conference 2026

MMP, the nickel smelter unit of MMSGI, took the stage at an industry conference to articulate that ESG is not merely an administrative obligation, but an integral part of its operational DNA, designed to strengthen competitiveness and broaden access to global markets. The company's ESG implementation spans energy efficiency, waste management, local talent development, and governance transparency in accordance with international standards such as IFC and GRI. ESG is positioned as a critical driver of long-term performance and access to premium global markets.

November 25, 2025



Crowne Plaza Labuan Bajo Officially Opens to Elevate Premium Tourism in East Nusa Tenggara

MMS Land, a sub-holding of MMSGI, has launched the Crowne Plaza Labuan Bajo, a five-star hotel under the IHG Hotels & Resorts network, with the aim of strengthening premium tourism competitiveness in East Nusa Tenggara (NTT) and supporting the local economy through job creation, small and medium enterprise (SME) empowerment, and collaboration with local communities. The hotel is positioned as part of the company's broader socio-economic contribution to the development of sustainable tourism destinations.

December 10, 2025



MMSGI Donates 8 Tons of Relief Supplies and Deploys MHU's ERT to Aid Flash Flood Victims in Sumatra

In late November 2025, flash floods affected several areas across Sumatra, creating urgent humanitarian needs for impacted communities. In response, MMSGI, through MHU, distributed more than 8 tons of essential supplies and deployed six Emergency Response Team (ERT) personnel to support aid distribution, healthcare services, and trauma-healing activities. The response was further supported by cash donations from employees and the LINE Foundation.

ESG Ratings and Awards

MMSGI
Coal & Consumable Fuels

S&P Global CSA Score 2025
* Last Updated: December 22, 2025

52 /100 S&P Global



24 February 2025

Blue Rating

Corporate Performance Assessment Program (PROPER)
Ministry of Environment / Environmental Control Agency of the Republic of Indonesia



29 April 2025

Ruby Category

The Best Corporate Transparency and Emission Reduction Award 2025
Investortrust.id



8 May 2025

Impact Category: Sustainable Impact in Community Green Growth

Mata Lokal Fest 2025
Tribunnews



11 June 2025

- 5-Star Excellence Category
- Golden Trophy
- TOP Leader on CSR Commitment 2025 – Sendy Greti

TOP CSR Award 2025
Majalah Top Business



30 September 2025

Impactful Program Welfare

Investortrust CSR Awards 2025
Investortrust.id



30 September 2025

Two Gold Awards

Corporate Social Responsibility (CSR) and Sustainable Village Development (PDB) Awards 2025
Ministry of Villages, Development of Disadvantaged Regions and Transmigration

Certifications

As part of its commitment to strengthening credibility while continuously improving operational performance, the Company has obtained several external certifications throughout 2025. These achievements represent independent recognition of its consistent dedication to upholding industry best practices.



ISO 45001:2018

Occupational Health and Safety Management System



ISO 14001:2015

Environmental Management System



ISO 50001:2018

Energy Management System



Advanced Occupational Health and Safety Management System

MMSGI's Sustainability Strategy and Commitment to the Sustainable Development Goals [2-22] [A.1, F.1]

Sustainability is an integral part of MMSGI's long-term strategy, built upon three integrated pillars of Environmental, Social, and Governance (ESG) to drive responsible growth, operational resilience, and sustained value creation. This commitment is reinforced through the milestone of the Company's 20-year journey and the launch of its new corporate identity. In practice, MMSGI has established a Sustainability Committee as the dedicated body for corporate ESG oversight, ensuring the integration of environmental, social, and governance aspects into every strategic and operational decision, while supporting contributions to the Sustainable Development Goals (SDGs) across relevant areas.

The following diagram illustrates the interconnection between the ESG pillars and the Company's strategic priorities.



Commitment to Environmental Stewardship



Low Emissions	Proactive measures in monitoring carbon footprint to support sustainable operational activities.
Energy Efficiency	Adoption of biofuel usage and improved efficiency in fuel and electricity consumption for more environmentally friendly operations.
Access to Clean Water	Dedication to providing adequate and sustainable access to clean water for communities.
Biodiversity	Commitment to preserving the environment through biodiversity conservation efforts as an essential part of natural sustainability.

Creating Shared Value with Workforce and Community



Workforce Welfare	Fostering a work environment that supports the physical and mental well-being of employees.
Occupational Health and Safety	Making safety the foremost priority by achieving zero fatalities.
Local Community	Committed to advancing the capacity building and empowerment of local communities surrounding MMSGI's operational areas to create lasting social impact.

Sound Business Practices



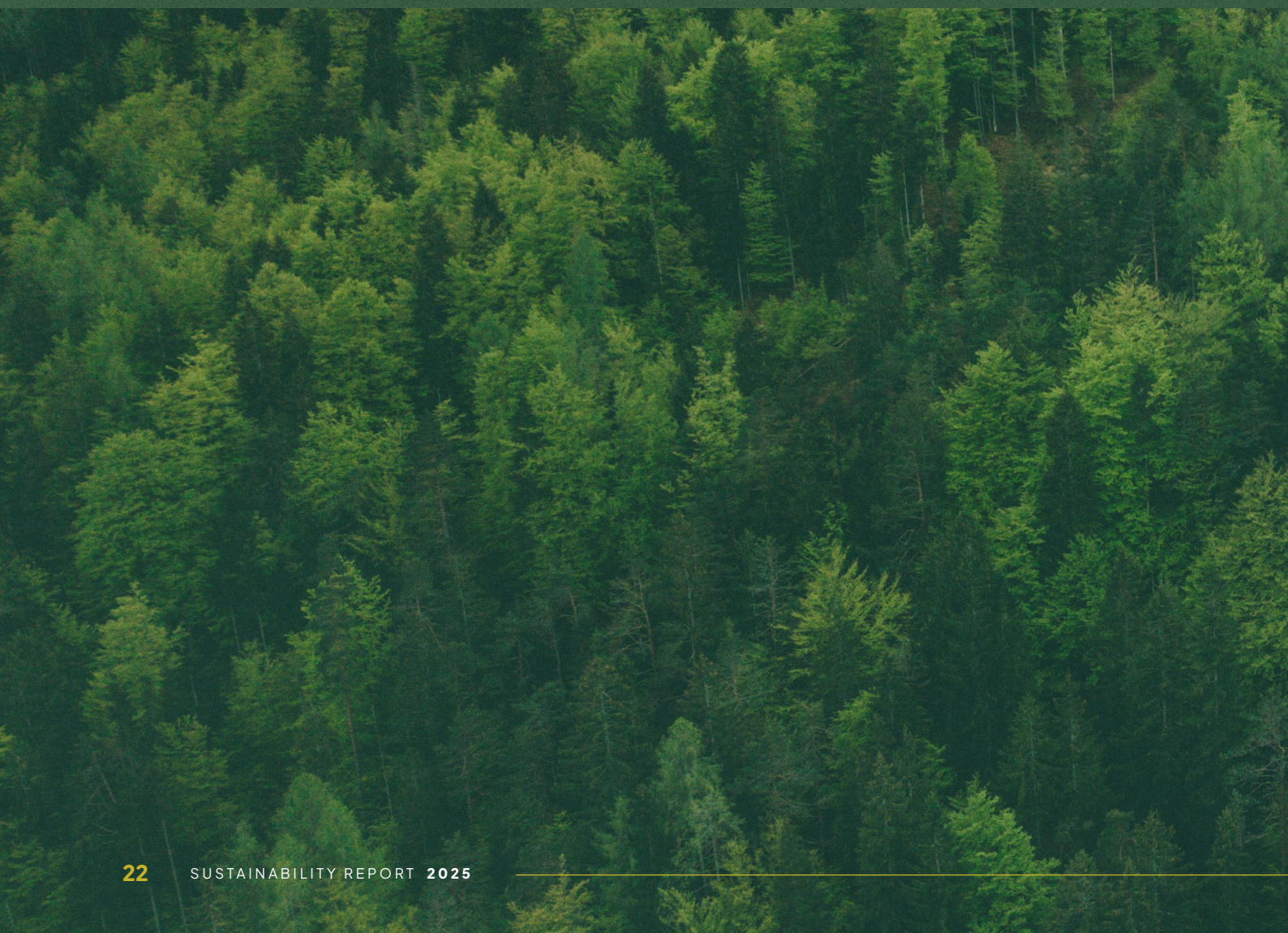
Governance	Realizing transparent and effective governance through systematic and accountable decision-making structures.
Market Presence	Ensuring the supply of coal for domestic and global energy needs, while strengthening national energy security and partnerships in international markets.
Indirect Economic Impact	Through its business activities, MMSGI contributes to delivering added economic value to society, as a tangible expression of the Company's commitment to supporting national development.
Business Diversification	MMSGI continues to pursue business diversification as a strategic measure to maintain the stability and resilience of the company.

MMSGI's Sustainability Strategy and Commitment to the Sustainable Development Goals [2-22] [A.1, F.1]

In 2025, MMSGI continued to strengthen its sustainability strategy through measurable improvements in environmental performance across all operations. Emissions monitoring and reduction remained a key priority, supported by greater efficiency in fuel and electricity consumption, land rehabilitation and reforestation programs, as well as more effective water management. These efforts align with Indonesia's Net Zero Emission 2060 target, while reaffirming the Company's commitment to balancing business growth with environmental responsibility.

On the social front, sustainability efforts were centered on the protection and empowerment of both human resources and communities. Employee welfare, occupational health and safety, and competency development were prioritized alongside the strengthening of community empowerment programs through capacity building, economic participation, and infrastructure support that foster community independence and resilience.

From a governance perspective, the Company continued to reinforce responsible, transparent, and accountable business practices. Consistency in sustainability reporting and recognition of ESG performance reflect the Company's commitment to measurable and credible sustainability implementation. This integrated approach ensures alignment between ESG priorities, business resilience, and long-term value creation.

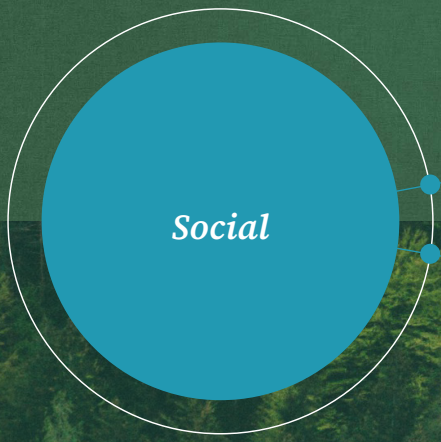




Carbon footprint tracking

Fuel and electricity consumption efficiency

Biodiversity conservation



Capacity building for employees and communities

Development of infrastructure needed by communities surrounding operational areas



Refinement and implementation of corporate governance at the group and subsidiary level

Message from the President Director [D.1]

Dear Valued Stakeholders,

Over the past two decades, MMS Group Indonesia (MMSGI) has built a strong business foundation and expanded its role across various strategic sectors. As we enter our third decade, MMSGI is moving into its next phase of strengthening business resilience, enhancing competitiveness, and creating more meaningful impact for our stakeholders.

The year 2025 was marked by industry developments, shifts in the global economy, and growing expectations for responsible business practices. These conditions reinforced the importance of building an adaptable, resilient organization that sees change as an opportunity for continued progress.

20 Years of Journey: Empowering the Future

The momentum of our two-decade milestone provided an opportunity to reflect and prepare for the next stage of our journey. MMSGI's refreshed logo, colors, and visual identity represent more than a change in appearance. They reflect our maturity as an organization and our aspiration to continue developing as a globally competitive Indonesian company.

The tagline "**Empowering the Future**" reflects our belief that the future does not simply unfold on its own, but is shaped by the courage to take strategic action, the ability to innovate, and a willingness to collaborate.

This spirit guides our efforts to strengthen organizational capabilities, develop our business, and deliver solutions that address future needs.

Sustainability as a Business Driver

For MMSGI, sustainability is an integral part of our business. It shapes how we build resilience and create long-term value.

This approach is reflected in three main pillars: Commitment to Environmental Stewardship, Creating Shared Value with Employees and Communities, and Sound Business Practices.

These pillars guide us in balancing business growth with our responsibilities to the environment, communities, and employees, while upholding good governance.



SENDY GRETI
President Director

Message from the President Director [D.1]

Strengthening Our Business and Contribution to Indonesia

In line with this strategy, we continue to strengthen MMSGI's business portfolio and pursue competitive growth as part of our contribution to national development.

One of the key milestones in 2025 was the progress made by PT Mitra Murni Perkasa (MMP) in supporting the development of Indonesia's downstream mineral industry. In June 2025, MMP's nickel matte smelter in Kariangau, Balikpapan, reached the power-on stage, marking the start of commissioning. Financed entirely through domestic investment, the facility has an annual production capacity of up to 20,000 metric tons of high-grade nickel matte and uses Rotary Kiln Electric Furnace (RKEF) technology with a 2 × 48 MVA configuration and a modern converter.

MMP's development also follows international standards, including the International Finance Corporation (IFC) Performance Standards. This investment strengthens MMSGI's business portfolio and reflects our commitment to supporting national industrial development through investment, capability building, and responsible operating practices.

Sustainability Performance Highlights

In 2025, we continued to strengthen the integration of sustainability principles into business and operational decision-making. These efforts were reflected in MMSGI's score of 52 in the S&P Global Corporate Sustainability Assessment (CSA) 2025, exceeding the industry average.

For us, progress in sustainability should be reflected in tangible impact. We therefore continue to reduce our environmental footprint, strengthen the capabilities of MMSGI employees, and empower the communities around us.

Our energy efficiency and climate change mitigation programs in 2025 reduced emissions by 93,265 tons of CO_2e. Our investment in employee development included learning and training programs totaling 21,673 hours.

We believe that sustainable growth can only be achieved when the Company and communities develop together. Through empowerment programs tailored to community needs, MMSGI continues to support better access to education, stronger local economies, and the provision of basic facilities.

> "The tagline "**Empowering the Future**" reflects our belief that the future does not simply unfold on its own, but is shaped by the courage to take strategic action, the ability to innovate, and a willingness to collaborate."

One of our key initiatives is Bigger Dream, which brings the spirit of Empowering the Future to younger generations. Through this program, we seek to expand access to suitable learning spaces, provide guidance to help young people recognize their potential, and encourage them to dream big. In 2025, MMSGI's CSR programs reached a total of 25,111 beneficiaries.

In governance, we continued to strengthen internal controls, improve reporting quality, and uphold integrity, transparency, and accountability throughout the organization. No incidents of corruption or violations of law occurred during the reporting year.

These achievements reinforce our belief that business growth must go hand in hand with greater positive impact on the environment, employees, and communities.

Moving Forward Together to Build the Future

As MMSGI enters its third decade, we recognize that challenges and opportunities will continue to evolve. We will therefore continue to strengthen our business fundamentals, enhance organizational capabilities, encourage innovation, and expand collaboration with our stakeholders.

We aim to ensure that every step we take toward growth strengthens MMSGI's position while delivering broader benefits for employees, communities, the environment, and all stakeholders.

We extend our sincere appreciation to all employees, business partners, communities, the government, shareholders, and all other stakeholders for their continued trust in and support for MMSGI.

Building on the foundations established over two decades, we begin the next stage of our journey with optimism and renewed purpose, not simply to face the future, but to empower it.

Jakarta, August 2026
On behalf of the Board of Directors
MMS Group Indonesia

SENDY GRETI
President Director

01

Company Profile and Business Overview





About MMSGI

Established in 2005 as a coal mining and trading, MMS Group Indonesia (hereinafter referred to as “MMSGI” or the “Company”) has evolved into a diversified business group with 100% domestic investment and transformed into a holding company with three main business lines. The Company has built a strong foundation in the coal and hospitality sectors, while strategically expanding its business portfolio into the nickel sector and digital ecosystem to strengthen its position as a sustainable business group.

Supported by experienced leadership, the Company continuously strives to create meaningful impacts through collaboration and innovation. MMSGI not only focuses on business development but also integrates Environmental, Social, and Governance (ESG) principles as an integral part of its strategy to ensure long-term resilience and growth.



COMPANY IDENTITY

Organization Name [2-1]

MMS Group Indonesia

Activities, Brands, Products, and Services [2-6]

Engaged in the energy and property sectors through three primary business lines: MMS Resources, MMS Land, and MMS Solution.

Legal Form and Corporate Status [2-1]

Limited Liability Company (PT)

Number and Names of Countries Where the Organization Operates [2-1]

One (1): Indonesia

Website

www.mmsgi.co.id

Operational Areas [2-1]

MMSGI's operational footprint covers Jakarta, East Kalimantan, Bali, South Sumatra, South Sulawesi, and East Nusa Tenggara.

Head Office Location [2-1][C.2]

CFX Tower, 10th Floor
Jl. Gatot Subroto No. Kav. 35–36,
RT 6/RW 3, Kuningan, East Kuningan,
Setiabudi District, South Jakarta City,
Special Capital Region of Jakarta 12950

Telephone and Facsimile

Tel. : (+6221) 295 29 473
Fax. : (+6221) 295 29 478



EMPLOYEES

[2-7][C.3]

- *1,304 people*
  active employees
- *39.26% permanent employees*
  the remainder are contract employees
- *70.86% of employees*
  are 18–40 years old
- *9.89% of employees*
  are at the manager and general manager levels



252 people
female employees

17.81%
of employees in managerial positions are women

Women hold
18.75%
of Board of Directors positions
(3 of 16 Board members)



52.68% of employees hold a Bachelor's degree (S1)

4.83% of employees hold a Master's degree (S2)

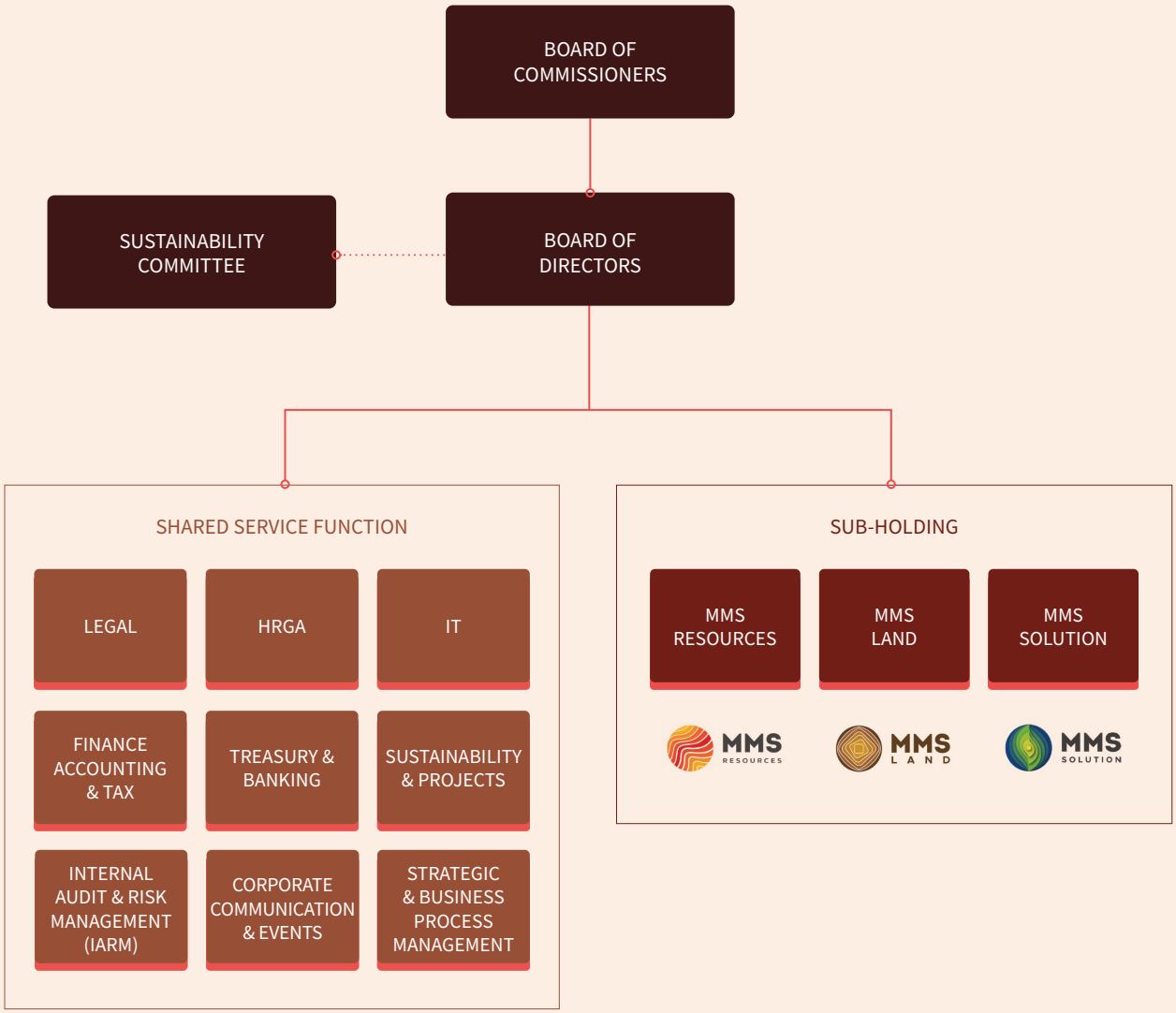
0.23% of employees hold a Doctoral degree (S3)



COMPANY ORGANIZATIONAL STRUCTURE

[2-9]

MMSGI maintains an adaptive organizational structure to support the achievement of its strategic objectives and sustainable growth. The integrated roles of MMSGI as the holding company and its three sub-holding entities, MMS Resources, MMS Land, and MMS Solution, enable more effective coordination and the consistent execution of strategies across all business lines.



VISION, MISSION, AND COMPANY VALUES

[2-23] [C.1]

VISION

To be a growing and resilient company and provide innovative solutions.

MISSION

- Bringing positive impacts to the community and the environment.
- Providing a fun workplace to work and strive for.
- Bringing added value to business partners through mutually beneficial solutions.

COMPANY VALUES

Modern

To achieve our vision and mission, MMSGI is always ready to evolve and move forward.

Forward Looking, Digital Savvy, Fun

Meaningful

Everything we initiate, establish, and produce creates a more meaningful impact.

Impact, Sense of Ownership

Synergy

Coordinating and collaborating effectively to deliver better outcomes.

Teamwork, Engaged

Goal Oriented

Focused on achieving objectives by prioritizing good governance.

Prudent, Responsible

Integrity

Consistency and conformity in words or deeds to principles, values, rules, or facts.

Integrity

MILESTONES



2005
Embarking on the Journey

Started as a coal mining and trading company serving the domestic market.

2012
Entering the Export Market

Expanded into the export market and established MMS Resources.

2014
Expanding into Coal Mining

Acquired PT Duta Dharma Utama (DDU), marking the Company's entry into the coal mining business.

2015
Diversifying into the Hospitality Business

Acquired a hotel in Legian, Bali, operated by Pullman, through Mitra Asian Property (MAP).

2017
Acquisition of MHU Coal Mining Business

The acquisition of Multi Harapan Utama (MHU) established MMSGI as one of Indonesia's leading coal mining companies.

2018
Expanding the Asset-Based Business

Established MMS Land to manage the expansion of its hospitality and property businesses.



2019
Technology Innovation

Partnered with Bitera, a provider of urban data center services.

2020
Investing for the Future

Established MMS Solution to support sustainable business growth, including the development of a nickel matte smelter through PT Mitra Murni Perkasa (MMP).

2022
Supporting Green Energy

Began utilizing electricity generated from solar power to support MHU's operational activities.

2024
Strengthening the Business for the Future

Commenced nickel mining operations to strengthen MMSGI's position within the green energy ecosystem.

2025
Empowering the Future

MMSGI marked two decades of its journey by celebrating its 20th anniversary under the tagline "Empowering the Future".

MMSGI Business Overview [2-6] [C.4]

MMSGI began its business operations in coal trading and mining management, guided by a long-term vision to build a business model focused on sustainability. As part of this transformation, the Company expanded its business portfolio through the acquisition of Pullman in 2015 and the establishment of MMS Solution in 2020, marking important milestones in its strategic shift toward business practices that support the energy transition and green economic growth.

Today, MMSGI conducts its business through three core pillars, namely MMS Resources, MMS Land, and MMS Solution with operations across various regions of Indonesia and more than two decades of operating experience. Building on this strong foundation, MMSGI is committed to supporting Indonesia's strategic development goals toward a sustainable future while serving as a trusted business partner in advancing the country's Net Zero Emission 2060 agenda.

MMSGI

Established in 2005 as a coal mining and trading company, MMSGI has grown into a holding company with three core business lines.

MMS RESOURCES

Established in 2012 as the Group's integrated mining sub-holding.

MMS Resources (MMSR) is MMSGI's mining sub-holding, providing integrated mining management services that cover the entire mining value chain, from upstream to downstream. MMSR's principal assets are located in East Kalimantan, Indonesia. MMSR is committed to managing mining assets profitably while helping ensure a reliable energy supply to support Indonesia's sustainable growth.

MMS LAND

Established in 2018 as the Group's property and hospitality sub-holding.

MMS Land is the sub-holding established in 2018 to manage MMSGI's property and hospitality businesses. Its operations include the management and development of residential and commercial properties, including housing, hotels, and office buildings. In addition, MMS Land is affiliated with Bitera, a data center company that supports Indonesia's expanding digital infrastructure and plays an important role in driving future innovation.

MMS SOLUTION

Established in 2020 as the Group's future-oriented sustainable business sub-holding.

MMS Solution is a sub-holding of MMSGI focused on developing the nickel ecosystem. MMS Solution develops future energy businesses, including nickel matte processing facilities for intermediate battery raw material products.

Through its three business pillars, MMSGI continues to create long-term value for its stakeholders while contributing to Indonesia's low-carbon development goals.

MMS Resources: Integrated Mining Management

Through MMS Resources, MMSGI implements an integrated mining management concept that integrates the entire mining value chain end-to-end, encompassing coal mining activities, the development and management of mining infrastructure, the provision of mining support services, as well as coal marketing and trading.

mhucoal

PT. AGRO CITY KALTIM

MITRA ASIA CEMERLANG

mhucoal

PT Multi Harapan Utama (MHU) is one of the mining operations located across much of Kutai Kartanegara Regency and Samarinda City, East Kalimantan Province. MHU holds a Special Mining Business License (IUPK), which was granted as an extension of its Coal Contract of Work (PKP2B) in 2022.

This achievement reflects MMSGI's strong capability in managing coal mining operations. The Company's rapid growth has been driven by effective execution, the trust of its stakeholders, and its extensive experience in the coal mining sector.

Coal Specifications

Gross Calorific Value	4,600–6,200
Total Moisture	14–29%
Total Sulfur	0.5–0.8%
Ash Content	6–8%



Mining Infrastructure

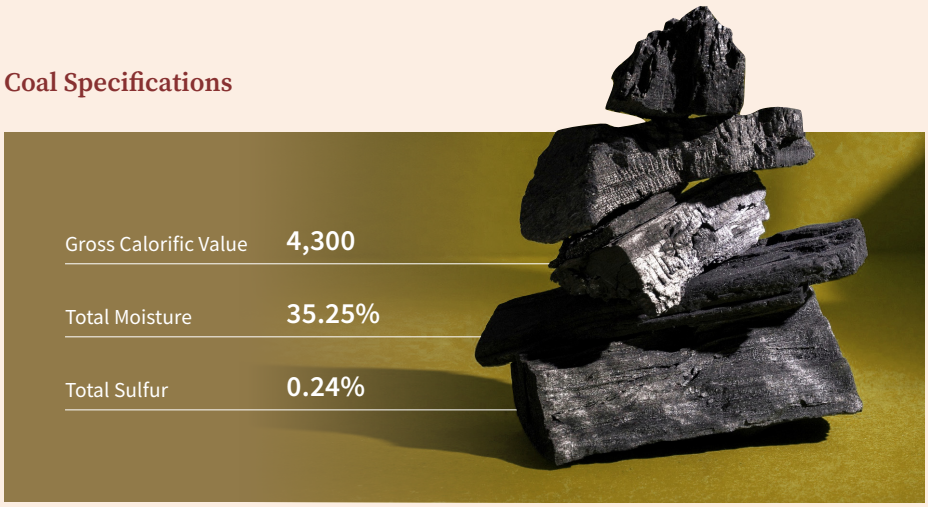
Integrated upstream-to-downstream coal logistics assets and solutions to ensure operational control and reliability of product delivery.

Crusher	Pit-to-Port	Stockpile	Conveyor Capacity	Barge	Floating Crane Capacity
• 2,500 tons per hour • 16.8 million tons per year	40-Ton Dump Truck	300,000 metric tons	• 3,500 tons per hour • 23.52 million tons per year	Up to 330 feet	• PSS: 15,000 metric tons per day • MJ: 18,000 metric tons per day • PNTS: 20,000 metric tons per day • Rocktree: 18,000 metric tons per day

PT. AGRO CITY KALTIM

PT Agro City Kaltim (ACK) is a coal mine development project located in Mahakam Ulu Regency, East Kalimantan. As a large-scale mining operation, ACK is supported by key infrastructure, including a haul road, barge port, and coal handling facilities designed to support the smooth running of operational activities.

Coal Specifications



Mining Infrastructure

Coal Hauling Road

- Length: ±100 km
- Quality standard: Supports the operation of double-trailer trucks with a capacity of more than 200 tons
- Coal Hauling Road (CHR) capacity: Up to 20 million metric tons per annum (mtpa)

Barge Port Infrastructure and Services and Coal Handling

- Port and Coal Handling Facility (CHF) capacity: Up to 20 million metric tons per annum (mtpa)
- Stockpile management
- Coal Processing Plant (CPP) operation and maintenance
- Transshipment

Coal Production and Trading

Reliable Production Performance as a Trusted Trading Partner

The establishment of MMS Resources marked a strategic milestone in the Company's efforts to expand its business portfolio and strengthen its operational capabilities as an integrated coal mining solutions provider. Over the past decade, the Company has successfully expanded into export markets across 11 countries. Its strong operational expertise, supported by the trust of its business partners, has provided a solid foundation for developing new market opportunities and sustaining long-term business growth.

In 2025, coal sales volume reached 13.01 million metric tons (MT), representing a 12.84% increase compared with the previous year. This increase reflects a recovery in sales performance following the decline recorded in 2024.



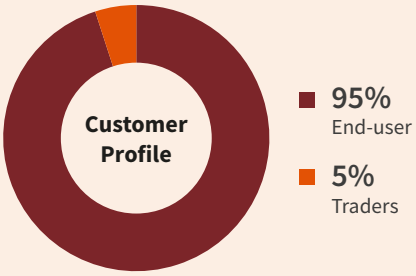
Countries of Distribution

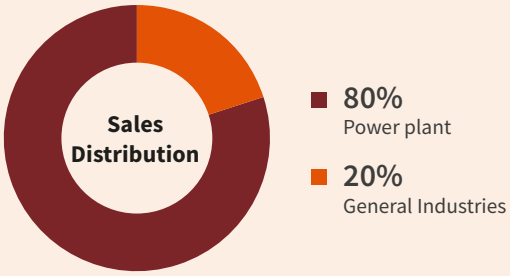
MMSGI's coal sales serve both the domestic and international markets. Indonesia remains the Company's primary market, supporting the country's domestic energy needs. Internationally, MMSGI exports coal to several countries across Asia, including Malaysia, the Philippines, Bangladesh, India, China, Vietnam, Japan, Thailand, South Korea, and Cambodia.



MMSGI serves a number of major customers across Asia that have entrusted the Company with their coal supply requirements. The Company's principal customers include the following.







In order to improve service quality, MMS Resources also regularly conducts customer satisfaction surveys as part of its efforts in stakeholder engagement and service quality improvement. In the reporting year, the customer satisfaction level reached 4.50 on a scale of 5.00. The results of this survey are used to identify customer needs and expectations, as well as serve as a basis for providing more responsive services. [F.30]

Overall Rating

4.50/5

Overall customer satisfaction

Assessment Details

Contract Process	4.57
Shipping Documents	4.57
Coal Delivery	4.47
Customer Service	4.61

MMS Land: Property and Hospitality

OFFICE BUILDINGS AND DATA CENTERS

MMS Land manages CFX Tower, an office building located in the Gatot Subroto business district in Jakarta, through PT Mitra Griya Realtindo. In addition, MMS Land is affiliated with Bitera, a data center located in Kuningan, strategically positioned near one of Indonesia's primary internet exchange hubs.



HOTELS



MMS Land owns a hotel asset in Bali, namely Pullman, a five-star hotel offering internationally standardized facilities. In addition, MMS Land is developing Crowne Plaza Labuan Bajo, a five-star business hotel designed to strengthen the international-standard MICE (Meetings, Incentives, Conferences, and Exhibitions) tourism ecosystem in Labuan Bajo, East Nusa Tenggara.

PROPERTY DEVELOPMENT

MMS Land is developing two residential projects in Kutai Kartanegara, East Kalimantan—Bukit Andara Residential Estate and Kota Harapan Sukses (KHS). Both projects are designed to support the development of Nusantara, Indonesia's new capital city.

Bukit Andara Residential Estate, developed by PT Mitra Pesona Harmoni, features a modern green residential concept and is strategically located near the Nusantara capital city area. Meanwhile, Kota Harapan Sukses (KHS) is being developed as a 300-hectare mini city.



MMS Solution: Sustainable Business

SUSTAINABLE BUSINESS SOLUTIONS

[F.26]

MMS Solution is the Group's sub-holding focused on driving its transition toward sustainable business sectors. Sustainability serves as the core philosophy underpinning the development of MMS Solution's business pillars. The company is expanding into future energy businesses through the development of a high-grade nickel matte refining facility for battery materials, as well as nickel mining operations.

To accelerate the adoption of renewable energy across the Group, MMS Solution also operates a renewable energy solutions business unit that plays a strategic role in developing renewable power generation projects.

To ensure responsible and sustainable operations, MMS Solution implements a range of strategic initiatives, including the following:

1 Resource Utilization

PT Mitra Murni Perkasa (MMP) utilizes surplus electricity supplied by PLN East Kalimantan, the majority of which is generated from renewable energy sources.

2 Enhanced Operational Safety

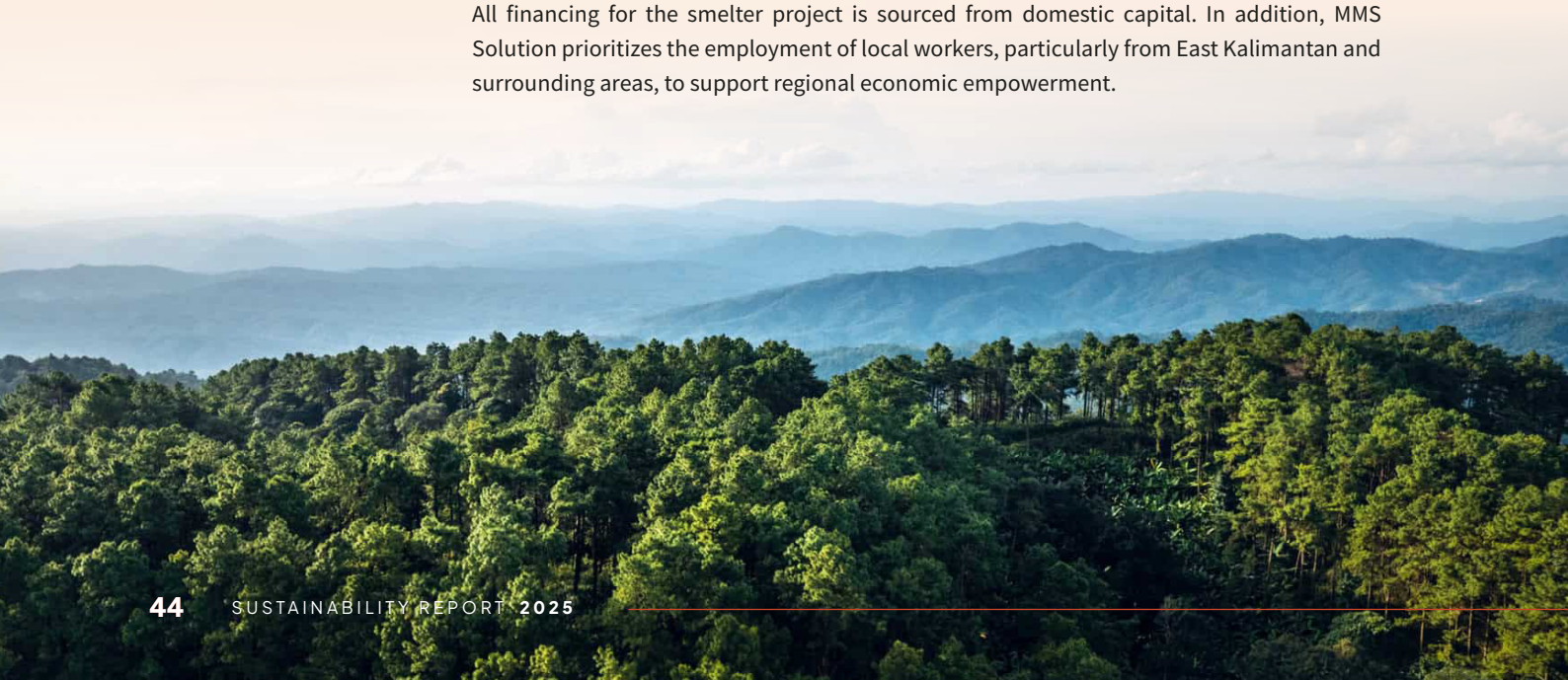
The implementation of a refractory furnace design is a key initiative to improve workplace safety while reducing the risk of explosions commonly associated with water-based cooling systems.

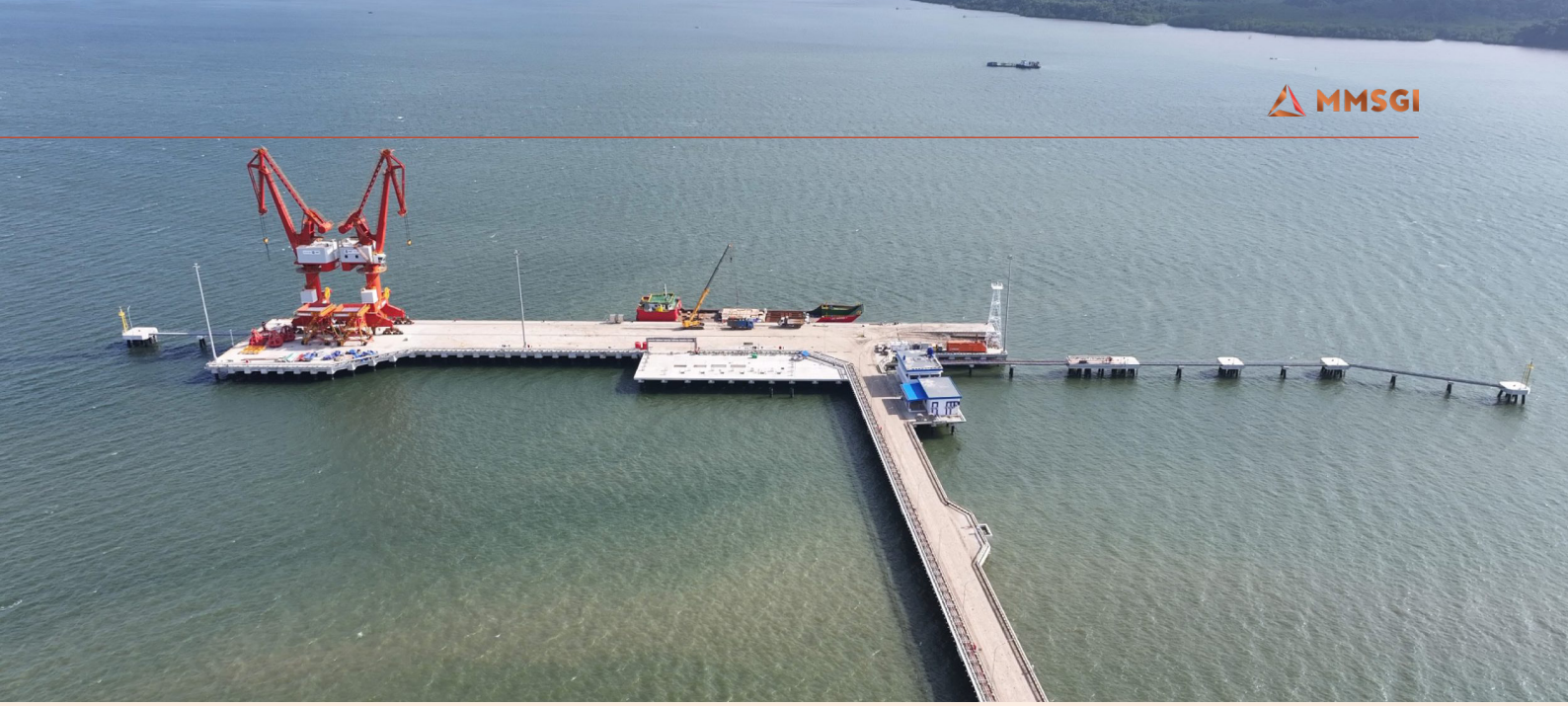
3 Key Inputs

Transportation distances for fuel to the nickel source are minimized, and coal procurement does not involve transshipment, improving supply chain efficiency.

4 100% Domestic

All financing for the smelter project is sourced from domestic capital. In addition, MMS Solution prioritizes the employment of local workers, particularly from East Kalimantan and surrounding areas, to support regional economic empowerment.





MMP
Mitra Murni Perkasa

MMP KEY ADVANTAGES

[F.28]

- Backed by a **highly skilled and experienced** team specializing in smelter operations and the mineral refining industry.
- Supports Indonesia's downstream mineral processing strategy, **in line with the national roadmap** toward the **Golden Indonesia 2045 vision**.
- Driven by initiatives and products that contribute to the **development of the global green ecosystem.**
- **100% domestically financed,** with funding provided by Indonesian financial institutions (Himbara).
- Supported by **high-quality infrastructure** that enhances productivity across its operations.

2 × 48 MVA Rotary Kiln Electric Furnace (RKEF) Green Nickel Smelter

MMP, operating under MMS Solution, is developing a nickel smelter facility in Balikpapan, East Kalimantan. The smelter entered the power-on stage on June 26, 2025 and has an annual production capacity of 20,000 metric tons of high-grade nickel matte. It utilizes 2 × 48 MVA RKEF technology and a modern converter. The smelter is powered by electricity supplied by PLN, with the option to utilize Renewable Energy Certificates (RECs) as part of its commitment to low-carbon energy.

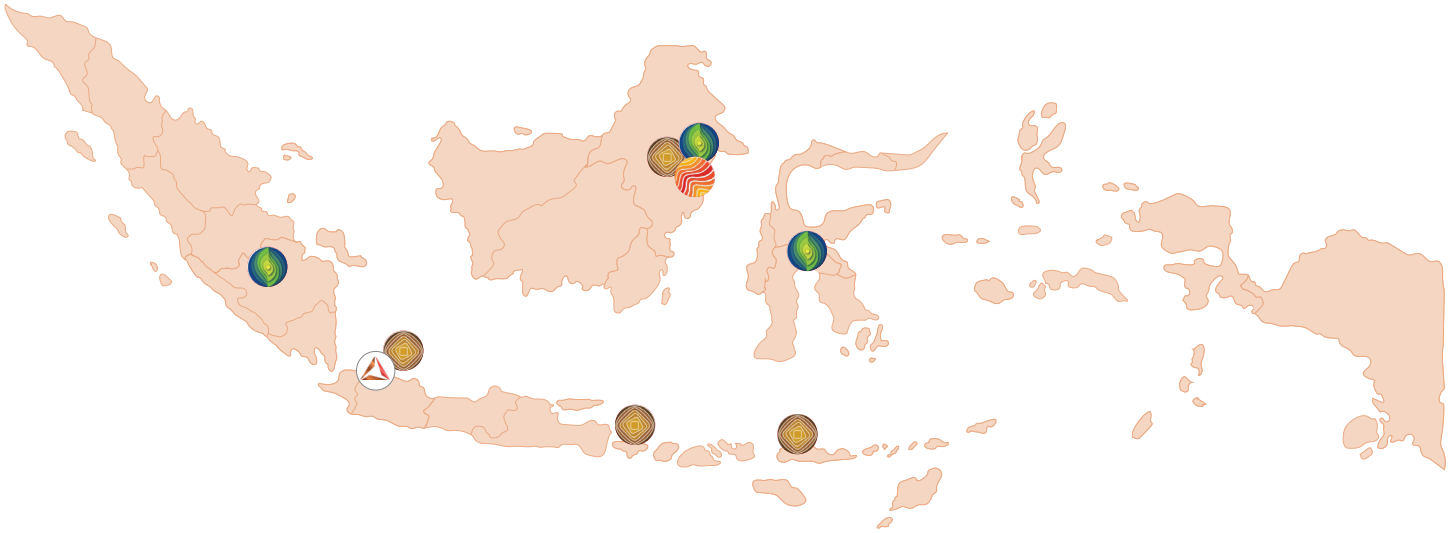
High-Quality Nickel Ore Mining

Through Mitra Nikel Utama (MNU), MMS Solution manages its nickel mining business to support greater value creation across the nickel smelting value chain. MNU's operating model includes direct ownership, joint ventures, and other forms of strategic partnerships. Currently, MNU manages Prima Utama Lestari (PUL), a nickel mine that has been in operation since 2024.

MMSGI OPERATIONAL AREAS

[2-1]

MMSGI's operations span multiple regions across Indonesia, including:



MMSGI

MMSGI Head Office
CFX Tower, 10th Floor
Jl. Gatot Subroto No. Kav. 35–36, RT 6/RW 3,
Kuningan, East Kuningan, Setiabudi District,
South Jakarta City, Special Capital Region of Jakarta 12950

MMS RESOURCES

MMS Resources

The primary operations of MMS Resources comprise coal mining and coal trading, located in Kutai Kartanegara, East Kalimantan.

MMS LAND

MMS Land

The primary operations of MMS Land include:

a. CFX Tower, an office building located in Jakarta;
b. Hotels in Bali (Pullman Legian) and Labuan Bajo, East Nusa Tenggara (Crowne Plaza); and
c. Residential developments in Kutai Kartanegara, East Kalimantan, namely Bukit Andara Residential Estate and Kota Harapan Sukses.

MMS SOLUTION

MMS Solution

MMS Solution's operations are located in East Kalimantan, South Sumatra, and South Sulawesi, comprising:

a. Nickel Smelter: Balikpapan, East Kalimantan; and
b. Nickel Mining: East Luwu, South Sulawesi.

MARKETS SERVED

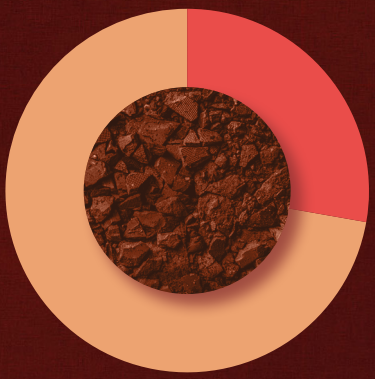
[2-6]

The market segments served by MMSGI include:

MMS RESOURCES

Customer profile for coal trading:

- Domestic 28%
- Export 72%



MMS LAND

100%
Domestic market



MMS SOLUTION

100%
Domestic market



MEMBERSHIP IN ASSOCIATIONS

[2-28][C.5]

As part of its commitment to fostering strategic collaboration within the mining sector, the Company actively maintains memberships in various industry associations, including:

Indonesian Coal Mining Association (APBI-ICMA)

Registered Entity: PT Multi Harapan Utama
Membership Status: Member

Indonesian Mining Association (IMA)

Registered Entity: PT Multi Harapan Utama
Membership Status: Member

Real Estate Indonesia (REI)

Registered Entity: PT Mitra Pesona Harmoni
Membership Status: Member

United Nations Global Compact (UN Global Compact)

Registered Entity: MMS Group Indonesia
Membership Status: Participant

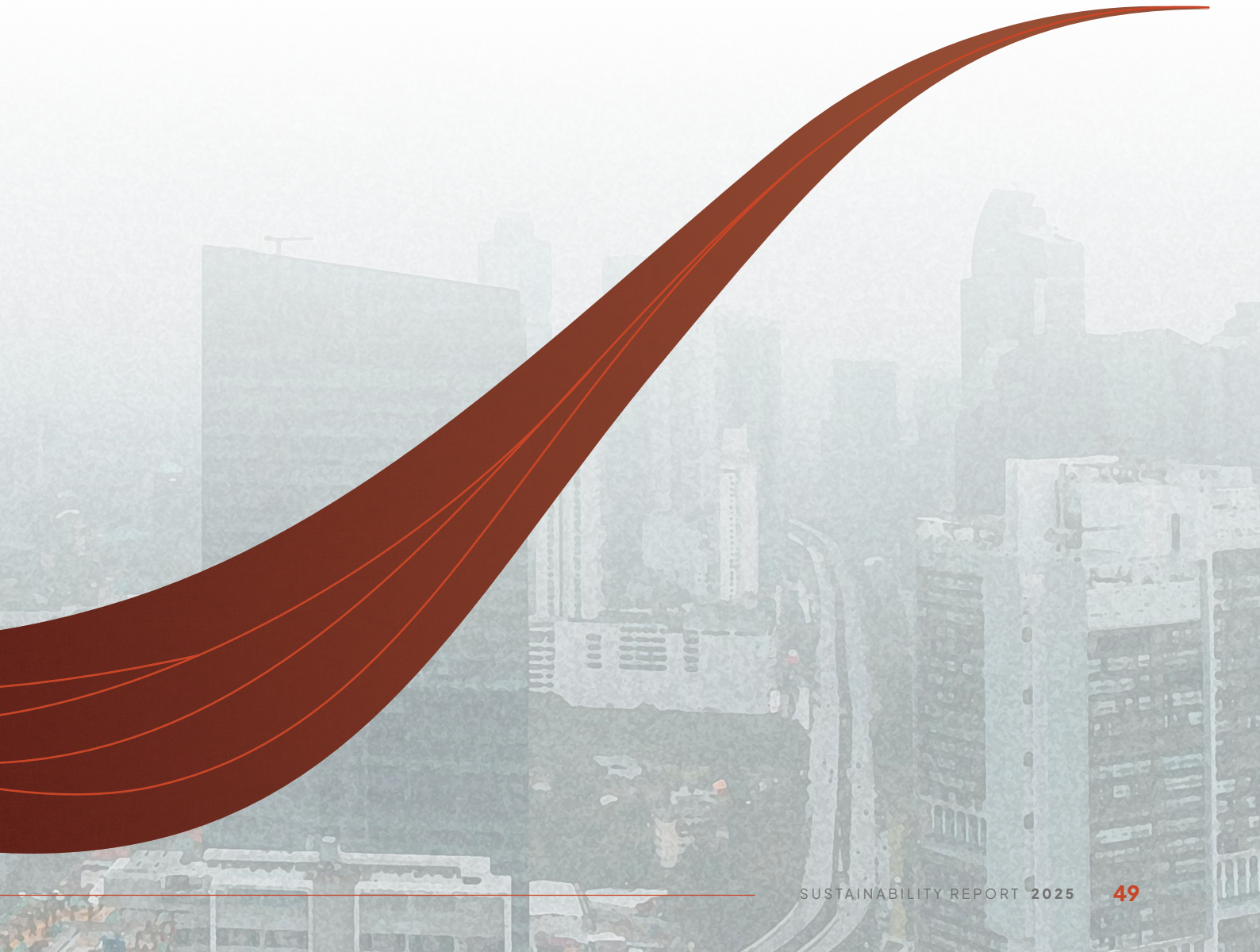
Indonesian Nickel Miners Association (APNI)

Registered Entity: PT Mitra Murni Perkasa
Membership Status: Member

MMSGI's Growth in 2025

The year 2025 unfolded amid continued global market volatility and an evolving regulatory landscape. Uncertainty intensified as shifts in international trade policies, including the introduction of new tariffs by the United States, affected global trade flows and supply chains. At the same time, relatively high global interest rates and moderating demand contributed to adjustments in commodity prices, including coal. Against this backdrop, the global economy remained resilient but experienced modest growth, with the International Monetary Fund (IMF) projecting global economic growth of approximately 3.3% in 2026. [E.5]

Despite these global challenges, Indonesia's economy continued to demonstrate resilience. According to data from Statistics Indonesia (BPS), the Indonesian economy grew by 5.11% in 2025, supported by strong domestic consumption and sustained macroeconomic stability. Although global pressures continued to affect exports and business costs, robust domestic economic fundamentals provided a solid foundation for business continuity. Against this backdrop, MMSGI maintains a positive business outlook, supported by enhanced competitiveness, operational excellence, and the ability to adapt effectively to evolving market dynamics.



02

Responsible Corporate Governance





Implementation of Sustainability Governance Principles [2-23]

MMSGI believes that strong governance is the foundation for maintaining a balance between economic performance, environmental protection, and social contribution. The implementation of governance at MMSGI is based on the principles of Good Corporate Governance (GCG), namely transparency, accountability, responsibility, independence, and fairness, which form the foundation for decision-making and business management.

This commitment is implemented through Corporate Governance Policy No. 20-10/HOBOD/MMSGI/001, as well as the application of eight core principles that drive long-term value creation. These principles guide efforts to ensure that every action taken is aligned with the goal of creating sustainable and responsible growth.

The principles are as follows:

1 Roles and Responsibilities of the Board of Directors and Board of Commissioners	The Board of Directors and the Board of Commissioners perform their respective roles and responsibilities independently to create sustainable value for the Company and its shareholders, while taking into account the interests of stakeholders.
2 Composition of the Board of Directors and Board of Commissioners	The Company is committed to applying the principles of gender equality and diversity in the selection and appointment of members of the Board of Directors and the Board of Commissioners, while continuing to prioritize competence and the Company's needs. Each organ comprises Directors and Commissioners who possess the commitment, knowledge, capability, experience, and expertise required to fulfill the management role of the Board of Directors and the oversight role of the Board of Commissioners.
3 Working Relationship between the Board of Directors and Board of Commissioners	The Board of Directors and the Board of Commissioners maintain a close, open, constructive, professional, and trust-based working relationship in the best interests of the Company.
4 Ethical Conduct	The Company is committed to acting ethically and responsibly in upholding the Company's values and organizational culture.
5 Risk Management, Internal Control, and Compliance	The Company implements integrated corporate governance practices through the application of internal control systems, risk management, and an effective compliance management system to support the achievement of corporate objectives, vision, mission, goals, and performance targets while conducting business with integrity.
6 Disclosure and Transparency	The Company provides reliable and timely disclosure of information relating to the Company.
7 Shareholder Rights	The Company safeguards and fulfills the rights of all shareholders and ensures equal protection, including for minority shareholders, by providing equal opportunities to all shareholders.
8 Stakeholder Rights	The Company recognizes the rights of stakeholders as established under applicable laws and regulations or contractual agreements. In addition, the Company actively encourages cooperation with stakeholders to create value, generate employment opportunities, and support financially sustainable business growth.

The consistent implementation of sustainable governance principles encourages all members of the Company to act in accordance with applicable laws and regulations. The commitment to GCG principles also plays a role in preventing anti-competitive practices, antitrust violations, and monopolistic practices that could potentially harm the Company. Throughout the reporting period, MMSGI did not face any legal issues related to these matters, nor were there any significant violations resulting in fines or other non-monetary sanctions. [2-27, 3-3, 206-1]

Governance Structure [2-9, 2-10, 2-11]

MMSGI's governance structure is built on GCG principles, with clearly defined roles and functions to ensure effective internal control and operational risk management, while strengthening the check-and-balance mechanism.

In accordance with applicable laws and regulations and the Company's Articles of Association, the Company's highest governance structure consists of the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors. The Company adopts a two-tier governance system, under which the Board of Commissioners serves as the Supervisory Board responsible for the oversight function, and the Board of Directors serves as the Management Board responsible for the management function. [2-9]

The separation of roles between the President Director (Chief Executive Officer) and the President Commissioner (Chairperson) has also been implemented to ensure clear accountability between the management and oversight functions. In this regard, the President Commissioner performs a non-executive role, thereby maintaining the independence of oversight.

General Meeting of Shareholders	Board of Commissioners	Board of Directors
The GMS is held in the form of an Annual GMS and an Extraordinary GMS. The Annual GMS is convened once each year to approve the financial statements, annual report, and other strategic matters. The Extraordinary GMS is convened as required in accordance with the Company's needs and interests.	The Board of Commissioners is a corporate organ responsible for general and/or specific oversight in accordance with the provisions of the Company's Articles of Association, as well as for providing advice to the Board of Directors.	The Board of Directors is a corporate organ vested with full authority and responsibility for managing the Company and ensuring that operational activities are carried out in accordance with the established objectives and goals.

As part of its commitment to accountable and transparent governance, any amendment to the Company's Articles of Association requires shareholders' approval. The Company does not impose limitations on the legal liability of the Board of Directors in carrying out its duties and authorities, ensuring that all decisions are made with due care and in accordance with the applicable regulations.

DIVERSITY OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS COMPOSITION

[2-9]

In the nomination and appointment of members of the Board of Directors and the Board of Commissioners, the Company considers diversity, including gender, race, and nationality, while maintaining a merit-based approach to ensure effective management and oversight. The merit system also encompasses competencies in economic, environmental, and social matters to support sustainable business practices, with each member bringing the relevant commitment, expertise, and experience. [2-9]

The appointment of members of the Board of Commissioners and the Board of Directors is reviewed annually as part of the Company's commitment to maintaining accountability and effective governance. As part of its sustainable governance practices, the Company has established a succession plan for the President Director to ensure leadership continuity and strategic stability.

The composition of the Company's Board of Commissioners and Board of Directors is as follows:

Composition of Board of Commissioners [2-9]

Name	Position	Term of Office*	Tenure**	Basis of Appointment	Position History
Budi Simin	President Commissioner	March 13, 2024–March 12, 2029	1.8 Years	Deed No. 226 dated March 13, 2024, Ministry of Law and Human Rights Approval Letter No. AHU-AH.01.09-0143571 dated April 5, 2024	Director (January 20, 2014) until his appointment as President Commissioner (March 13, 2024)
Yoga Susilo	Commissioner	January 20, 2014–March 12, 2029	11.96 Years	Deed No. 57 dated January 20, 2014, Ministry of Law and Human Rights Decree No. AHU-04168. AH.01.01 dated January 30, 2014	President Commissioner (January 20, 2014) until his appointment as Commissioner (September 25, 2019), reappointed as President Commissioner (July 7, 2020), and appointed as Commissioner (March 13, 2024)

Notes:
*including from the first appointment to the most recent deed amendment.
**calculated from the first appointment to 31 December 2025.

Composition of Board of Directors [2-9]

Name	Position	Term of Office*	Tenure**	Basis of Appointment	Position History
Sendy Greti	President Director	September 25, 2019 – March 12, 2029	6.27 Years	Deed No. 144 dated September 25, 2019, Ministry of Law and Human Rights Decree No. AHU-0079977.AH.01.02 dated October 8, 2019, and Ministry of Law and Human Rights Approval Letter No. AHU-AH.01.03-0342822 dated October 8, 2019	President Director (September 25, 2019) until his reappointment on March 13, 2024
Tedy Harjanto	Director	March 15, 2023–March 12, 2029	2.8 Years	Deed No. 13 dated March 15, 2023, Ministry of Law and Human Rights Approval Letter No. AHU-AH.01.09-0103257 dated March 23, 2023	Director (March 15, 2023) until his reappointment on March 13, 2024

Notes:
*including from the first appointment to the most recent deed amendment.
**calculated from the first appointment to 31 December 2025.

During the reporting period, the members of the Board of Commissioners and the Board of Directors had an average tenure of 5.71 years, reflecting the recent appointment cycle.

Average Tenure

Board of Commissioners	Board of Directors	Board of Commissioners and Board of Directors
6.88 years	4.54 years	5.71 years

MMSGI regards diversity as an important part of strengthening leadership, including through female representation of 3 out of 16 members, or 18.75%, within its executive ranks. This presence reflects the Company's commitment to promoting inclusive leadership while enriching perspectives in strategic decision-making. With their diverse backgrounds and expertise, female leaders contribute to strengthening adaptive governance and supporting sustainable business transformation.

The Company also ensures that all members of its governance bodies carry out their roles and responsibilities independently. This is governed by the Board Charter (Policy Number MMSGI-MNS-02), which sets out independence criteria to prevent conflicts of interest and maintain objectivity in strategic decision-making.

The Company periodically evaluates the performance of the Board of Directors and the Board of Commissioners to ensure the effectiveness of their roles and contributions in supporting the achievement of business and ESG strategies. The results of these evaluations form the basis for recognizing the contributions of governance organs, which is reflected through a fair remuneration program in accordance with applicable laws and regulations. [2-19]

SHARE OWNERSHIP

The Company does not have a policy or practice regarding share ownership by members of the executive management. All shares of the Company are owned by individual shareholders, with no government ownership.

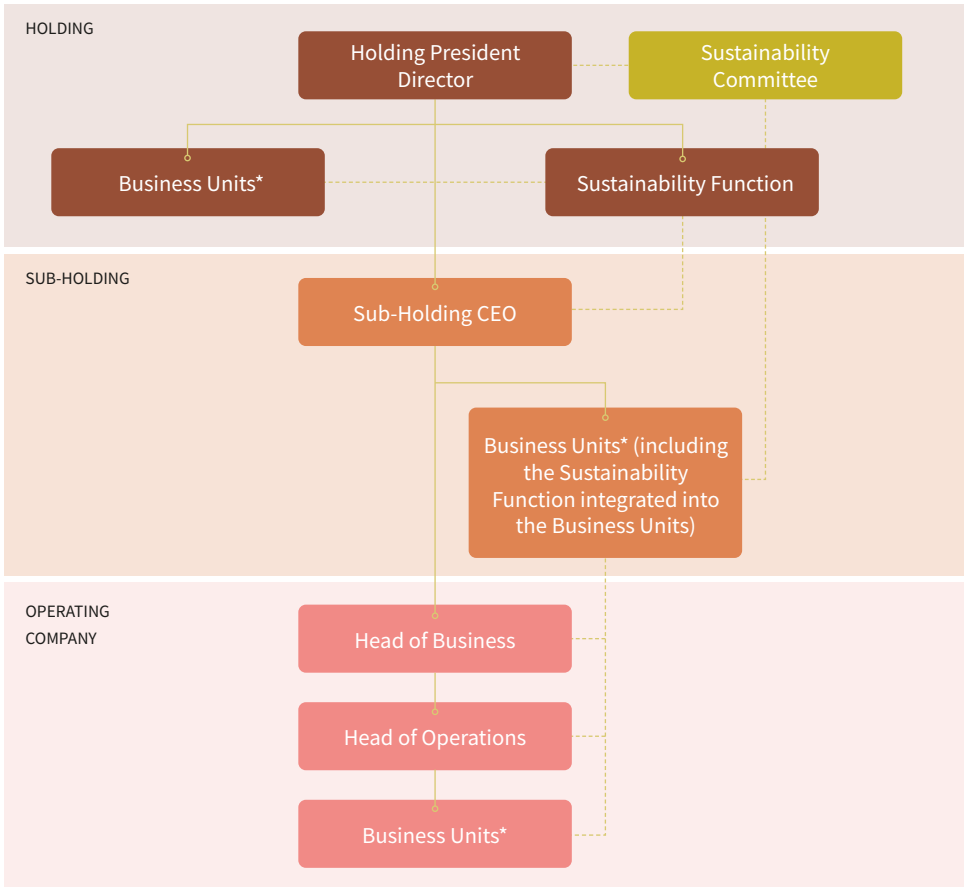
Sustainability Governance

ESG principles are an integral part of the Company's strategy and governance, with oversight embedded throughout the governance structure across all Group entities. ESG performance is disclosed through sustainability reports prepared on a regular basis and reviewed and approved by the Board of Directors to ensure their adequacy and credibility. [2-14] [E.1]

In line with this approach, sustainability governance is integrated into the Company's organizational structure, from the holding company to its operating companies. At the holding company level, the Sustainability Committee is responsible for providing direction and oversight of sustainability implementation and reports directly to the President Director.

In its implementation, the Sustainability Committee is supported by the Sustainability Function and related units, including the ESG Owner and supporting units, to ensure the integration of sustainability principles into business and operational processes. Furthermore, at the operating company level, sustainability programs are implemented by working units under the coordination of the sub-holding.

General Sustainability Function Structure



INTERNALIZATION OF SUSTAINABILITY GOVERNANCE

The Company encourages the active participation of all internal functions in implementing sustainability governance through ESG awareness programs, the integration of ESG indicators into Key Performance Indicators (KPIs), and the regular monitoring and evaluation of sustainability programs. These efforts support continuous improvement in enhancing operational effectiveness and efficiency. **[2-23, 2-24, 2-27]**

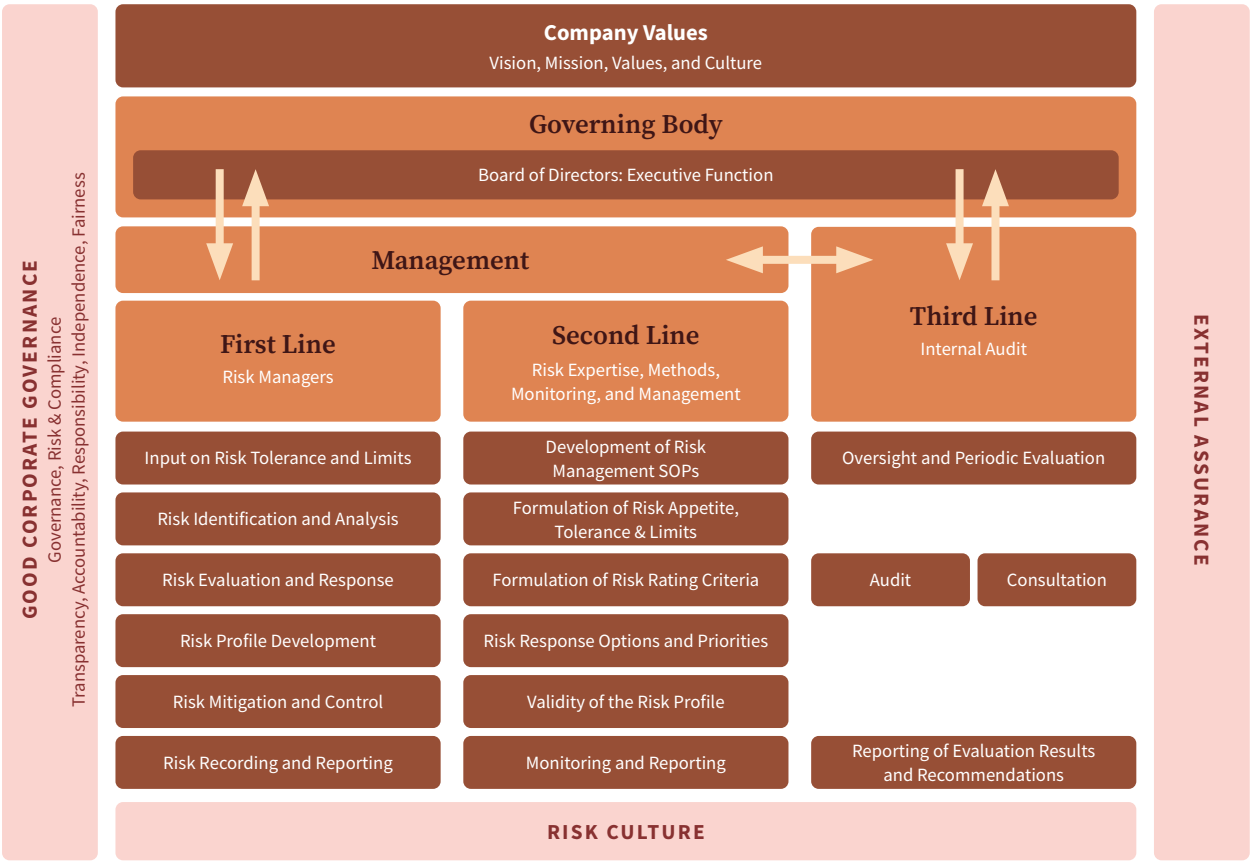
Risk Management [2-12, 2-13, 2-16] [E.3]

RISK MANAGEMENT GOVERNANCE

MMSGI recognizes that each business line faces different risk characteristics and levels of uncertainty amid evolving social, economic, political, and environmental dynamics. Accordingly, risk management is positioned as an integral part of responsible and sustainable governance.

Risk management governance is supported by adequate policies and procedures, clear accountability, sufficient resources, and structured communication and reporting mechanisms. Its implementation refers to the Three Lines Model concept, which clarifies the division of roles and responsibilities among leadership organs, management, and the internal audit function.

Three Lines Model



Governing Body

Within the governance structure of a limited liability company, the governing body, comprising the Board of Directors and other oversight functions, collectively ensures strategic direction and provides effective oversight of the Company's operations.

In carrying out its responsibilities, the governing body holds several key responsibilities, including:

1. Exercising accountability to stakeholders for oversight of the organization;
2. Engaging with stakeholders and transparently communicating the achievement of organizational objectives;
3. Fostering an ethical and accountable culture;
4. Establishing governance structures and processes, including forming supporting committees as needed;
5. Delegating responsibilities and providing resources for management;
6. Determining the organization's risk appetite and overseeing risk management, including the internal control system;
7. Overseeing compliance with laws, regulations, and ethical standards; and
8. Establishing and ensuring the effective functioning of an independent, objective, and competent internal audit unit.

In carrying out its oversight function, the Board of Directors is assisted by the IARM Division, which serves as the function specifically responsible for risk management at the operational level. This division plays a role in directing, supervising, and evaluating the comprehensive management of risks and opportunities across all entities of the Company.

Currently, MMSGI has adopted the Risk Management Framework as the primary guideline for implementing risk management across all levels of the organization. This framework has been developed with reference to international standards such as ISO 31000:2018 and ISO/TS 31050:2023, as well as the Company's internal policies. The IARM Division reports and submits evaluation results directly to the Board of Directors on a periodic basis.

Management (First Line & Second Line)

Management performs two primary roles within the Three Lines Model: as the direct owner of risk management (First Line) and as the facilitator and overseer of risk management (Second Line).

a. Business/Operational Units (First Line)

Several of the key responsibilities of the first line include:

- Acting as the primary risk owner, identifying and managing risks within their respective business processes;
- Directing actions, resources, and decision-making to support the achievement of organizational objectives;
- Maintaining active communication with the leadership body and reporting plans, realizations, and outcomes related to risk;
- Developing adequate internal control structures and processes; and
- Ensuring compliance with applicable laws and regulations as well as ethical standards.

b. Risk Management Department (Second Line)

The Second Line focuses on risk oversight and compliance through the Risk Management Department (RMD), an independent function responsible for:

- Measuring, monitoring, and controlling risks on an aggregate basis;
- Developing the Company's risk management policies and methodologies;
- Providing technical support, monitoring, and effective challenge of the risk management practices implemented by the business units;

- Continuously developing and enhancing internal control, information security, compliance, sustainability, and quality assurance practices; and
- Reporting analyses and assessments on the effectiveness of the Company's risk management and internal control systems.

Internal Audit Department (Third Line)

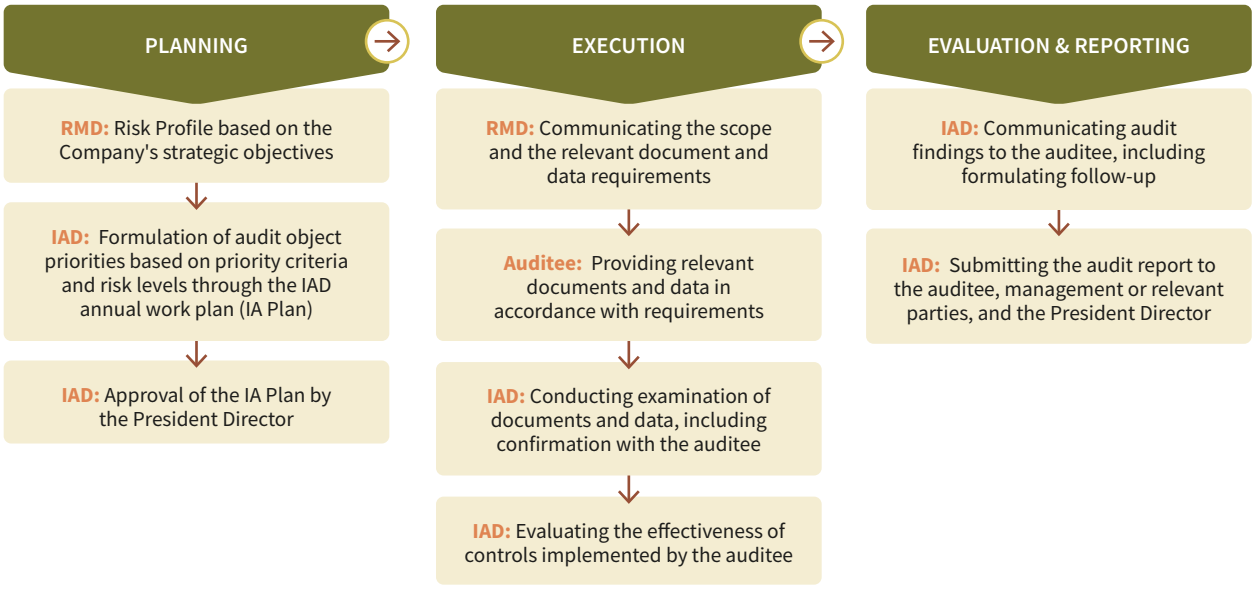
As the third line, the Internal Audit Department (IAD) performs an independent assurance function over the effectiveness of the Company's governance, risk management, and internal control systems. The key roles of the third line include:

- Providing independent and objective assurance and advice to management and governing organs;
- Conducting periodic evaluations of the effectiveness of the internal control and risk management systems, including through a Risk-Based Audit approach carried out at least once a year;
- Ensuring that risk governance is adequately implemented and contributes to the achievement of the organization's strategic objectives;
- Maintaining independence and objectivity, and openly reporting any impairment to these principles; and
- Working reciprocally with RMD to ensure continuous improvement in the implementation of the Three Lines Model.

The Internal Audit and Risk Management (IARM) Division serves as an independent oversight function responsible for monitoring and auditing the performance of risk management across economic, social, and environmental aspects. The results of monitoring and evaluation are reported periodically to the Board of Directors to ensure that risk management is implemented effectively across all Company entities. Through the IARM Division, the Board of Directors also reviews and evaluates the effectiveness of risk management with the objective of significantly reducing risk exposure.

During the reporting period, MMSGI conducted periodic audits of its risk management processes to ensure their effectiveness, relevance, and alignment with the Company's strategic objectives, covering operational audits, information technology (IT) audits, and compliance audits.

Risk-Based Audit Process



RISK MANAGEMENT PROCESS

MMSGI implements an adaptive risk management system based on ISO 31000:2018 by developing a risk topology tailored to the characteristics of each business line. As its primary guideline, MMSGI has a Risk Management Framework document designed to help the Company integrate risk management into all of its significant activities and functions. The Company's Risk Management Framework applies an Enterprise Risk Management (ERM) approach that is embedded in the Company's strategy and takes into account the performance of each working unit/subsidiary.

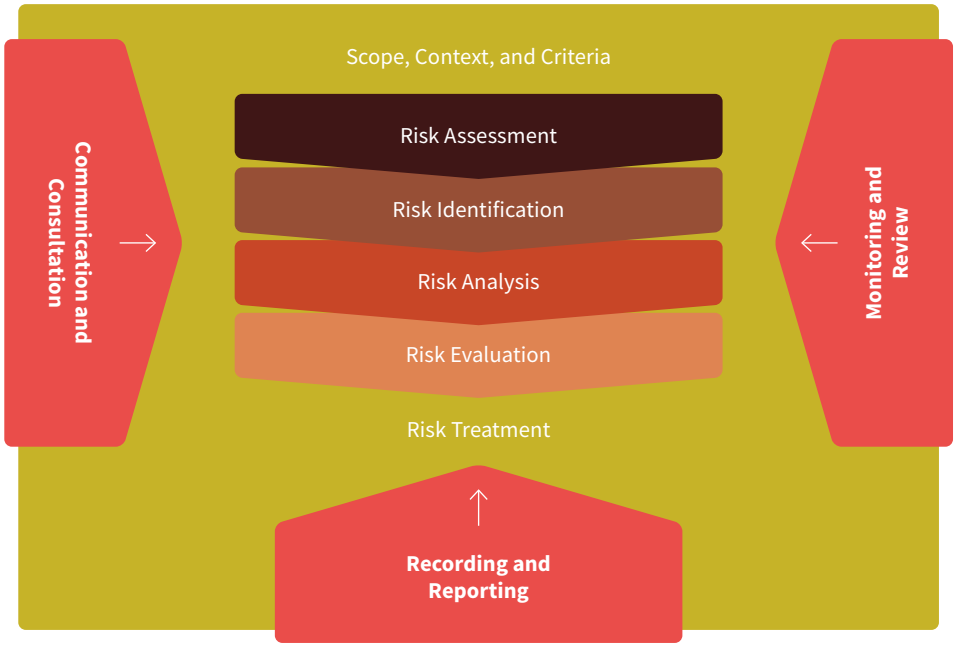
The Company's Risk Management Framework is built on 5 (five) interrelated principles:

1. Governance and culture;
2. Strategy and objective setting;
3. Business performance;
4. Review and revision of the Risk Management Framework; and
5. Risk information, communication, and reporting.

In implementing the framework, each risk owner is responsible for managing the risks within their respective units, with support from the Risk Officer and oversight from the IARM Division. The Company also applies the four-eyes principle as part of its internal control system to ensure that risk considerations are incorporated into all decision-making processes.

The Company further ensures that risk identification, measurement, monitoring, and control are carried out effectively. As a result, residual risks that cannot be eliminated are managed and maintained within the Company's defined risk appetite.

To strengthen risk culture across all levels of the organization, the Company conducts ongoing risk management training and capability-building programs. The risk management process is carried out on a quarterly basis and covers the entire risk management cycle, from identification to periodic review. The process includes the following stages:



RISK IDENTIFICATION

Management identifies risks that may affect the achievement of the Company's business objectives. In practice, each risk owner is responsible for identifying the key risks within their respective areas, taking into account relevant activities, systems, and procedures. In addition, risk owners identify risks related to emerging risks, climate change, and biodiversity.

The Company's risk categories are as follows:

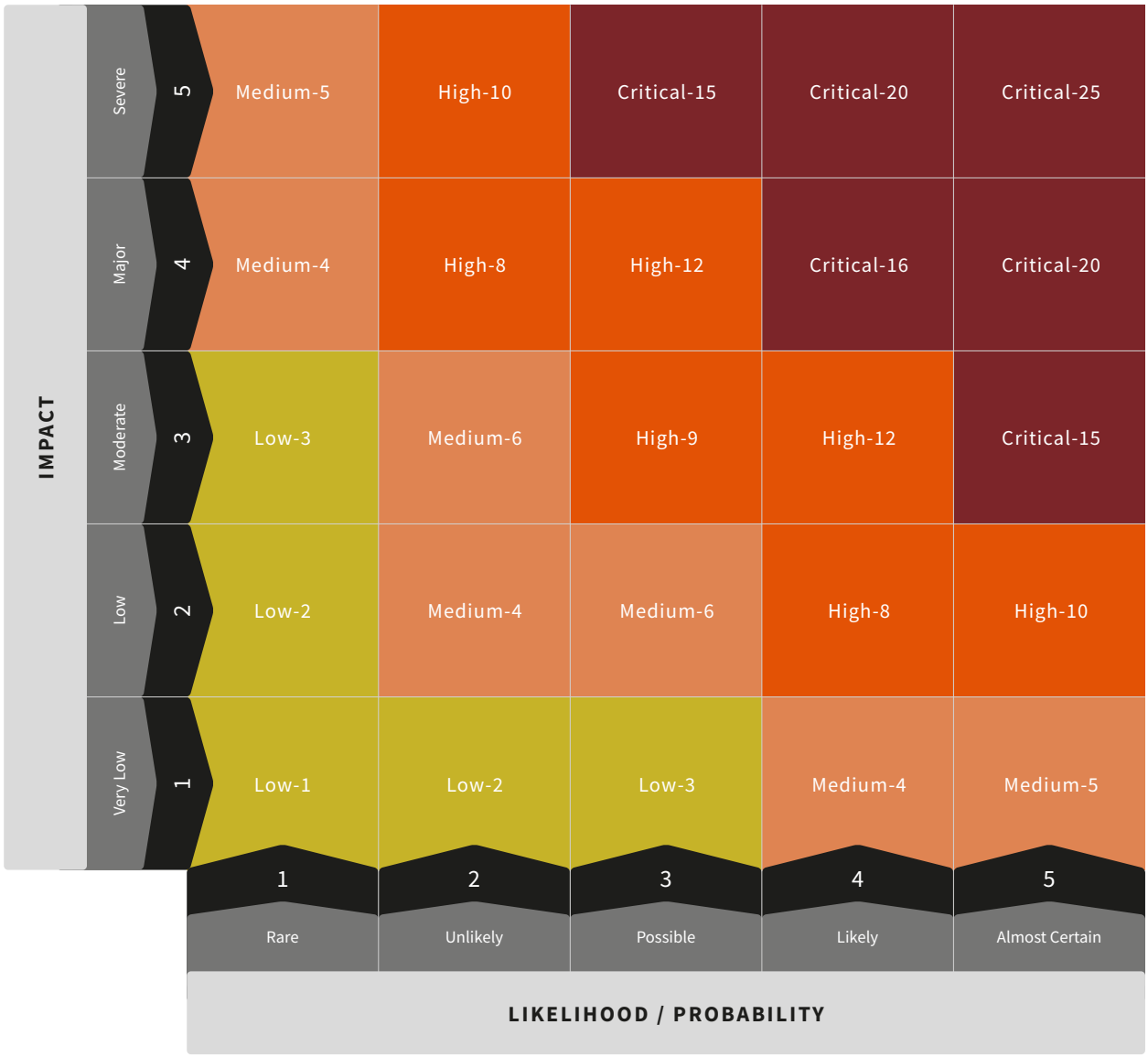
Social Risk	Risks that may cause and/or impact social relations with the community, such as rejection of production activities by the surrounding community, including risks related to human rights.
Regulatory Risk	Risks that may cause and/or result in the imposition of administrative or criminal sanctions, such as license revocation, fines, or legal claims, relating to licensing, regulatory compliance, or coordination with government institutions.
Occupational Health and Safety (OHS) Risk	Risks that may cause and/or impact occupational health and safety, such as an increase in workplace accidents due to low awareness of safety procedures.
Environmental Risk	Risks that may cause and/or have a negative impact on the environment, such as pollution incidents or environmental accidents resulting from the Company's operational activities.
Financial Risk	Risks that may cause and/or impact the Company's financial capability, such as a decline in Company profits, increased production costs, credit risk, liquidity risk, foreign exchange risk, and interest rate risk.
Reputational Risk	Risks that may damage the Company's reputation and credibility, such as the emergence of negative issues that attract media attention and affect public perception and business continuity.
Production Risk	Risks that may disrupt the continuity of production, such as a decline in output due to suboptimal contractor performance.
Emerging Risk	Risks that are newly emerging or evolving, difficult to measure, but with the potential to cause significant impact.
Climate Change Risk	Risks arising from climate change that affect people, ecosystems, and economic systems. These risks may result in financial, social, and/or environmental losses.
Biodiversity Risk	Risks arising from the decline in biodiversity, including plant and animal species within natural ecosystems, which may have a serious impact on the Company's long-term performance.

RISK ANALYSIS AND EVALUATION

Risk analysis and evaluation are conducted based on two main aspects, namely the determination of the level of likelihood and the level of impact/consequences of a risk occurring. Risk evaluation is carried out by combining estimates of likelihood and impact, taking into account the effectiveness of the control measures currently in place.

RISK PRIORITIZATION

Based on the assessment results, risks are prioritized to determine the most appropriate treatment or handling strategy. Subsequently, all risk assessment results are mapped into a risk matrix to ensure that risk treatment is appropriate, measurable, and aligned with its level of urgency.



RISK TREATMENT / RISK MITIGATION

Risk treatment is carried out through the selection of appropriate strategies, such as accepting, avoiding, reducing, or transferring risk, taking into account the risk level and the Company's risk appetite. The Risk Owner is responsible for determining and implementing appropriate risk treatment, including, where necessary, developing a mitigation plan. Risk levels are categorized as low, medium, high, and critical based on the results of mapping in the risk matrix. If existing controls are ineffective, the Risk Owner is required to develop a fully documented mitigation action plan, complete with responsible parties and an implementation schedule.

RISK MONITORING AND REVIEW

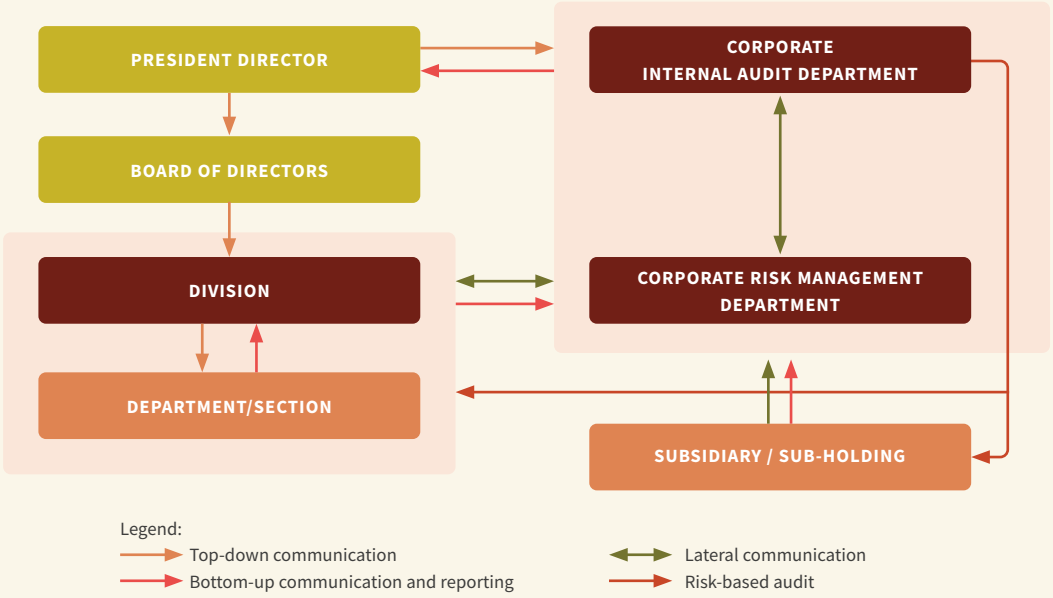
The Risk Owner is required to review the risk profile periodically in accordance with the schedule set by the IARM Division, and to ensure that risk assessments, existing controls, and mitigation plans are consistently updated and effective. The review also includes the identification of new risks and is conducted together with the Risk Agent where necessary. Following the review, the Risk Owner signs a statement letter and submits it to the IARM Division. The IARM Division then prepares a report on changes to the risk profile and mitigation measures for submission to the President Director.

COMMUNICATION AND CONSULTATION

Communication and consultation are essential elements throughout every stage of the risk management process. The Company ensures that communication and consultation with both internal and external stakeholders are conducted consistently and in a coordinated manner to support the effective identification, analysis, evaluation, and treatment of risks. Where necessary, the IARM Division acts as a facilitator and coordinator to ensure that the process is carried out effectively and involves the relevant parties. This also supports the strengthening of an effective risk management culture.

RECORDING AND REPORTING

Risk management documentation takes into account its intended purpose, the sensitivity of the information, and other relevant considerations. The Company's communication, consultation, and reporting structure for risk management is presented in the following diagram.



To support the effective implementation of risk management, MMSGI is committed to implementing its risk management system in accordance with a set of policies that serve as the fundamental principles of corporate risk management:

1. Complying with all applicable laws and regulations and the GCG principles, including transparency, accountability, responsibility, independence, and fairness, as the foundation for sound risk management practices;

2. Recognizing and understanding that every business process and decision-making activity involves risks that must be managed carefully to achieve the Company's objectives;
3. Integrating risk management systems and practices comprehensively and applying the four-eyes principle across all business activities and processes to ensure accurate and controlled decision-making;
4. Managing all risks in an integrated and optimal manner by utilizing the Company's resources efficiently to ensure that risk exposure remains within the Company's risk appetite and does not exceed its established risk tolerance;
5. Developing and continuously enhancing an effective and sustainable risk management system by adapting to evolving conditions, fostering a strong risk-aware culture, and safeguarding the Company's long-term value and stakeholder trust; and
6. Communicating and consulting on risks with stakeholders in an appropriate manner, in accordance with the authority, roles, and responsibilities of each party.

RISK REVIEW

MMSGI reviews its risk exposure on a quarterly basis as part of its ongoing risk management process. Risks associated with the Company's business processes are evaluated based on their likelihood and potential impact and are prioritized to determine the most appropriate risk treatment measures. Based on the results of this prioritization, the following are examples of key risks and their corresponding mitigation strategies:

No	Risk Name and Description	Risk Category	Risk Appetite	Mitigation Measures
1	**Malware infection** Employee laptops may become infected with malware due to the absence or inadequacy of antivirus software, potentially compromising the security of the Company's data.	Cybersecurity	Low	Preventive measures are implemented through: a. Microsoft Windows Defender (Endpoint User) b. Next Generation Anti-Virus (NGAV)
2	**Workplace accidents in mining areas** Potential disruption of mining operations due to workplace accidents.	Operational	Low	The Company has established various policies, SOPs/procedures, and preventive measures, including the Mining Safety and Environmental Policy; Safety, Health, and Environment Manual; Standard Operating Procedures (SOPs) for Mining Occupational Health and Safety; Special Work Permits; Golden Rules SOP; Management of Change SOP; Hazard Identification and Risk Assessment (IBPR) SOP and documentation; Stop Work Authority SOP; development of Hazard Reports; and technical assessments of equipment.
3	**Potential force majeure events** Business activities delayed/halted due to force majeure conditions.	Operational	Low	Developing and implementing a Business Continuity Management System (BCMS) and conducting annual reviews and simulation exercises (testing).

EMERGING RISK

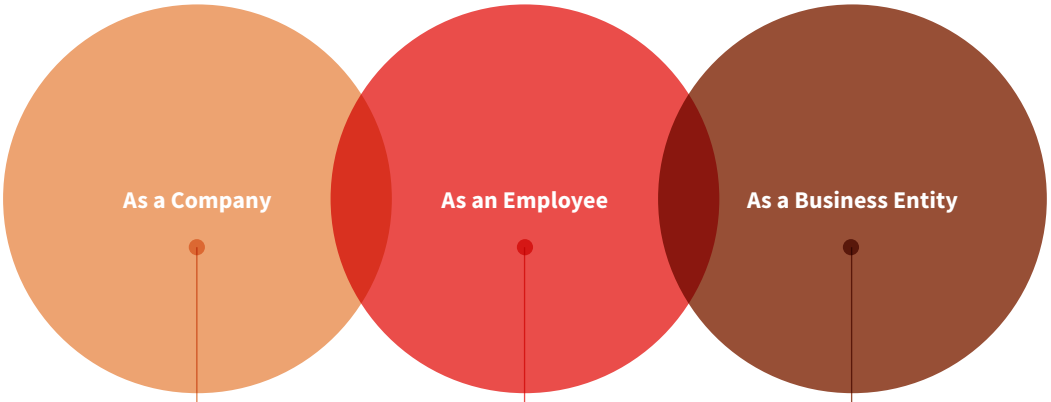
As part of its commitment to proactive risk management, MMSGI has integrated emerging risks into its risk management framework. During the reporting period, no emerging risks were identified that would have a significant impact on the continuity of the Company's business.

Code of Conduct

As part of its commitment to responsible business practices, the Company, as a participant of the United Nations Global Compact (UNGC), aligns its strategies and policies with the Ten Principles of the UNGC, which serve as a globally recognized framework. This commitment is reinforced through the MMSGI Code of Conduct, which provides guidance for all MMSGI personnel in carrying out their roles and responsibilities in line with the Company's vision, mission, and objectives.

The Company's business principles are applied consistently across all activities and transactions and are reflected in the day-to-day conduct of its employees. The MMSGI Code of Conduct establishes ethical standards and professional conduct for all elements of the organization, including the Board of Commissioners, the Board of Directors, employees, subsidiaries, and affiliated entities, to ensure responsible business practices that are aligned with stakeholder interests.

MMSGI's Code of Conduct elements comprise the following:



As a Company

- Open communication;
- Equal employment opportunities;
- Healthy working environment;
- Occupational health and safety;
- Confidentiality of medical data;
- Freedom of association;
- Collective bargaining agreements;
- Political activities;
- Data privacy;
- Antitrust/anti-competition practices.

As an Employee

- Professional working relationships;
- Information confidentiality;
- Conflicts of interest;
- Responsible use of social media;
- Code of conduct for the use of the internet and information technology;
- Drug-free workplace, including narcotics, psychotropic substances, and other addictive substances (NAPZA);
- Intellectual property rights;
- Anti-corruption and anti-bribery;
- Anti-money laundering and/or insider trading;
- Anti-discrimination;
- Environment, health, and safety;
- Reporting of violations (Whistleblowing System/ WBS).

As a Business Entity

- Compliance with applicable laws and regulations;
- Information transparency;
- Fair business practices;
- Responsible financial practices;
- Anti-money laundering and counter-terrorism financing;
- Labor protection (child/ underage labor and forced labor);
- Protection of human rights (prohibition of human trafficking).

CODE OF CONDUCT IMPLEMENTATION SYSTEM AND PROCEDURES

The Company implements a structured and consistent code of conduct management system across all working units, both at the group and subsidiary levels. The MMSGI Code of Conduct serves as a binding guideline for all employees, reflecting the Company's commitment to upholding integrity and professional conduct throughout every level of the organization.

The enforcement of the MMSGI Code of Conduct is carried out in accordance with the Company's Regulations and internal provisions, which have been communicated comprehensively by the Human Resources and General Affairs (HRGA) Division. Every employee is required to declare their agreement and confirm their understanding of the applicable provisions. In its implementation, the Board of Directors conducts oversight through periodic monitoring of reports from HRGA, covering the level of compliance, potential violations, and the effectiveness of code of conduct implementation across all entities, including subsidiaries and affiliates.

As part of its comprehensive oversight mechanism, the Company provides a reporting channel through the Whistleblowing System (WBS) to receive and follow up on alleged violations of the Code of Conduct. Reports can be submitted via whistleblowing@mmsgi.co.id, which is managed by the independent WBS Committee and supports confidential and anonymous reporting. The system is designed to protect whistleblowers, maintain the confidentiality of information, and ensure the application of a non-retaliation policy.

The MMSGI Code of Conduct is also integrated into the employee performance evaluation system. Disciplinary actions are applied proportionately in accordance with the applicable regulations, ranging from written warnings to other administrative measures, including termination of employment. During the reporting period, no violations of the Code of Conduct by MMSGI personnel were recorded. To ensure its continued effectiveness, the Company periodically conducts internal audits of Code of Conduct implementation as part of its efforts to strengthen sustainable governance.



Anti-Corruption and Anti-Bribery Policy

MMSGI is committed to conducting its business activities in a clean and responsible manner, rejecting all forms of corruption and bribery, in line with applicable laws and regulations, including Law No. 20 of 2001. This commitment is reflected in the implementation of good corporate governance and the reinforcement of integrity principles across all business activities. Corruption and bribery are defined as any misuse of authority or position to obtain improper or unfair benefits. [3-3]

As a manifestation of this commitment, MMSGI has established the MMSGI Anti-Corruption and Anti-Bribery Policy No. MMSGI-KBJ-PSL-04, approved by the President Director, which serves as the primary guideline for preventing and addressing corruption and bribery risks across all business activities. This policy applies Company-wide, covering group entities and subsidiaries, and extends to suppliers, business partners, and service providers. The Company strictly prohibits all forms of bribery, including kickbacks and political contributions, whether direct or indirect, as well as the provision of donations and sponsorships that are inconsistent with applicable regulations. [3-3]

The implementation of this policy is supported by integrated oversight conducted by the Human Resources and General Affairs (HRGA) Division together with the Internal Audit and Risk Management (IARM) Division. Oversight is carried out on an ongoing basis and covers prevention, detection, investigation, reporting, sanctions, and follow-up actions to ensure the effective implementation of the policy across all Company operations.

As part of its preventive efforts, the Company consistently conducts awareness programs and refresher training on the MMSGI Code of Conduct, including its anti-corruption and anti-bribery policy, for all employees. All MMSGI personnel are encouraged to actively prevent involvement in corruption, bribery, and gratification practices. [205-1, 205-2]

The Company also affirms its commitment to zero tolerance for money laundering practices. In this regard, the Company does not permit, facilitate, or support any activities related to money laundering, nor does it engage in cooperation with any parties involved in such practices. Employees, agents, and representatives of the Company are prohibited from offering or providing payments or gifts intended to obtain business advantages unethically, influence government policy, or create an inappropriate perception.

The giving or receiving of gifts and/or entertainment is only permitted within reasonable limits and must not be intended to obtain improper advantage. In addition, the Company prohibits contributions to political parties on behalf of the Company without prior written approval from management. [3-3, 415-1]

In line with this commitment, during the reporting period and throughout the past three years, there were no reported cases or indications of corruption in the Company's operational activities. This demonstrates the effectiveness of the Company's consistently implemented prevention system. In addition, the Company did not engage in lobbying activities, interest representation, or political activities, and therefore incurred no expenditures related to such activities. [205-3]

Conflict of Interest [2-15]

In maintaining a professional and conducive working environment, the Company emphasizes the importance of individual integrity in avoiding potential conflicts of interest that could result in adverse impacts. Provisions related to conflicts of interest for the Board of Commissioners, the Board of Directors, and all employees are clearly set out in the Company's corporate governance policy and Board Charter, serving as guidelines to ensure objective and responsible decision-making.

Throughout the reporting period, no violations indicating a conflict of interest involving MMSGI employees or affecting relationships with stakeholders were identified. This reflects the consistent application of integrity principles across all Company activities.

Whistleblowing System

The Company upholds the implementation of its Code of Conduct as the foundation for fostering a transparent, honest, fair, and professional working environment. In line with this commitment, MMSGI has established a Whistleblowing System (WBS) as a reporting channel for alleged violations of laws, regulations, or ethical standards. Reports must be submitted in good faith and supported by information that can be reasonably substantiated in the interest of the Company.

The WBS is available to all stakeholders involved in the Company's operational activities. The system allows reports to be submitted anonymously while ensuring the confidentiality of the whistleblower's identity and the information provided. The Company also applies a non-retaliation policy to protect whistleblowers. Through the WBS, the Company accepts reports covering a wide range of alleged violations, including situations involving ambiguity or ethical dilemmas as defined in the Company's Code of Conduct.

Reports are managed by the WBS Team under the coordination of the WBS Committee, which is responsible for receiving reports, conducting investigations, and providing recommendations for follow-up actions. To ensure independence and objectivity, the Company also establishes an Investigation Team responsible for conducting reviews, gathering evidence, and preparing comprehensive recommendations.

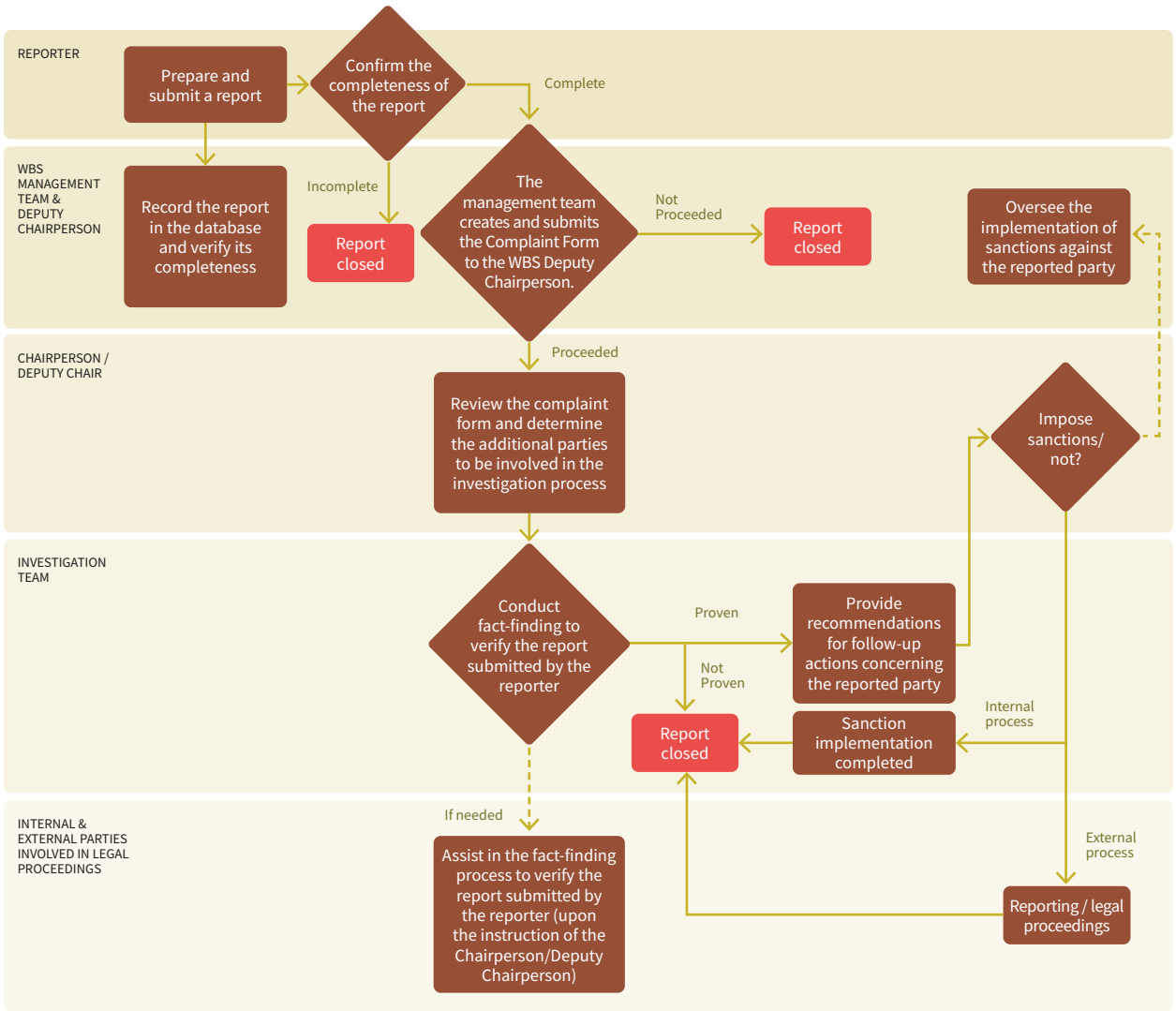
WBS Socialization

The Company consistently conducts WBS socialization for all employees through various internal communication channels, including media campaigns such as email blasts and wallpaper displays for all MMSGI employees. These socialization activities were conducted from February to April 2025.



The WBS process covers the stages of verification, investigation, and follow-up actions, which are carried out in accordance with applicable procedures as part of the Company's commitment to strengthening governance with integrity.

WBS Process Flowchart



REPORTING OF BREACHES

In 2025, the Company did not receive any reports through the WBS and there were no reports processed or followed up by the WBS Handling Committee.

The following is a report of breaches received by the Company, categorized by type of breach:

No	Type of Breach	2025	2024
1	Corruption or Bribery	0	0
2	Discrimination or Harassment	0	0
3	Customer Data Privacy	0	0
4	Conflict of Interest	0	0
5	Money Laundering or Insider Trading	0	0



Supply Chain Management

MMSGI is committed to implementing sustainable procurement practices that not only consider quality, cost, and timeliness, but also integrate environmental, social, and governance (ESG) considerations throughout the procurement of goods and services. This commitment reflects the Company's efforts to ensure that its supply chain is managed responsibly and in line with sustainability principles. [3-3]

To support this commitment, the Company has established a Procurement Policy and SOPs for the Selection and Evaluation of Vendors, Contractors, and Suppliers as the primary guidance. These policies ensure that all business partners meet stringent requirements, including compliance with applicable regulations, business integrity, and the implementation of sustainability principles in their operations.

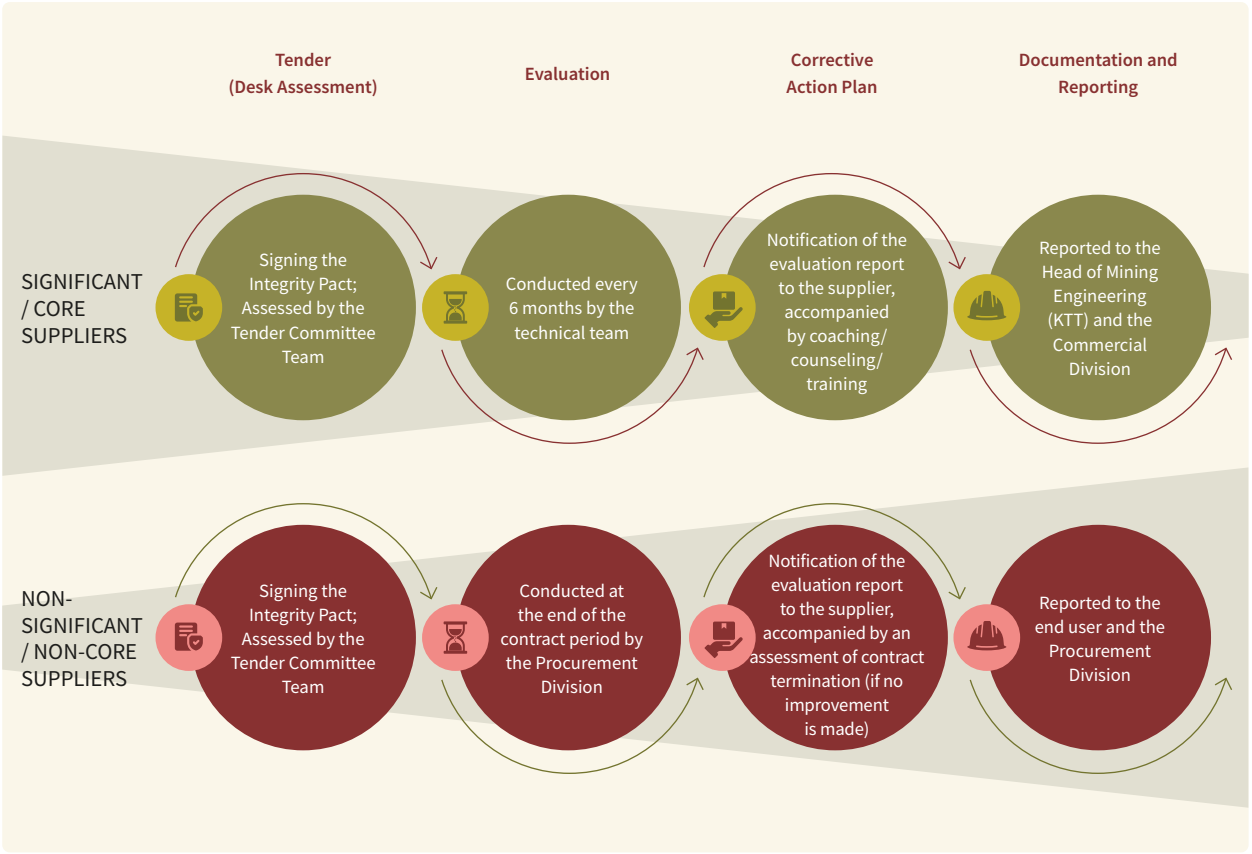
The procurement process is carried out systematically and in a structured manner through two main stages, namely vendor selection and vendor evaluation, both conducted in accordance with good corporate governance principles to ensure transparency, accountability, and objectivity in every decision. In its implementation, the entire selection and evaluation process refers to the MMSGI Code of Conduct, which sets out compliance and sustainability standards across various aspects. This includes the implementation of responsible environmental practices, such as emissions and energy management, pollution and waste control, and efficient resource use; fair treatment of the workforce; respect for human rights; and compliance with applicable occupational health and safety standards in Indonesia.



SUPPLIER SELECTION AND EVALUATION PROCESS

The supplier screening process is conducted comprehensively, taking into account various aspects to ensure alignment with sustainability principles and business strategy. The assessment covers ESG aspects, as well as business relevance, the level of operational risk, and the supplier's track record. As part of a risk-based approach, the Company integrates risk identification, including ESG-related risks, to proactively assess potential impacts and vulnerabilities within the supply chain. This approach supports risk-based decision-making while strengthening the application of sustainability principles throughout the procurement process.

To enhance the effectiveness of supplier management, MMSGI applies a classification mechanism through a checklist used to distinguish between significant and non-significant suppliers based on the following established criteria:



Description	2025	2024
Total Tier-1 suppliers	47	47
Total significant Tier-1 suppliers	5 (contractors)	5 (contractors)
Total significant Non-Tier-1 suppliers	0	0
Total significant suppliers (Tier-1 and Non-Tier-1)	5	5

Notes:
- Tier-1 Suppliers: Suppliers that provide goods, materials, or services directly to the Company.
- Non-Tier-1 Suppliers: Suppliers that provide their products or services to the Company through Tier-1 suppliers.
- All suppliers engaged by the Company are domestic suppliers or are domiciled in Indonesia.

The following are the supplier assessment results for the reporting period:

Description	2025	2024
Supplier Assessment		
Total suppliers assessed through document reviews and/or site visits	71	71
% of significant suppliers assessed	100%	100%
Number of assessed suppliers identified as having actual or potential significant negative impacts	5	5
% of suppliers with significant actual/potential negative impacts that have agreed-upon action/improvement plans	100%	100%
Number of suppliers with significant actual/potential negative impacts whose partnerships were terminated	0	0
Support for Corrective Action Plans		
Total suppliers supported in implementing corrective action plans	5	5
% of assessed suppliers with actual or potential significant negative impacts that received support in implementing corrective action plans	100%	100%

As part of its efforts to improve supply chain performance, the Company provides improvement support to its core contractors through capacity building and information updates covering operational technical aspects, occupational health and safety (OHS), and environmental management. This approach is intended to ensure alignment with applicable operational standards and industry best practices.

Suppliers identified as having significant environmental and social impacts received support in implementing corrective action plans. During the reporting period, there were no significant changes in supplier locations, structures, or relationships with the Company. **[308-1, 308-2, 414-1, 414-2]**

ESG PROGRAM FOR SUPPLIERS

The Company strengthens ESG implementation within its supply chain through a clear oversight structure, with the President Director of MMSGI serving as the primary person responsible for ensuring that policies and their implementation align with the Company's sustainability commitments. This structure supports focused decision-making and consistent oversight throughout the procurement process. **[3-3]**

As part of ESG integration, procurement practices are periodically reviewed to ensure alignment with the MMSGI Code of Conduct and to prevent potential non-compliance with sustainability principles. Suppliers that fail to meet minimum ESG requirements within the specified timeframe may be excluded from the contracting process, while suppliers with stronger ESG performance are given priority in the selection and contract award process.

To support effective implementation, MMSGI consistently conducts training and awareness programs on the procurement of goods and services for employees involved in the procurement process. These initiatives are intended to enhance employees' understanding and capabilities in supporting the successful and sustainable implementation of ESG across the Company's supply chain.

SUPPLIER ENGAGEMENT

The Company's efforts to strengthen a sustainable supply chain are carried out through the development of strategic partnerships with vendors and contractors, supported by awareness programs, training, and technical assistance in implementing ESG initiatives. This approach is intended to align suppliers' understanding of ESG policies and requirements while enhancing their capabilities to meet the Company's sustainability standards.

In 2025, MMSGI conducted training and development programs involving 5 suppliers, covering various environmental and occupational health and safety (OHS) topics. Environmental training included water pollution control, the operation of air pollution control facilities, identification of potential pollution sources and hazardous waste characteristics, air pollution control, and hazardous waste storage management. OHS training covered hazard identification and risk assessment, Job Safety and Environmental Analysis (JSEA), emergency response team training, working at height, and the implementation of safe work practices.

To support the implementation of corrective actions and continuous improvement, the Company provides direct assistance through both online and on-site methods. Improvement programs are delivered either in-house or with the involvement of third-party experts to ensure the effective implementation of agreed corrective actions and to continuously strengthen suppliers' sustainability performance.

Description	2025 Realization	2024 Realization
Capacity Building Program		
Total suppliers participating in capacity building programs	5	5
Percentage of significant suppliers participating	100%	100%



Information and Cyber Security

INFORMATION TECHNOLOGY GOVERNANCE

The Company implements a structured and integrated Information Technology (IT) governance framework to support operational effectiveness, data-driven decision-making, and the protection of information assets. Oversight of information security is exercised at the Chief of HRGA-IT level, ensuring that information technology strategies and information security policies remain aligned with the Company's business needs.

At the operational level, information security management is carried out by the Corporate IT Division, which is responsible for managing the Company's information technology systems and cybersecurity. This governance structure is designed to ensure that IT management remains reliable, secure, and responsive to evolving digital risks.

Organizationally, the Company's IT governance is divided into two main entities, namely the IT Corporate Division and the Information Technology Working Unit (IT Pillars), which play a role in supporting the coordinated implementation of IT strategy across all operational lines.

INFORMATION SECURITY POLICY

The Company's Information Technology Governance Policy is set out in Document No. KBJ/TID/2021/002 on the Information Technology and Information Security Policy of MMS Group Indonesia. The policy reaffirms the Company's commitment to continuously strengthening its information security system in response to evolving cyber risks while ensuring the confidentiality, integrity, and availability of corporate information.

The policy is implemented through strengthened monitoring mechanisms and responses to potential information security threats, including the periodic evaluation and reporting of Service Level Agreement (SLA) performance. Continuous improvement initiatives are carried out to ensure that SLA performance is maintained and enhanced in line with operational requirements and technological developments.

As part of its compliance culture, the Company assigns individual responsibility for information security to all employees. Every employee is required to safeguard the confidentiality, integrity, and availability of information in performing their duties, in accordance with applicable internal policies and guidelines. These commitments are communicated regularly to promote consistent understanding and prevent potential data misuse.

In addition, the Company also establishes information security requirements that must be complied with by third parties, including suppliers, business partners, and service providers. These requirements are set out in cooperation contracts and Integrity Pacts, covering data protection, system access management, and compliance with the Company's information security policies. Every third party is required to ensure that its systems, processes, and human resources support the established information security standards. Compliance with these requirements is evaluated periodically through audits and established monitoring mechanisms to mitigate the risk of data breaches or misuse.

INFORMATION SECURITY MANAGEMENT PROGRAM

Information Security Education and Awareness

Efforts to build a strong cybersecurity culture within the workplace are realized through education programs and information security awareness initiatives for all employees. These initiatives are designed to strengthen understanding and enhance vigilance against various potential information security risks.

Training materials cover relevant digital security practices, including safe use of public networks (Stay Safe on Public Wi-Fi), email management and quarantine, phishing identification and prevention, as well as the importance of maintaining device security through simple habits, such as locking laptop screens. Through this approach, the Company encourages the active role of every individual in maintaining information security on an ongoing basis.

Vulnerability Assessment and Information Security Audits

As part of strengthening its information security system, the Company periodically conducts vulnerability assessments on both public-facing and internal systems. These assessments are intended to proactively identify potential security vulnerabilities and ensure the reliability of the Company's information systems.

All findings from these assessments are followed up through structured improvement measures, including strengthening security controls, enhancing system configurations, and implementing ongoing monitoring to mitigate risks and prevent similar incidents from recurring in the future.



In addition, the Company conducts internal audits of its information technology infrastructure and information security management system. These audits are performed by the IARM Team to ensure the adequacy, effectiveness, and compliance of the internal controls in place, while supporting continuous improvement in information technology risk management.



Business Continuity Planning for Information Security

The Company established an integrated business continuity strategy that incorporates information security through the development and implementation of Information Security-Related Business Continuity Plans. This initiative is managed by the Disaster Recovery Planning (DRP) Team, which is responsible for identifying potential disruption scenarios, including IT infrastructure failures, cyberattacks, natural disasters affecting information systems, and risks arising from human factors.

As part of this approach, the DRP Team conducts business impact analyses on critical business functions to formulate structured and measurable recovery strategies. Recovery objectives are established based on key parameters, including Maximum Tolerable Downtime (MTD), Recovery Time Objective (RTO), and Recovery Point Objective (RPO), to ensure the Company's readiness to respond effectively to emergency situations.

The Company also designates responsible personnel with the authority to activate business continuity plans whenever disruptions occur, ensuring business continuity and the effective protection of information assets.



IT Incident Escalation Mechanism

The Company established a clear reporting and escalation mechanism for employees to report information security incidents, system vulnerabilities, and other suspicious activities. The corporate IT incident management procedure covers the entire incident lifecycle, from ticket creation to feedback, and applies to various IT services, including email, end-user devices, networks, and other digital services.

IT incident handling is classified into three levels to ensure an appropriate and measurable response. Level 1 covers incidents that can be resolved by the first-line support team without requiring significant changes. Level 2 handles more complex cases through further technical analysis, while Level 3 represents the highest level of escalation, involving vendors or development teams, particularly for highly complex issues or limited access to internal systems.

During the reporting period, there were no information security incidents or data security breaches. To maintain system reliability and mitigate potential cyber risks, the Company continues to strengthen its Intrusion Prevention System (IPS) and implement preventive measures, including periodic reviews of accounts and VPN access, particularly for external parties, as well as routine patch management reviews to address potential common vulnerabilities and exposures (CVEs), with priority given to medium- to critical-level risks.

Tax Strategy and Governance

MMSGI's Tax Compliance Governance is documented in the Company's tax policy, identified under document number MMSGI-KBJ-ESG, which applies to all internal entities, including subsidiaries and business partners, as part of the Company's commitment to implementing GCG principles and responsible business practices. The policy is approved by the President Director and serves as the foundation for the integrated management of the Company's tax obligations.

To support the achievement of its vision and mission, the Company engages management, employees, business units, and business partners in actively ensuring compliance with applicable laws and regulations, particularly in the field of taxation, while also contributing to state revenue.

In line with this commitment, the Company has established the following tax strategies:

1. **Tax Compliance**
   The Company is committed to fulfilling its tax obligations in accordance with applicable tax laws and regulations in every jurisdiction where it operates, while applying the principle of prudence. All tax obligations, including tax calculation, reporting, and payment, are completed accurately, on time, and in compliance with regulatory requirements.
2. **Commitment to Responsible Tax Governance**
   - Optimizing value creation in every jurisdiction in which the Company operates as a contribution to tax revenue.
   - Ensuring that every tax structure and transaction reflects legitimate commercial substance and does not exploit high-secrecy jurisdictions for the purpose of avoiding tax obligations.
   - Conducting all intercompany transactions in accordance with the arm's length principle, supported by complete and regularly updated documentation, as a form of compliance with applicable tax regulations.
3. **Tax Avoidance**
   The Company adopts a zero-tolerance approach toward all forms of tax avoidance, whether direct or indirect.
4. **Oversight and Reporting Process**
   Oversight of tax policy implementation is carried out by the Finance Director and reported to the Board of Directors periodically, at least once a year or as needed.
5. **Relationship with Tax Authorities**
   The Company maintains a transparent, professional, and cooperative relationship with tax authorities in every audit and consultation process.
6. **Competency and Resources**
   All tax-related activities are managed by qualified professionals with the competencies and expertise required under the Company's operating standards to ensure consistent and sustainable tax compliance.



03

Stewardship of Environmental Resources





Environmental Policy

MMSGI continues to strengthen its commitment to responsible mining practices through the consistent application of good mining practice (GMP) principles across all operational lines. The Company has an environmental policy formally established by the President Director, serving as the foundation for ensuring compliance with applicable regulations while driving continuous improvement in environmental performance.

In 2025, the implementation of this policy was further strengthened through a more integrated approach encompassing the comprehensive management of environmental impacts, from the operational stage through to post-mining. These efforts are reflected in land reclamation and rehabilitation activities, regular environmental quality monitoring, and the strengthening of programs that deliver tangible benefits to communities around the operational areas. All of these initiatives are carried out not only to meet applicable requirements but also to achieve higher standards as part of the Company's sustainability commitment.

In implementing its environmental management strategy, MMSGI sets environmental targets and performance indicators that are measurable and relevant to operational risks and impacts. Progress against these targets is monitored periodically through an internal evaluation mechanism to ensure effective implementation and to drive continuous improvement across all business units. In addition, the Company actively builds internal capacity through various socialization, training, and environmental awareness programs involving both employees and business partners. These initiatives aim to strengthen a culture of environmental responsibility, enhance competency, and ensure that all parties involved share a common understanding in support of the consistent implementation of the environmental policy.

MMSGI continues to adopt an adaptive and forward-looking approach to ensure its environmental management practices remain relevant and aligned with international best practices, including ISO 14001, ISO 50001, and IUCN, as part of its ongoing effort to improve environmental performance. Environmental management is coordinated by the Occupational Health, Safety and Environment (OHSE) Department, which is guided by the MHU-KBJ Quality, Safety, Environment, and Community (K3LHKK) Policy, approved by the President Director. This policy applies to all parties involved in the Company's operational activities, including employees, management, contractors, business partners, and labor unions.

To support more comprehensive environmental management, MMSGI also applies the Life Cycle Assessment (LCA) method as one of its strategic instruments for evaluating environmental performance. This approach is used to examine potential environmental



impacts more thoroughly at each stage of operational activities, from exploration through to coal processing. Its implementation follows a Cradle-to-Gate scope, aligned with the characteristics of the Company's business processes in the mining sector.

The application of LCA provides MMSGI with a stronger foundation for developing targeted environmental management measures. Through the results of this assessment, the Company obtains information that can be used to support planning processes, strengthen data-driven decision-making, anticipate environmental risks at an early stage, and create opportunities for continuous improvement across the entire operational chain.

The implementation of LCA within the Company involves the following steps:

1. Applying LCA principles to the activities and operations carried out by the Company;
2. Providing adequate and competent resources to support life cycle assessment activities;
3. Conducting calculations using life cycle assessment methods to determine, in detail, the potential environmental impacts of a product throughout its entire life cycle;
4. Identifying and implementing opportunities to enhance the environmental performance generated by a product across its life cycle; and
5. Conducting ongoing review and continuous improvement of the Company's operational activities based on the results of the life cycle assessments performed.

As a demonstration of accountability in environmental management, MMSGI consistently carries out monitoring, reporting, and consultation activities with stakeholders regarding relevant environmental performance and issues. This commitment is further supported by the Special Environmental Protection Policy, which was developed with reference to various national and regional regulations, including:

- Law No. 32 of 2009 on Environmental Protection and Management;
- Law No. 30 of 2007 on Energy;
- Regulation of the Minister of Energy and Mineral Resources No. 26 of 2018 on the Implementation of Good Mining Practices and the Supervision of Mineral and Coal Mining;
- Decree of the Minister of Energy and Mineral Resources No. 1827 of 2018 on Guidelines for the Implementation of Good Mining Engineering Practices; and
- Various regulations issued by the Ministry of Environment (KLH) and the Regional Government of East Kalimantan.

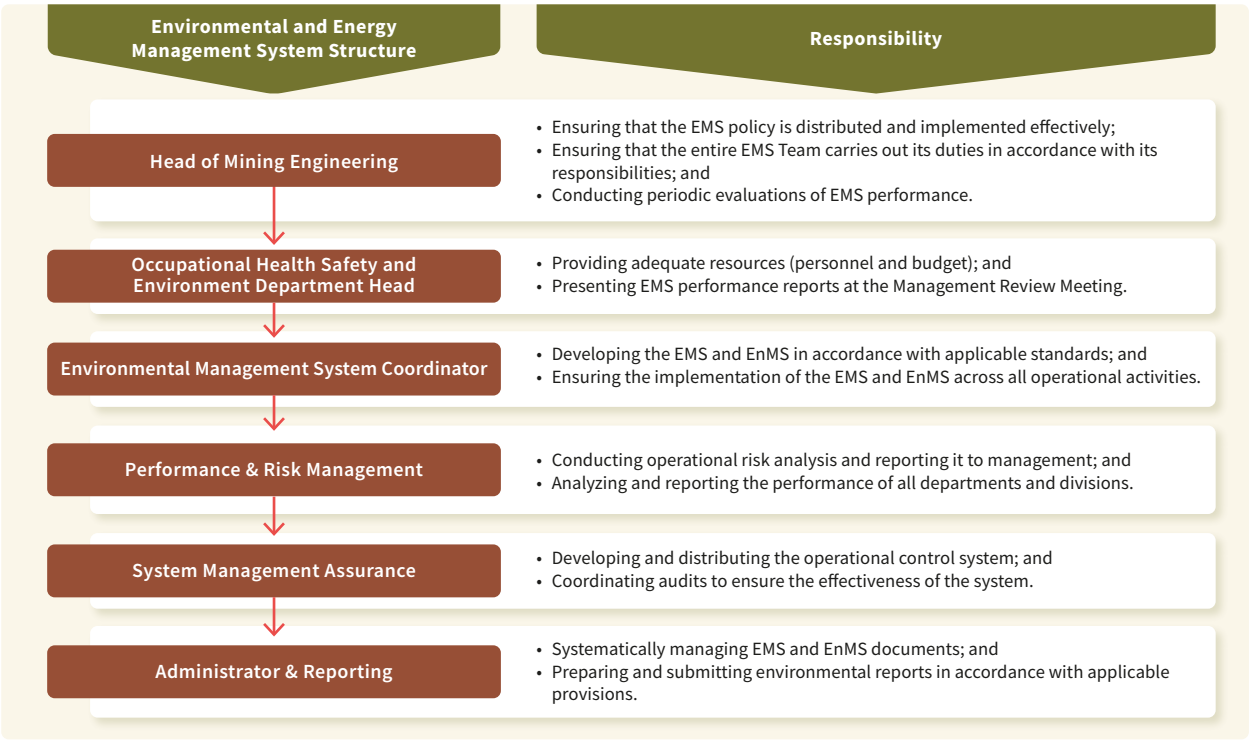
Based on this policy, MMSGI continues to strengthen its environmental performance through the implementation of measurable, strategic programs directed at delivering positive benefits for the ecosystem and the communities surrounding its operational areas.

Environmental and Energy Management System

MMSGI continues to strengthen the implementation of its Environmental Management System (EMS) and Energy Management System (EnMS), which are standardized and integrated across all operational lines as part of the Company's commitment to systematic and sustainable environmental management. The implementation of these systems—which, at the subsidiary PT Multi Harapan Utama (MHU), refers to the ISO 14001:2015 and ISO 50001:2018 standards serves as an important foundation for the Company in identifying environmental aspects and impacts, controlling risks, pursuing energy efficiency, and driving continuous improvement in environmental performance. The Company also periodically conducts audits and evaluations of the management systems it implements. In 2025, MMSGI carried out an audit covering the scope of Coal Mining Operations.

Type of Audit	Standard	Implementation Date
Environmental Management System Audit	ISO 14001:2015	August 12–15, 2025
Energy Management System Audit	ISO 50001:2018	August 12–13, 2025

The implementation of the EMS and EnMS within MMSGI is intended not only to fulfill regulatory compliance obligations, but also to support various initiatives aimed at improving environmental performance. These initiatives include energy efficiency and greenhouse gas (GHG) emission reduction, the utilization of renewable energy, hazardous and toxic waste management, the application of Reduce, Reuse, Recycle (3R) principles for waste in accordance with its respective management characteristics, efficient water use, reduction of water pollution loads, and the protection of biodiversity around the operational areas.



In 2025, MMSGI continued to strengthen the implementation of its EMS and EnMS through periodic monitoring, evaluation of system effectiveness, and follow-up on areas and processes that could still be improved. Internal audits remain an important part of the continuous improvement cycle, serving not only to assess the conformity of system implementation with the applicable standards, but also to identify opportunities for improvement, including in the environmental and energy management aspects carried out by business partners or contractors. Through these measures, the Company continues to strive to ensure that the implementation of its EMS remains relevant, effective, and capable of supporting the achievement of responsible environmental performance.

Good Mining Practices

MHU implements GMP principles as the foundation for ensuring that all mining activities, from the planning and operational stages through to post-mining, are carried out responsibly, effectively, and in accordance with applicable requirements. The implementation of these principles includes compliance with technical standards and regulations, while placing environmental protection, occupational safety, operational sustainability, and stakeholder engagement as important elements throughout the entire mining process. In line with this, MHU also continues to carry out environmental monitoring and land rehabilitation consistently in order to reduce potential negative impacts on the environment and on communities around its operational areas.

In support of effective GMP implementation, MHU conducts regular and comprehensive environmental compliance monitoring as part of its internal control mechanism and early warning system. Through this approach, potential deviations can be identified at an early stage, allowing corrective actions to be taken promptly and effectively. In certain circumstances where an environmental incident occurs, the Company also applies emergency response procedures designed to minimize resulting impacts and prevent similar incidents from recurring.

MHU's consistency in implementing good mining practices continues to be recognized by regulators and stakeholders. In 2025, MHU achieved a PROPER Blue rating, indicating that MHU complies with all applicable environmental regulations. MHU remains consistent in integrating responsible mining practices with its sustainability commitment. This recognition reinforces the confidence that GMP implementation at MHU focuses not only on compliance, but is also directed toward achieving ethical, sustainable operational performance that delivers added value to the environment and surrounding communities.

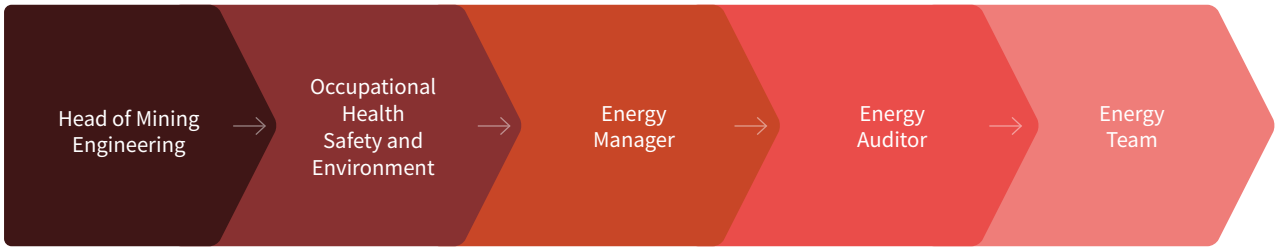


Energy Efficiency [3-3, 302-1, 302-2, 302-3, 302-4, 302-5]

MMSGI continues to strengthen its energy efficiency efforts as part of its strategy to improve operational performance while reducing negative environmental impacts. In addition to internal energy management, the Company also encourages more effective energy management practices throughout its value chain, including among business partners, to support more optimal overall energy performance.

To support this, MMSGI implements a structured Energy Management System (EnMS) with a target of improving energy efficiency by 0.8% per year. The implementation of this system is directed at optimizing energy use, enhancing resource conservation, and contributing to the reduction of GHG emissions. This approach also ensures that energy management is carried out systematically and measurably as part of the Company's ongoing efforts to improve environmental performance. [3-3]

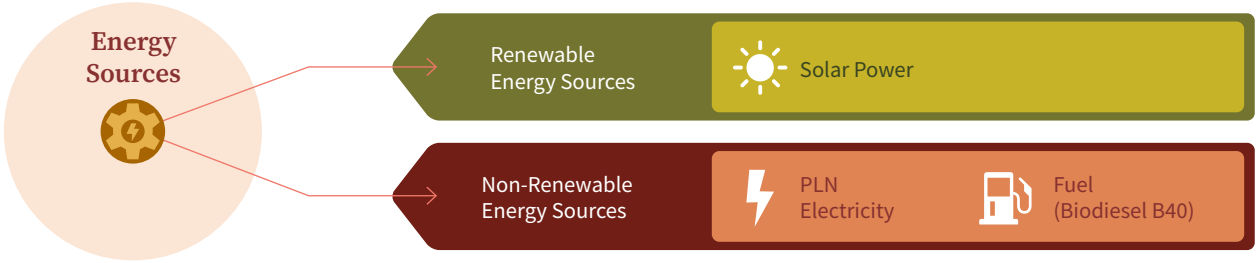
Energy management within the Company is coordinated by the Energy Efficiency Team, led by the Energy Manager, in accordance with the applicable Energy Efficiency Policy. This team is supported by competent personnel with expertise in energy management, enabling the consistent monitoring, evaluation, and implementation of various energy efficiency initiatives across all operational areas, including activities carried out by business partners.



As part of its commitment to effective energy management, MMSGI continues to maintain the implementation of energy management standards based on ISO 50001:2018, which covers more than 90% of the Company's operational activities. The implementation of this standard serves as an important foundation for driving improvements in energy performance while supporting the transition toward a more efficient and sustainable energy system.

ENERGY CONSUMPTION

MMSGI continues to implement strategic measures to support the transition toward cleaner and more sustainable energy use. These efforts include optimizing energy consumption across all operational areas and implementing various energy efficiency initiatives at both mining sites and the head office. One of the measures that continues to be implemented is the use of biofuels, such as B40 Biodiesel, as part of efforts to reduce dependence on fossil fuels.



In 2025, the Company's total energy consumption was recorded at 3,274,217.04 GJ, reflecting a change of 427,827.72 GJ, or a decrease of 11.56% compared to the previous year. This change was influenced by the ongoing implementation of energy efficiency programs as well as operational dynamics, including the level of coal production during the reporting period.

Through its subsidiary MHU, MMSGI continues to promote more efficient energy consumption management while minimizing the resulting negative impact on the environment. These efforts are focused not only on reducing energy consumption, but also on increasing the use of more environmentally friendly energy sources as part of the Company's commitment to sustainability.

As a demonstration of transparency and accountability, the Company's energy consumption data is periodically evaluated and verified through external energy audits conducted by independent parties in accordance with the ISO 50001 standard. This process is intended to ensure the reliability of the data, assess energy management performance, and identify opportunities for improvement that can support the ongoing enhancement of the energy management system's effectiveness.

Energy Consumption [F.6]

Source	Unit	2025	2024	2023
Renewable Energy				
Solar Power (Solar PV)	kWh	20,497.40	24,452.60	189,610.72
Total Renewable Energy Consumption	**GJ**	**73.79**	**88.03**	**682.60**
Non-Renewable Energy				
Fuel (Biodiesel B40)	Liter	95,283,856.85	107,767,286.85	183,646,710.08
	GJ	3,268,236.29	3,696,271.34	6,299,514.99
PLN Electricity	kWh	1,640,821.80	1,579,166.40	2,944,368.60
	GJ	5,906.96	5,685.39	10,599.73
Total Non-Renewable Energy Consumption	**GJ**	**3,274,143.25**	**3,701,956.73**	**6,310,114.72**
Total Energy Consumption	**GJ**	**3,274,217.04**	**3,702,044.76**	**6,310,797.32**

Notes:
a. Energy consumption data is obtained from the subsidiary (MHU).
b. Solar power operating within MHU's operational area comes from contractors and solar power plants owned by MHU.
c. Conversion factors used to calculate energy consumption:
   1. Solar energy: calculated based on the power rating of electrical equipment using solar panels (kW) multiplied by operating hours (hours), then converted to GJ
   2. PLN electricity: calculated based on PLN billing data (kWh); kWh figures are converted to GJ, where 1 kWh = 0.0036 GJ
   3. Fuel (BBM): 1 liter of fuel = 0.0343 GJ

ENERGY INTENSITY

[302-3] [F.6]

Energy intensity continues to be an important indicator in evaluating the effectiveness of energy management and supporting operational decarbonization efforts. By monitoring energy intensity, the Company can assess the efficiency of energy use relative to production output and identify areas with opportunities for further improvement.

The Company is committed to continuously reducing energy consumption per unit of production through the implementation of various energy efficiency programs and the use of technologies that support more optimal operational performance. In practice, MMSGI continues a number of initiatives to improve fuel efficiency and reduce energy losses in operational equipment. These initiatives include improving work efficiency for small excavator units through enhanced operator performance, optimizing refueling methods, and utilizing the DCM program to reduce fuel consumption in Hauler 777D/E units, as well as using used oil as a substitute fuel in blasting activities.

The Company also implements the MANTULS Controller to improve the efficiency of GD825 Graders and optimizes fuel use through online vehicle condition monitoring with the Vehicle Health Monitoring System (VHMS) on HD 785 units. In addition, MMSGI applies the Hybrid Dumptruck for Responsible Energy Use in Mining (HYDRUM) Program innovation on RTH-100 units, which contributes to improving fuel consumption efficiency in mining material hauling activities. These various initiatives support the Company's efforts to increase equipment productivity, reduce energy consumption, and lower emissions from operational activities. In addition, the Company has begun evaluating the use of electric haul trucks as part of its efforts to develop more energy-efficient and lower-emission operational solutions.

On the operational side, MMSGI continues to optimize refueling management, fuel consumption monitoring, and the use of heavy equipment monitoring systems to reduce idle time and strengthen operational control in mining areas. This approach supports overall improvements in energy efficiency while maintaining a balance between productivity and environmental impact management.

Energy Intensity [F.6]

Description	Unit	2025	2024	2023
Total Energy Consumption	GJ	3,274,217.04	3,702,044.76	6,310,797.32
Total Coal Production	Ton	8,078,811	8,599,977*	10,849,999
Total Overburden Production	Bcm	96,502,848	96,634,623*	154,447,508
Total Overburden Production	Ton	231,606,835	231,923,095*	370,674,019
Energy Intensity (Coal)	GJ/Ton	0.4053	0.4305*	0.5816
Energy Intensity (Overburden)	GJ/Ton	0.0141	0.0160*	0.0170
Energy Intensity (Coal and Overburden)	GJ/Ton	0.0137	0.0154*	0.0165

*There is a restatement of data
Note: Data is derived from the subsidiary (MHU).

TARGET FOR REDUCING ENERGY CONSUMPTION

[302-4, 302-5] [F.7]

As part of its commitment to energy efficiency, MMSGI has set a target to reduce energy intensity by 0.8% per year, using 2021 as the baseline year. This target forms part of the Company's long-term strategy to improve operational efficiency while supporting decarbonization efforts.

To reinforce this strategic direction, the Company has established an Energy Baseline (EnB) and energy target through internal policy, with a target energy intensity of 0.0150 GJ/ton by 2031. This target reflects the Company's commitment to managing energy in a more structured, measurable, and sustainable manner.

Reduction in Energy Consumption [F.7]

Target	Base Year	Target Year	Base Year Value	Actual 2025 (GJ/Ton)	% Increase/ Decrease from Base Year	KPI in Target Year (GJ/Ton)
Energy Intensity	2021	2031	0.0163	0.0137	15.95%	0.0150

ENERGY EFFICIENCY INITIATIVES

[302-4] [F.7]

MMSGI continues to consistently implement various energy efficiency initiatives across all operational units as part of its commitment to sustainable energy management and greenhouse gas (GHG) emission reduction efforts. These initiatives are designed based on energy performance evaluation results and the identification of efficiency improvement opportunities across the Company's various operational activities. In 2025, MMSGI continued to strengthen the implementation of energy efficiency initiatives through the adoption of more efficient technologies, optimization of operational processes, and reinforcement of energy governance across all business lines. In addition, the Company continues to promote greater employee understanding and engagement in support of more effective energy management as part of its ongoing improvement efforts. In line with this commitment, MMSGI continues to develop and implement a range of energy efficiency initiatives, with the following key areas of focus:

1. **Energy Optimization**
   - Implementing automated lighting systems in low-traffic areas;
   - Applying smart positioning sensors to the water truck refilling system;
   - Implementing the Vehicle Health Monitoring System (VHMS) on HD 785 units to monitor fuel consumption of operational equipment;
   - Improving the operational efficiency of equipment by reducing non-operational hours; and
   - Applying the HYDRUM innovation to the hauling fleet to improve fuel consumption efficiency.

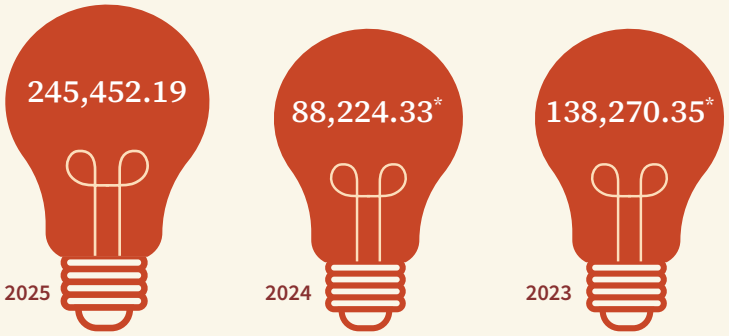
2. **Renewable Energy**
   - Implementing the Mining City Green Energy concept through the use of solar panels; and
   - Beginning to direct the development of low-emission operational solutions through the evaluation of electric hauling trucks.

3. **Energy Governance**
   - Conducting regular monitoring and evaluation of energy performance through the Energy Performance Indicator (EnPI);
   - Complying with applicable laws and regulations relating to energy management at MHU;
   - Supporting the procurement of products, equipment, and services that can improve energy efficiency;
   - Conducting periodic evaluations of energy efficiency programs and/or activities through energy audits, and initiating continuous improvements to enhance energy efficiency performance; and
   - Strengthening energy governance through the implementation of operational innovations, such as HYDRUM, which has been developed in a measured way as part of the strategy to improve energy performance and fuel efficiency across the operational fleet.

4. **Training and Awareness Programs**
   - Conducting training and awareness programs for employees and key partners to strengthen understanding of, and engagement in, energy efficiency efforts; and
   - Conducting outreach on efficient energy use practices in the workplace.

Through the sustained implementation of various energy efficiency initiatives, MMSGI continues to work toward improved energy performance across all operational lines. The results of these efforts are reflected in the energy efficiency achievements presented in the following data.

Energy Reduction
(GJ)



*There is a restatement of data

Emissions Management

[305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7]

GHG EMISSIONS

[F.11]

MMSGI has a dedicated policy governing the principles, responsibilities, and mitigation measures for GHG emissions through its Emission Reduction Policy, which applies across all operational lines. This policy serves not only as an internal guideline but is also communicated broadly to employees, business partners, customers, suppliers, and other stakeholders as part of the Company's commitment to responsible environmental management.

In implementing this policy, the Company consistently measures, monitors, and reports GHG emissions generated from its operational activities. Measurement is conducted systematically and covers both direct emissions (Scope 1) and indirect emissions (Scope 2), in accordance with established reporting boundaries, including subsidiary entities. [3-3]

Scope 1 emissions comprise direct emissions arising from operational activities owned or controlled by the Company, such as mining activities, fuel consumption, waste management, and other operational processes. Scope 2 emissions, meanwhile, comprise indirect emissions arising from the use of electricity obtained from an external provider, namely the State Electricity Company (PLN).

In calculating GHG emissions, MMSGI applies an operational approach using the ISO 14064-1 standard for Scope 1 and Scope 2 emissions calculations, and adopts the IPCC Guidelines for National Greenhouse Gas Inventories (2006) for the use of relevant emission factors. Emissions calculations are conducted internally with reference to internationally recognized methodologies. In addition, the Company reports its emissions control performance to the Ministry of Environment (KLH) through the PROPER evaluation mechanism.

GHG Emissions Data by Emission Scope

Scope	Activity	Unit	2025	2024	2023
Scope 1	Mining	Ton CO_2eq	142,187.62	273,893.71	466,743.48
Scope 2	Port and Office	Ton CO_2eq	1,217.59	1,171.82	2,184.72
Total Emissions		**Ton CO_2eq**	**143,405.21**	**275,065.53**	**468,928.20**

Note: Scopes 1 and 2 are derived from the subsidiary's (MHU) data.

In 2025, total Scope 1 and Scope 2 GHG emissions were recorded at 143,405.21 tons CO_2e, a decrease of 131,660.32 tons CO_2e or 47.86% compared to the previous year. This change was influenced by several factors, including the implementation of energy efficiency initiatives, the use of more efficient technologies, and fluctuations in production levels during the reporting period.

In line with its long-term commitment to emission reduction, MMSGI continues to develop various initiatives that support energy efficiency and the adoption of more environmentally friendly technologies, including operational innovations such as the application of hybrid technology to the hauling fleet and the exploration of electric-based transportation solutions. Through this approach, MMSGI seeks to contribute to national GHG emission reduction efforts and support the achievement of the Sustainable Development Goals (SDGs).

GHG EMISSIONS INTENSITY

[305-4] [F.11]

The calculation of GHG emissions intensity is based on the Company's key operational activities that contribute significantly to total emissions, namely coal production and overburden removal activities within the operational scope of MHU. This approach is used to provide a more accurate picture of emissions efficiency relative to production output.

In 2025, MMSGI continued to monitor GHG emissions intensity as an important indicator for evaluating the effectiveness of emissions management and supporting operational decarbonization efforts. Through this indicator, the Company can assess emissions control performance in a more measurable way and identify opportunities to improve efficiency across its various operational activities.

In line with the implementation of various energy efficiency initiatives and the adoption of more efficient operational technologies, including within the hauling fleet, the Company continues to work toward reducing emissions per unit of production. These efforts are further supported by the optimization of operational processes and the control of energy consumption across all business lines.

GHG Emissions Intensity

Description	Unit	2025	2024*	2023
Total Scope 1 and Scope 2 Emissions	Ton CO_2eq	143,405.21	275,065.53	468,928.20
Total Coal Production	Ton	8,078,811	8,599,977	10,849,999
Total Overburden Production	Bcm	96,502,848	96,634,623	154,447,508
Total Overburden Production	Ton	231,606,835	231,923,095	370,674,019
Emission Intensity (Coal)	Ton CO_2eq/Ton	0.01775	0.03198	0.04322
Emission Intensity (Overburden)	Ton CO_2eq/Ton	0.00062	0.00119	0.00127
Emission Intensity (Coal and Overburden)	Ton CO_2eq/Ton	0.00060	0.00114	0.00123

*There is a restatement of data
Note: 1 Bcm = 2.4 tons

In 2025, MMSGI's GHG emissions intensity was recorded at 0.00060 tons CO_2e/ton, a decrease of 47.37% compared to the previous year. This change reflects the influence of various energy and emissions management initiatives implemented, as well as fluctuations in production levels during the reporting period.

GHG REDUCTION INITIATIVES

[305-5] [F.12]

As part of its commitment to sustainability and climate change control, MMSGI, through MHU, has established measurable GHG emission reduction targets that are integrated into its environmental performance management process. These targets are supported by metrics applied consistently in internal reporting and evaluation to promote transparency, strengthen accountability, and support data-driven decision-making across all operational activities.

MHU has set 2021 as the baseline year, with targets to be achieved by 2030. Within this period, MMSGI aims to achieve an absolute emissions reduction of 8% for both Scope 1 and Scope 2 emissions compared to the baseline year, covering emissions from coal mining activities. In addition, the Company also aims to improve operational efficiency by reducing emissions intensity, i.e., emissions per unit of product, targeting a reduction of 8% for Scope 1 and 7.69% for Scope 2 compared to the baseline year.

In 2025, MMSGI continued to regularly monitor progress toward its GHG emission reduction targets. As of the reporting period, emission reductions achieved stood at 69.31% for Scope 1 and 11.53% for Scope 2 compared to the baseline year. This progress was influenced by the implementation of various energy efficiency initiatives, the adoption of more efficient operational technologies, and fluctuations in production levels during the reporting period.

GHG Emissions Reduction Target

Target	Base Year 2021 (Ton CO_2eq)	2030		2025		Indicator
		Target (Ton CO_2eq)	% Target Decrease from Base Year	Actual (Ton CO_2eq)	% Decrease/ Increase from Base Year	
Scope 1	463,360.44	426,291.60	8.00%	142,187.62	69.31%	●
Scope 2	1,376.34	1,266.23	8.00%	1,217.59	11.53%	●
Scope 1 Emission Intensity	0.0012954	0.0012014	8.00%	0.0005932	54.21%	●
Scope 2 Emission Intensity	0.0000038	0.0000036	7.69%	0.0000051	34.21%	●

Remarks:
● Target achieved ● Target not achieved

MMSGI focuses its GHG emissions management efforts on the early stages of the mitigation hierarchy, namely mitigate and reduce, as part of the Company's contribution to supporting the national target of achieving Indonesia's Net Zero Emission by 2060.

The mitigate strategy is carried out through the implementation of energy efficiency policies, strengthening human resource capacity through energy management training and outreach, and developing innovation programs that drive improved operational efficiency. In 2025, this approach was further reinforced through the application of technological innovations, including the use of hybrid technology in the hauling fleet through the HYDRUM program, which has contributed to reduced fuel consumption and GHG emissions in operational activities.

Meanwhile, the reduce strategy is implemented through the optimization of energy consumption across all business lines, collaboration with business partners on energy efficiency programs, and the use of more environmentally friendly fuels, such as Biodiesel B40, within operational areas. In addition, the Company has also begun evaluating the application of low-emission transportation technologies, including trials of electric hauling trucks, as part of its long-term efforts to reduce GHG emissions.

Beyond operational measures, MMSGI also carries out land reclamation and rehabilitation activities as part of its carbon management efforts. In 2025, these activities contributed to carbon sequestration of 312,643 tons CO_2e, resulting from revegetation, land reclamation, and watershed rehabilitation activities. In addition, the Company's various energy efficiency and emissions reduction programs contributed a further reduction of 93,265 tons CO_2e.

Through these various initiatives, MMSGI continues to work toward the sustainable reduction of GHG emissions, both through improved energy efficiency and the adoption of more environmentally friendly technologies. These efforts also strengthen the Company's role in supporting climate change mitigation and the achievement of its long-term sustainability targets. The following outlines the emissions reduction activities undertaken by the Company.

GHG Emissions Reduction Efforts

Activity Description	Unit	2025	2024	2023
Carbon Sequestration				
Revegetation, Reclamation, and Watershed (DAS) Rehabilitation	Ton CO_2eq	312,643	477,879	267,183
Carbon Reduction				
Emissions Successfully Reduced Through Program Implementation	Ton CO_2eq	93,265	82,334	10,251
Others				
Carbon Credit	Ton CO_2eq	0	0	1,250
Total Emission Reduction	**Ton CO_2eq**	**405,909**	**560,213**	**278,684**

AMBIENT AIR POLLUTION

[305-6, 305-7]

MHU remains committed not only to complying with applicable regulatory requirements, but also to proactively managing and controlling ambient air pollution generated by its operational activities. This is carried out through regular evaluation and improvement of its air quality management system to minimize potential impacts on the environment and the health of surrounding communities. [3-3]

In carrying this out, the Company refers to Government Regulation No. 22 of 2021 on the Implementation of Environmental Protection and Management, as well as Decree of the Minister of Environment No. 48 on Noise Level Standards, to ensure that ambient air quality remains within established quality standards. To ensure data reliability, MHU works with an independent laboratory that is accredited and registered with the Ministry of Environment (KLH) to conduct air quality measurements.

Air quality monitoring is conducted routinely, measuring key parameters including sulfur dioxide (SO_2), nitrogen dioxide (NO_2), carbon monoxide (CO), total suspended particulate (TSP), lead (Pb), and noise levels within operational areas. This approach enables the Company to identify potential increases in emissions at an early stage and take necessary control measures.

In 2025, air quality monitoring results showed generally improved conditions compared to 2024, as reflected in decreases across most of the monitored parameters. This improvement indicates better air quality conditions within the monitored areas. All air quality and noise level parameters remained below the applicable quality standards, indicating compliance with environmental standards.

Air Quality Monitoring

Parameter	Unit	Quality Standard	2025	2024	2023
Dust/TSP	µg/m³	230	121.44	150.74	127.26
SO_2	µg/m³	150	28.26	30.36	32.15
NO_2	µg/m³	200	9.49	10.71	13.39
CO	µg/m³	10,000	886.55	1,073.42	879.78
Pb	µg/m³	2	0.30	0.30	0.34
Industrial Noise	db	70	48.35	48.96	45.05
Residential Noise	db	55	44.15	43.85	43.94

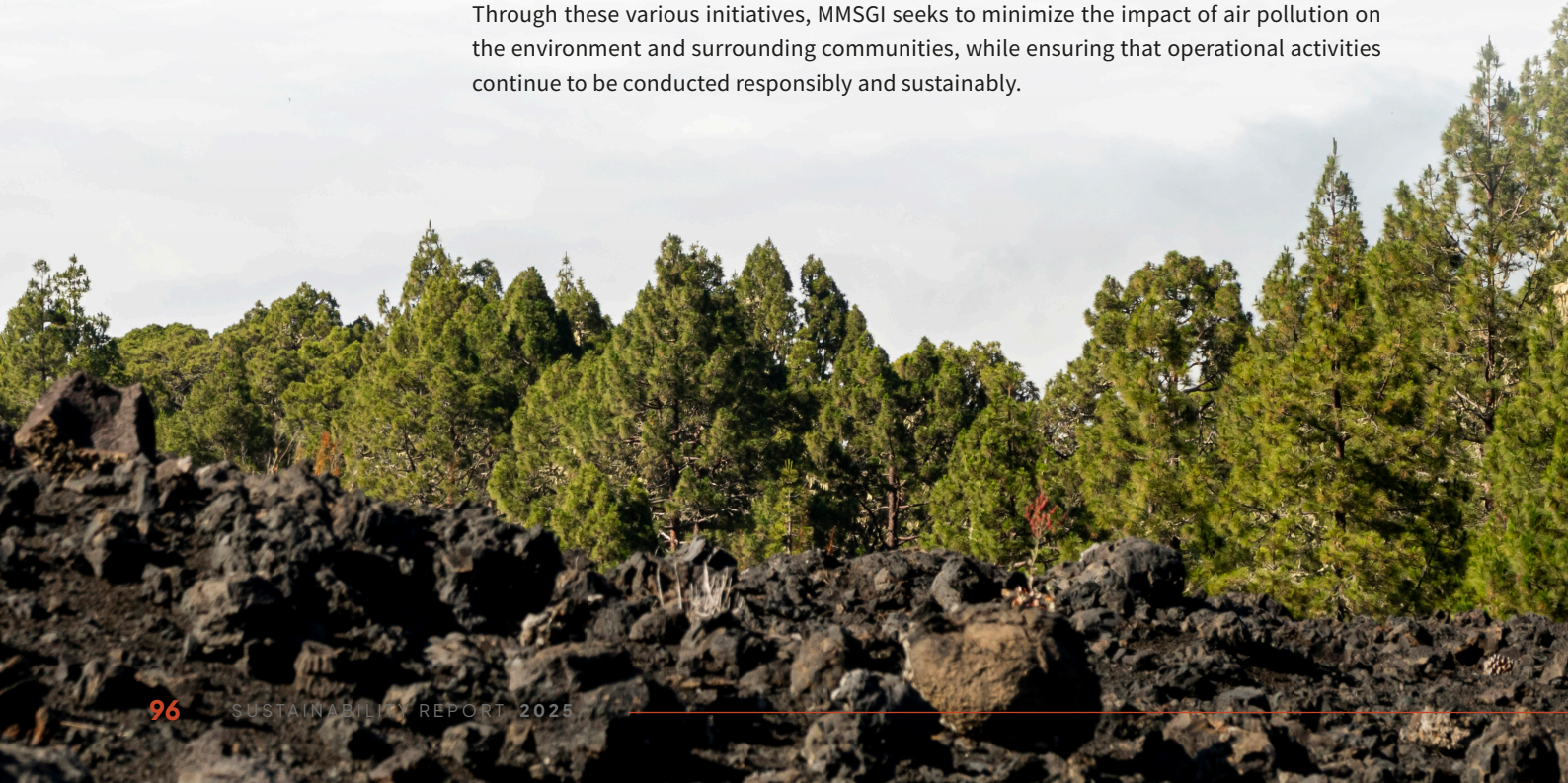
As part of strengthening its environmental management system, MMSGI is developing an inventory of refrigerants and other relevant substances used in its operational activities, including verification of their ozone-depleting substance (ODS) status. This process will strengthen the monitoring and management of refrigerants and support compliance with applicable regulatory and reporting requirements.

AMBIENT AIR POLLUTION REDUCTION INITIATIVES

As part of its efforts to maintain ambient air quality within established quality standards, MMSGI, through MHU, consistently implements various air pollution control initiatives within its operational areas. These efforts focus on controlling sources of particulate and dust emissions arising from mining activities and the movement of operational vehicles. In 2025, the Company continued to implement previously established control measures, including:

- Regular road watering;
- Planting trees along roadsides;
- Regulating the speed of operational vehicles; and
- Installing dust nets and adding coal guards.

Through these various initiatives, MMSGI seeks to minimize the impact of air pollution on the environment and surrounding communities, while ensuring that operational activities continue to be conducted responsibly and sustainably.



Climate Change Management

[305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7]

GHG RISK MANAGEMENT

MMSGI has a clear governance mechanism for overseeing climate change-related issues. Climate change is included on the agenda of the Sustainability Committee, established at the Board of Directors level. This committee is responsible for integrating climate change issues into the Company's strategy and operational decisions, and meets at least once a year.

Managerial responsibility for climate change issues is held by Sustainability & Project Division, which is directly responsible for managing climate change policy and supporting the implementation of the Company's emission targets. In this capacity, this position coordinates with the Sustainability Committee to ensure that sustainability policies and initiatives are effectively implemented across all operational lines. The Sustainability Committee is tasked with overseeing the implementation of climate and sustainability policies, and ensuring that all strategies adopted support decarbonization goals and climate change risk management.

MMSGI actively manages climate change-related risks as part of its commitment to supporting GHG emissions mitigation efforts and the transition toward more sustainable mining operations. This risk management is carried out through the implementation of various initiatives focused on improving energy efficiency, reducing emissions, and adopting more environmentally friendly technologies across all operational lines.

In addition to implementing energy efficiency programs, MMSGI also continues to strengthen its mitigation measures through the adoption of operational innovations that support emissions reduction, including the use of hybrid technology in the hauling fleet and the evaluation of electric-based operational vehicles. These initiatives form part of the Company's approach to managing climate-related transition risks, particularly those associated with increasing regulatory pressure and the need for energy efficiency.

In support of a cleaner energy transition, the Company continues to advance its strategic collaboration with PT PLN (Persero), formalized through a Memorandum of Understanding (MoU) on the Renewable Energy Certificate (REC) program. This initiative provides a foundation for the planned utilization of electricity attributed to renewable energy sources, supporting the Company’s efforts to manage and reduce indirect (Scope 2) emissions.

Through these various efforts, MMSGI seeks to manage climate change risks in a more structured manner, encompassing both operational aspects and the energy transition. This approach reflects the Company's ongoing commitment to addressing the challenges of climate change, while also supporting the national agenda for GHG emissions reduction.

CLIMATE STRATEGY

[A.1]

As part of its commitment to the transition toward low-carbon development and its support for the Net Zero Emission 2060 target set by the Indonesian government, MMSGI regards climate change as a strategic issue with implications for business sustainability. Climate change is understood not only as a risk with the potential to affect operational activities and infrastructure, but also as an opportunity to improve efficiency, drive innovation, and strengthen the Company's competitiveness.

In 2025, MMSGI continued to deepen internal understanding of climate strategy and to integrate climate change considerations into operational management and decision-making. This is reflected in the development of various initiatives supporting emissions reduction and improved energy efficiency, including the adoption of more efficient operational technologies and the exploration of low-emission solutions in operational activities.

In line with this, the Company also continues to develop a climate strategy tailored to MMSGI's business characteristics, taking into account mitigation and adaptation aspects of climate change on a phased basis. This approach is expected to serve as a foundation for formulating more focused, measurable, and sustainable climate policies and action plans going forward.

Water Efficiency and Effluent Control [303-1, 303-2, 303-3, 303-4, 303-5]

WATER EFFICIENCY

MMSGI adopts a proactive and structured approach to managing water resources, including the identification and mitigation of risks associated with water use across its operational activities. The Company ensures that all water management activities are carried out in accordance with applicable laws and regulations, as well as internal policies on water resource management.

As part of this effort, MMSGI has implemented a water management system focused on efficient use, waste reduction, and regular water quality monitoring. This management includes the operation of wastewater treatment facilities (WWTP) designed to ensure that discharged water meets established environmental quality standards.

The Water Efficiency Policy continues to be communicated to all stakeholders, including employees, business partners, suppliers, and other relevant parties, to encourage the wise and efficient use of water across all operational lines. This approach is intended to foster collective awareness and ensure consistent implementation of the policy.

Water management within the Company is coordinated by the Water Efficiency and Water Pollution Load (BPA) Team, led by the Water Efficiency Coordinator. This team is responsible for carrying out various water conservation initiatives, including optimizing water use, reusing operational water, and periodically evaluating the effectiveness of the water management system.

Environmental Management System Structure	Responsibility
Head of Mining Engineering	• Ensuring that the Water Efficiency Policy is disseminated and implemented by all employees; • Ensuring that all Water Efficiency Officers carry out their duties and responsibilities; and • Evaluating the performance of Water Efficiency Officers.
Occupational Health Safety and Environment Department Head	• Reviewing all activities related to water efficiency; • Ensuring that the Water Efficiency Coordinator develops a work program; • Monitoring the implementation of the water efficiency work program; • Ensuring that all water efficiency development activities are carried out in accordance with the established plan; and • Determining priority areas for improvement based on the results of water efficiency assessments.
Water Efficiency Coordinator	• Establishing the framework for implementing water efficiency; • Developing plans related to the implementation and fulfillment of water efficiency (objectives and scope, inventory analysis, impact assessment, and interpretation); • Monitoring the implementation of the water efficiency program; • Evaluating and formulating corrective actions related to the water efficiency program; and • Coordinating with relevant internal and external parties.
Water Pollution Control Management Specialist	• Ensuring the implementation of the work program; • Ensuring that water efficiency measures are carried out effectively and efficiently; • Coordinating with relevant departments; • Conducting evaluations and determining necessary corrective actions; and • Developing innovations to improve water efficiency.
Wastewater Control Operator	• Collecting and validating data to be used in water efficiency impact assessments; • Collaborating with relevant parties in the implementation of wastewater management; and • Implementing, monitoring, and evaluating wastewater management.
Administrator & Reporting	• Developing mine water drainage plans in accordance with the phased mining plan; • Ensuring that mine water drainage is properly and correctly managed; and • Evaluating mine water drainage activities and formulating necessary corrective actions.

The Company regularly monitors and evaluates the performance of water use efficiency and pollution load control. Through ongoing monitoring, MMSGI is able to identify opportunities for improved efficiency and ensure alignment between water management and its long-term sustainability objectives.

During the 2025 reporting period, there were no significant water management-related incidents resulting in financial loss, such as major leaks, contamination, or uncontrolled water use. This reflects the effectiveness of the water management system that has been implemented, as well as the Company's commitment to preserving environmental sustainability. [2-27]

WATER CONSUMPTION
[F.8]

In support of its operational activities, MMSGI utilizes surface water from rivers surrounding its operational areas. This water is primarily used for watering hauling roads as part of dust control efforts and to maintain road conditions that support smooth operations. [3-3, 303-1]

The Company ensures that water withdrawal is limited and controlled, and does not originate from areas with high water stress. All water utilization activities are guided by the Water Efficiency Policy and carried out in accordance with applicable regulations, taking into account ecosystem balance and minimizing potential impacts on the surrounding environment. [303-1]

MMSGI consistently monitors the volume and quality of water used and discharged into the environment. This monitoring is conducted to ensure that water use remains efficient and does not cause pollution. In addition, as a form of transparency and compliance, the Company regularly reports its surface water usage to the Kalimantan River Basin Office under the Directorate General of Water Resources. [303-2]

In 2025, the Company's total water consumption was recorded at 10,502.40 m^3, a decrease of 40.49% compared to the previous year. This change was influenced by fluctuations in the Company's operational activities.

Water Consumption [303-3, 303-5]

Water Source	Unit	2025	2024	2023
Surface Water	m^3	10,502.40	17,648.18	48,424.72
Total Water Withdrawal	**m^3**	**10,502.40**	**17,648.18**	**48,424.72**
Total Water Consumption	**m^3**	**10,502.40**	**17,648.18***	**48,424.72***

Note:
- Since 2023, there have been changes to PUPR regulations and water utilization location permits, particularly regarding the provisions governing the maximum monthly discharge that may be withdrawn from surface water, resulting in a fairly significant decrease in water usage.
- Water consumption is assumed to be equivalent to water withdrawal, considering that discharged water includes naturally occurring rainfall entering the mining operational area (due to the nature of mining activities), and its volume cannot be measured separately.

*There is a restatement of data



WATER INTENSITY

As part of its commitment to sustainable resource management, MMSGI continues to work toward improving water use efficiency across all operational activities. Water intensity is used as one of the indicators for evaluating the effectiveness of water use relative to production output, enabling the Company to identify opportunities for ongoing efficiency improvements.

Water Intensity

Description	Unit	2025	2024	2023
Total Water Consumption	m^3	10,502.40	17,648.18	48,424.72
Total Production (Coal and Overburden)	Ton	239,685,646	240,523,072*	381,524,018
Water Intensity	m^3/Ton	0.000044	0.000073*	0.000127*

*There is a restatement of data

In 2025, MMSGI continued to monitor water intensity performance as part of its efforts to control water consumption and reduce environmental impact. Various initiatives implemented, such as optimizing water use for operational activities, reusing water, and raising awareness of water use in the workplace, have further supported more efficient water management.

Based on monitoring results, water intensity in 2025 was recorded at 0.000044 m^3/ton, a decrease of 40.3% compared to the previous year. This change reflects the influence of water efficiency program implementation, as well as fluctuations in operational activities during the reporting period.

WATER EFFICIENCY INITIATIVES

MMSGI consistently implements various initiatives to enhance the effectiveness of its water conservation and efficiency programs across all operational activities. These efforts are carried out through optimizing the use of water sources, improving distribution efficiency, and strengthening sustainable water management. In 2025, the Company continued to implement various water efficiency initiatives, including:

- Optimizing the use of rainwater as an alternative source to support efficient use of clean water, with total utilization amounting to 4,205 m^3;
- Improving the water distribution system through refined design and flow regulation at operational facilities;
- Optimizing the performance of the water treatment plant (WTP) to enhance the effectiveness of water treatment and distribution;
- Increasing water reuse in operational activities, including the use of treated wastewater that meets applicable standards;
- Implementing, monitoring, and evaluating an ongoing water conservation program based on the principles of Reduce, Reuse, Recycle (3R); and
- Conducting training and outreach programs to raise employee awareness of, and engagement in, more efficient water use.

EFFLUENT CONTROL

[303-2, 303-4]

MMSGI implements systematic and integrated wastewater management in accordance with applicable laws and regulations. All wastewater generated from operational activities is treated through available treatment systems to ensure that effluent quality meets the standards established in the wastewater discharge permit before being released into water bodies.

The Company records and monitors, separately, water discharges originating from two main sources: domestic wastewater and water from settling ponds. Water in settling ponds is managed in a controlled manner to reduce suspended solids and other parameters, ensuring compliance with quality standards before release into the environment. Meanwhile, water used for operational activities such as watering hauling roads is utilized directly within the work area, with most of it absorbed into the ground, thereby adding no additional pollution load to water bodies surrounding the operational area. [3-3]

As part of strengthening its environmental management, MMSGI also regularly monitors effluent quality and evaluates the performance of its wastewater treatment facilities to ensure the effectiveness of the systems in place. This approach enables the Company to identify potential performance improvements and maintain ongoing compliance with applicable environmental standards.

WASTEWATER DISCHARGE

[F.14] [303-4]

MMSGI, through MHU, consistently monitors the quality of wastewater generated from all operational activities as part of its efforts to control and reduce pollution load. This monitoring is conducted routinely to ensure that discharged wastewater meets the quality standards established under applicable laws and regulations.

Wastewater from settling ponds is managed and evaluated periodically in accordance with East Kalimantan Provincial Regulation No. 02 of 2011. Key parameters monitored include acidity (pH), Total Suspended Solids (TSS), iron (Fe), and manganese (Mn), which serve as primary indicators for assessing water quality prior to release into the environment.

In 2025, the Company continued to optimize wastewater management by improving the effectiveness of its settling systems and controlling water flow within operational areas. These efforts aim to reduce pollution load while improving the quality of discharged water. In addition, MMSGI also promotes the reuse of treated water as part of efforts to reduce the volume of wastewater discharged into water bodies.

Settling Pond Test Results

Parameter	Unit	Quality Standard	2025	2024	2023
pH	-	6.5–8.5	7.07	7.13	7.38
Total Suspended Solid (TSS)	mg/L	300	14.75	18.42	15.33
Fe	mg/L	7	0.06	0.06	0.14
Mn	mg/L	4	0.09	0.15	0.12

Based on test results throughout 2025, all wastewater quality parameters were recorded as meeting the applicable quality standard thresholds. This achievement reflects MMSGI's consistency in safeguarding environmental integrity and supporting responsible, sustainable business practices.

Volume of Wastewater Discharged to the Environment by Destination

Destination	Unit	2025	2024*	2023*
Surface Water	m^3	8,204,168.83	2,672,008.16	4,483,980.74

*There is a restatement of data

Volume of Wastewater Discharged to the Environment by Receiving Water Body

Destination	Unit	2025	2024*	2023*
Jembayan River	m^3	7,305,179.19	1,394,060.28	1,635,719.93
Loa Haur River	m^3	31,307.70	1,462.26	1,781,357.49
Mahakam River	m^3	167,511.80	90,479.98	68,939.83
Bakungan River	m^3	0.00	0.00	26,605.17
Jitan River	m^3	700,170.14	1,186,005.64	971,358.32
Total	**m^3**	**8,204,168.83**	**2,672,008.16**	**4,483,980.74**

*There is a restatement of data

Wastewater from mining activities originates primarily from rainfall runoff, which is subsequently managed and treated before being discharged into the environment. Accordingly, variations in rainfall intensity from year to year result in fluctuations in the volume of mine wastewater.

EFFLUENT UTILIZATION INITIATIVES

As part of its commitment to responsible environmental management, MMSGI continues to optimize the reuse of wastewater to reduce the discharge load into surface water bodies. This approach forms part of the Company's efforts to improve water use efficiency while minimizing the environmental impact of its operational activities.

In 2025, the Company continued to utilize wastewater generated from unit washing activities (wash pad) as well as treated water from its wastewater treatment facilities (WWTP). This treated water is reused for operational activities, particularly for watering mine roads as part of dust control efforts. This practice not only supports reduced consumption of clean water but also helps minimize the potential generation of additional waste, as the water is reused within the operational area and largely absorbed into the ground.

In line with ongoing operational dynamics, water requirements for road watering continue to be optimally managed through the use of available effluent. This approach reflects the application of resource efficiency and sustainability principles in the Company's water management practices.

Effluent Utilization Efforts

Description	Unit	2025	2024	2023
Reutilization	m^3	469,674	1,073,379	899,866

In implementing this practice, MMSGI ensures that reused wastewater meets the established quality standards. Where water quality does not meet the required standards under certain conditions, the Company promptly takes corrective action in accordance with applicable procedures, as a form of compliance with environmental regulations.

These effluent utilization efforts are part of the Company's integrated environmental management system, which aims to ensure that all water management processes are carried out in a controlled, responsible, and sustainable manner.



Waste Management [306-1, 306-2, 306-3, 306-4, 306-5]

MMSGI consistently continues its responsible waste management efforts through the application of the Reduce, Reuse, Recycle (3R) principle to both hazardous and toxic waste (B3) and non-B3 waste. This commitment is reflected in the Waste 3R Policy, which serves as a guideline for optimizing waste reuse and minimizing the environmental impact of operational activities.

The Company has set a target of reusing more than 50% of B3 waste and more than 45% of general waste, which it continues to pursue through various ongoing waste management initiatives. This approach focuses not only on reducing waste volume, but also on creating added value through the reuse of materials that retain potential utility. [3-3] [F.5]

To ensure the effective implementation of this policy, MMSGI actively conducts outreach to all stakeholders, including employees, business partners, suppliers, and other relevant parties. In addition, the Company regularly monitors and evaluates the performance of both B3 and general waste management to ensure regulatory compliance and drive continuous performance improvement across all operational units. [3-3]

WASTE GENERATED
[306-3]

Waste generated from MMSGI's operational activities consists of hazardous and toxic waste and general waste. Hazardous waste typically originates from heavy equipment maintenance and repair activities in workshop areas, while general waste is generated from operational activities in workshops, offices, and domestic areas surrounding the work sites.

In managing general waste, the Company continues to promote optimal reuse through various initiatives, including processing organic waste into compost and utilizing materials that retain usable value. MHU collaborates with the Environmental and Forestry Agency (DLHK) of Kutai Kartanegara Regency on 3R-based waste management through the 3R Waste Processing Site (TPS 3R) in Loa Kulu Subdistrict, as well as the management of residual waste at the Final Disposal Site.

For hazardous waste management, MMSGI collaborates with third parties that meet the legal and technical requirements set out in applicable regulations. Hazardous waste is collected from temporary storage sites (TPS), sorted according to its characteristics, and then transferred to authorized downstream waste managers licensed by the Ministry of Environment (KLH). In selecting hazardous waste management partners, the Company applies the following criteria:

- Holds environmental approval from the relevant government authority;
- Holds a valid transportation permit from the Ministry of Transportation and uses registered vehicles;
- Maintains an active partnership with a licensed downstream B3 waste manager;
- Uses the electronic manifest (festronik) system;
- Has no history of violations or environmental pollution cases; and
- Committed to complying with the Company's applicable health, safety, and environmental (HSE) procedures.

Through this approach, MMSGI ensures that all waste generated is managed responsibly, in accordance with applicable regulations, and in support of ongoing environmental protection efforts.

Waste Generated [F.13, F.14]

Description	Source	Treatment Method	Unit	2025	2024	2023
Hazardous Waste						
Used oil**	Workshop	Transported by third party	Ton	50.05	224.58	1,545.48
Used oil**	On Site Emulsion Plant (OSEP)	Reused	Ton	639.67	911.44	1,309.73
Used filters	Workshop	Transported by third party	Ton	59.25	190.14	200.89
Used rags			Ton	35.51	70.70	76.30
Used hoses			Ton	9.60	16.15	16.60
Used batteries/ accumulators			Ton	34.62	50.99	49.88
Contaminated waste			Ton	21.50	73.93	100.93
Used grease (lubricant)			Ton	8.42	16.38	35.45
Used diesel fuel			Ton	18.19	0.001	0.00
Hazardous material containers			Ton	2.73	0.005	0.54
Total Hazardous Waste			**Ton**	**879.54**	**1,554.32**	**3,335.79**
General Waste						
Organic waste	Office	Composted & Black Soldier Fly (BSF) Management	Ton	2.80	0.099	0.29
Plastic		Reused	Ton	8.10	0.42	0.00
Paper			Ton	5.40	0.62	0.69
Unutilized residual waste	Domestic	Disposed	Ton	5.47	62.86	138.66
Total General Waste			**Ton**	**21.77**	**63.99***	**139.64***
Total Waste			**Ton**	**901.31**	**1,618.31***	**3,475.43***

Note:
*) There is a restatement of data
**) A regulatory change extended the permitted service life of oil by 10–15%, depending on type. This change resulted in less frequent oil changes, leading to a decrease in the volume of waste oil transported.
***) MHU received a permit to process waste into ANFO-making material in mid-2022, meaning full utilization of used oil could only begin in 2023. As a result, the reuse value of used oil increased twofold.



*There is a restatement of data

WASTE MANAGEMENT INITIATIVES

In support of responsible waste management, MMSGI continues to implement various initiatives based on the principles of Reduce, Reuse, Recycle (3R), for both B3 waste and general waste.

In 2025, the Company's key measures included the following:

- Managing hazardous waste and general waste in an integrated manner, prioritizing the Reduce, Reuse, Recycle (3R) principle;
- Carrying out appropriate environmental remediation in the event of potential hazardous waste contamination;
- Reducing the use of single-use materials, including plastic and paper packaging, through the optimized use of digital documents;
- Promoting waste recycling, including processing organic waste into compost and reusing inorganic waste that retains usable value;
- Conducting training and outreach programs to raise employee awareness of, and engagement in, waste management; and
- Regularly monitoring and evaluating the effectiveness of waste management programs across all operational areas.

In addition, MMSGI continues to reuse certain hazardous waste, particularly used oil, for which a utilization permit has been obtained since 2022. The used oil is utilized as a substitute material in the production of explosives, such as ammonium nitrate fuel oil (ANFO) and emulsions, in accordance with Indonesian National Standard (SNI) 7642:2010.

The utilization process includes sorting, filtration to separate oil that remains suitable for use, and laboratory testing to ensure compliance with applicable standards. Used oil that does not meet the utilization criteria is stored in a temporary storage facility (TPS) and subsequently managed by a licensed third party in accordance with applicable regulations.

WASTE SPILL HANDLING

[F.15]

Although the potential for liquid hazardous waste spill incidents is relatively lower compared to other sectors, MMSGI remains committed to maintaining preparedness in addressing potential B3 waste leaks or spills. The Company has established comprehensive guidelines and procedures for monitoring, controlling, and responding to hazardous waste spill incidents quickly and appropriately, while minimizing risks to people, the environment, and operational assets.

These guidelines cover a structured set of response measures, from identifying the source of the spill and containing its spread, to remediating the affected area. In addition, MMSGI ensures the availability of emergency response equipment and personnel readiness through regular training and simulations. The response mechanism for liquid B3 waste spills includes the following:



ROCK WASTE MANAGEMENT

MMSGI continues to strengthen its commitment to responsible and sustainable mining practices, including in the management of rock waste. The Company regards the optimal management of overburden not only as part of its environmental responsibility, but also as an important factor in improving operational efficiency and supporting reclamation activities.

In coal mining operations, rock waste in the form of overburden refers to material generated from stripping the topsoil layer above coal reserves. In 2025, total overburden production was recorded at 231,606,835 tons. This material is not disposed of directly but is first managed through a dumping process in designated areas before being reused as backfill material in land reshaping and mine closure activities.

The reuse of overburden forms part of the Company's sustainable waste management approach. Through this process, material generated from mining activities can be reused to support land stabilization and reclamation efforts. This approach not only reduces the need for additional material, but also helps optimize the use of available resources.



In general, MMSGI's coal mining operations do not generate tailings, i.e., waste consisting of a mixture of fine mineral particles and water, which is typically produced from metal mineral mining activities. Accordingly, the Company's mineral waste reporting does not include tailings as a primary category.

Rock Waste

Rock Waste	Unit	2025	2024	2023
Rock waste generated—waste rock (A)	Ton	231,606,835	231,923,095*	370,674,019
Mineral waste generated—tailings (B)	Ton	0	0	0
Rock waste reused/utilized (C)	Ton	231,606,835	231,923,095*	370,674,019
Total rock waste disposed (A+B-C)	**Ton**	**0**	**0**	**0**

*There is a restatement of data

ACID ROCK DRAINAGE MANAGEMENT

MMSGI actively manages the environmental risks posed by acid rock drainage (ARD), the formation of acidic water resulting from the oxidation of sulfide minerals exposed to air and water. ARD management is a key focus area in mining operations, given its potential impact on water quality and the surrounding environment.

As part of its commitment to responsible mining practices, MMSGI ensures that ARD risk management is integrated across the entire mine lifecycle, from exploration and planning through operations and mine closure. Potential ARD is identified from the earliest stage through geochemical characterization, which classifies rock material as either potentially acid forming (PAF) or non-acid forming (NAF), forming the basis for subsequent management planning.

During the planning and feasibility study stage, detailed geochemical analysis is conducted at each mining area to understand the potential for acid water formation. Based on this analysis, 39% of the Company's mineral waste was identified as having reactive geochemical characteristics requiring specific management, enabling the Company to proactively design appropriate control measures and enhance the effectiveness of environmental management from an early stage. The results of this analysis are used in developing ARD management plans, which include controlling material sources, designing water management facilities, and formulating long-term management strategies integrated with the mine closure plan.

During the operational phase, MMSGI routinely monitors water quality across all mining areas, particularly at compliance points such as settling pond discharge outlets and domestic wastewater treatment facilities. This monitoring aims to ensure that discharged water quality continues to meet applicable environmental quality standards. Water quality management and monitoring is carried out with reference to Government Regulation No. 22 of 2021 on the Implementation of Environmental Protection and Management, as well as East Kalimantan Provincial Regulation No. 02 of 2011 on Water Quality Management and Water Pollution Control, together with applicable technical approvals for wastewater discharge.

In managing ARD, the Company applies various treatment methods, including the use of neutralizing agents to regulate pH, control of surface water runoff, and the selective arrangement of rock material to minimize contact between PAF material and air or water. In addition, phased reclamation activities are carried out using cover material with natural neutralizing capacity.

As part of post-mining management, MMSGI continues to ensure that reclaimed areas can be utilized safely and provide added value for both the environment and local communities. The use of post-mining areas is further supported by regular water quality testing to ensure compliance with applicable quality standards. On an ongoing basis, MMSGI continues to strengthen its internal capacity, enhance its monitoring systems, and build collaboration with various parties to ensure that ARD management is carried out effectively and in line with long-term sustainability principles.

Biodiversity Conservation [3-3, 101-1, 101-2] [F.9, F.10]

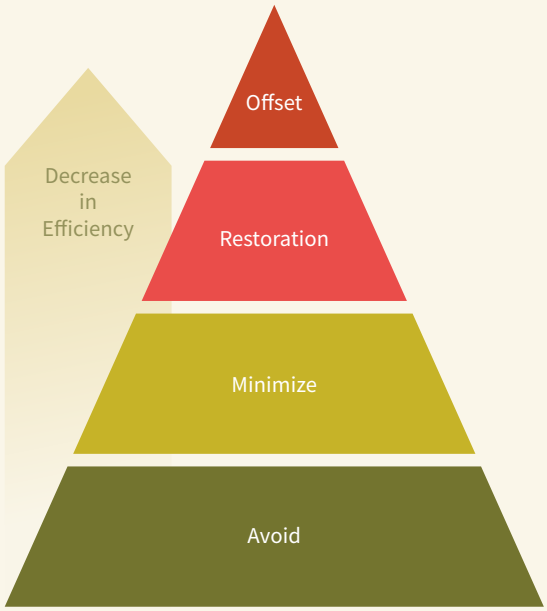
BIODIVERSITY COMMITMENT

As part of its commitment to environmental protection, MMSGI consistently demonstrates responsibility in maintaining and preserving biodiversity across all operational areas. This commitment is set out in the Biodiversity Protection Policy, which applies to all stakeholders, including employees, business partners, suppliers, and other related parties. The policy serves as a guideline to ensure that all operational activities are carried out with due consideration for the comprehensive protection of ecosystems, reflecting the sustainability values upheld by the Company. [3-3]



Application of the Biodiversity Mitigation Hierarchy [101-2]

MMSGI applies the mitigation hierarchy in sequence to manage impacts on biodiversity, beginning with the most prioritized measures and proceeding to the final step addressing residual impacts.



Avoid: Avoid impacts from the outset.
- MMSGI prioritizes prevention by avoiding operational activities in areas of high conservation value.
- At the planning stage, the Company takes biodiversity considerations into account so that disturbance to habitats and ecosystems can be prevented from the outset.

Minimize: Minimize unavoidable impacts.
- Where impacts cannot be entirely avoided, MMSGI adjusts its designs and working methods.
- This step is taken to reduce disturbance to habitats, flora, and fauna in the vicinity of operational areas.

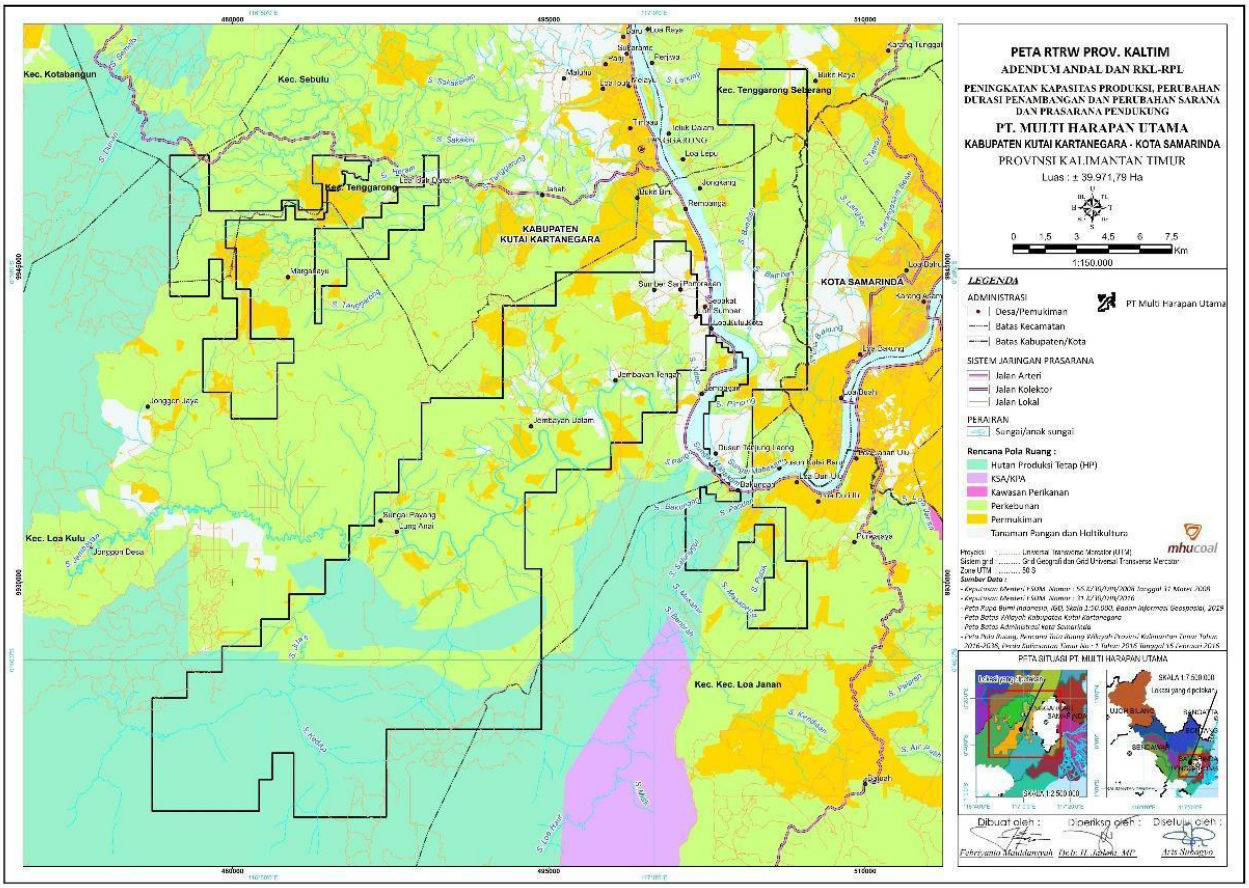
Restoration: Restore affected areas.
- For areas that have been affected, MMSGI carries out environmental rehabilitation and restoration.
- These efforts aim to restore the ecological functions of affected areas and support the sustainability of ecosystems.

Offset: Compensation as a last resort.
- If significant residual impacts remain after the avoidance, minimization, and restoration stages have been carried out, the Company may implement a biodiversity offset as a final measure.
- Offsets are carried out to compensate for impacts that cannot be fully restored at the affected site.

MMSGI is committed to minimizing operational activities in areas with sensitive biodiversity value, while continuing to comply with applicable regulations and conservation standards. As part of its environmental restoration efforts, the Company, through MHU, has set a target cumulative reclamation-to-land-clearing ratio of at least 40% as an indicator of successful post-mining management.

Biodiversity management is carried out in a planned and integrated manner through processes of planning, implementation, monitoring, and evaluation coordinated by the Occupational Health, Safety, and Environment (OHSE) Department. The results of this program are reported periodically to the Board of Directors as well as to relevant government agencies in accordance with applicable regulations. In addition, the Company develops conservation areas that support educational activities, research, and the preservation of local species. MMSGI also encourages the involvement of various stakeholders in supporting the success of its conservation programs. Collaboration with all stakeholders is an important part of biodiversity conservation efforts, particularly in ensuring that implementation is participatory and sustainable.

As part of the precautionary principle, MMSGI ensures that operational activities are not conducted in areas of high biodiversity value or areas with special protection status. This is supported by the conduct of initial site assessments, including Biodiversity Impact Assessments, to ensure that all planned activities have adequately taken into account the protection of habitats and ecosystems. [101-4]



Based on the assessment conducted, none of MHU's operational sites are located near or directly adjacent to critical biodiversity areas. [101-5]

Biodiversity Assessment at Operational Sites in 2025 [101-4, 101-5]

Aspect	Number of Locations	Area (Ha)
a) Overall Total number and total area of the Company's operational sites	2	585.26
b) Assessment Impact assessment on biodiversity for all its operational sites	2	585.26
c) Exposure Operational sites with significant impact on, or adjacent to, critical biodiversity areas	0	0.00
d) Management Plan Total number of sites and total area with a biodiversity management plan	2	585.26

For operational areas located near sites of conservation value, the Company continues to apply preventive measures in accordance with Work Instruction OHSE-EMC-313. This guideline sets out procedures and rescue measures for protected flora and fauna, including: [101-2]

- If protected flora or fauna are found, it is strictly prohibited to damage or kill them.
- Any protected flora or fauna found in the field must be immediately reported to the OHSE Team.
- If a rare plant is found, a special marker, such as a ribbon or other sign, must be attached. The OHSE Team will then carry out rescue measures by removing the plant along with its roots or, where possible, using a cutting method, and replanting it in the MHU nursery.
- If a protected animal is found, conservation measures and record-keeping are required. Where capture is feasible, the OHSE Team, together with a designated team, will carry out the capture and report it to the regional conservation agency for further breeding efforts.

BIODIVERSITY PROTECTION INITIATIVES

[101-1, 101-2]

The Company continues to strengthen its commitment to biodiversity protection as an important part of responsible mining practices. In 2025, the implementation of this initiative was guided by the Biodiversity Protection Policy, which serves as the framework for managing biodiversity aspects across all operational areas. This policy affirms the Company's commitment to protecting flora and fauna species, particularly protected species, maintaining ecosystem balance, and ensuring that all operational activities do not cause significant impacts on areas of conservation value.

In its implementation, biodiversity management is carried out through a mitigation hierarchy approach encompassing mitigation and compensation, as follows:

1. Mitigation

- **Biodiversity Monitoring and Evaluation**
  The Company conducts regular biodiversity monitoring and evaluation to assess the condition of flora and fauna within operational areas and to evaluate the effectiveness of management measures implemented.
- **Arboretum Management**
  The arboretum is managed as a conservation area that supports biodiversity preservation, while also serving as a facility for environmental research and education.
- **Protected Wildlife Conservation**
  Conservation activities are carried out through species identification, habitat protection, and the implementation of rehabilitation and captive-breeding programs involving relevant parties.
- **Academic Partnerships for Monitoring and Education**
  The Company collaborates with academic institutions to conduct biodiversity monitoring in natural forest areas and post-mining reclamation land. In addition, the arboretum area is used as a site for research activities and field practice for university students.

2. Compensation

- **Health Services for Captive Wildlife**
  The Company collaborates with veterinary professionals to conduct routine health examinations of captive-bred animals, including post-partum monitoring, to maintain the health and continuity of the sambar deer and timor deer populations. During the reporting year, health examinations were conducted once a month, covering a population of three (3) animals.


Sengon Laut
Dyacerianthes falcataria
Fabaceae

The Company has implemented comprehensive biodiversity conservation measures covering all stages of operations, from pre-mining through post-mining. These measures are carried out by identifying impacts, managing risks, and systematically implementing mitigation and rehabilitation actions.

In 2025, the Company monitored various key factors with the potential to affect biodiversity, arising from both operational activities and the value chain. These factors include changes in land use and ecosystem conditions, use of natural resources, water withdrawal and consumption, and the release of pollutants. [GRI 101-6]

As tangible evidence of its commitment, the Company has designated the Busang Arboretum and the Deer Breeding Area as priority conservation areas through a Board of Directors' Decree on the Designation of the Busang Arboretum and Deer Breeding Area for the Protection and Preservation of Nature and Protected Flora and Fauna Species. This designation is intended to ensure that the area serves as a safe habitat for protected species, as well as a sustainable conservation center.

Busang Arboretum [F.10] [101-7, 101-8]

As part of the implementation of its biodiversity protection initiatives, the Company continues to optimize the management of the Busang Arboretum, located within its coal mining concession area in Kutai Kartanegara Regency, East Kalimantan, covering an area of 16 ha. This area functions as an integrated biodiversity conservation center, encompassing the preservation of local germplasm, the development of an educational and research forest, wildlife movement corridors, a limited ecotourism area, and a nursery source for endemic flora species. In 2025, management of the Busang Arboretum continued to be carried out on a sustainable basis, with strengthened application of biodiversity protection principles in line with the Company's internal policy. Implementation in the field included efforts to maintain habitat conditions and protect flora and fauna, particularly protected species.

Results from regular monitoring indicate that the arboretum area has a relatively high level of biodiversity, marked by the presence of various species of mammals, birds, amphibians, and insects such as butterflies and dragonflies. This condition demonstrates that the arboretum functions as a habitat supporting the continuity of the ecosystem, while also serving as an indicator of the effectiveness of the conservation management undertaken. In addition to its role in maintaining ecosystem balance, the Busang Arboretum is also used as a learning and research resource for the community and academics alike. This area continues to support the Company's efforts to preserve biodiversity and maintain environmental sustainability around its operational areas.

List and Status of Flora and Fauna Conservation [101-7]

No	Species Name	Local Name	IUCN Red List Conservation Status
Trees			
1	*Acacia mangium*	Akasia	LC
2	*Actinodaphne glabra*	Medang	LC
3	*Alstonia scholaris*	Pulai	LC
4	*Artocarpus elasticus*	Terap	LC
5	*Bridelia glauca*	Merentanak	LC
6	*Cassia siamea*	Johar	LC
7	*Croton argyratus*	Kijahe	LC
8	*Dillenia excelsa*	Simpur	LC
9	*Enterolobium cyclocarpum*	Sengon buto	LC
10	*Falcataria moluccana*	Sengon laut	LC
11	*Ficus dubia*	Ara	NT
12	*Ficus obscura*	Ara	LC
13	*Ficus sp.*	Ara	LC
14	*Gliricidia maculata*	Gamal	LC
15	*Gmelina arborea*	Jati putih	LC
16	*Homalanthus populneus*	Buta-buta lalat	LC
17	*Macaranga gigantea*	Mahang	LC
18	*Macaranga lowii*	Mahang	LC
19	*Macaranga sp.*	Mahang	LC
20	*Macaranga tanarius*	Mahang	LC
21	*Mangifera indica*	Mangga	DD
22	*Muntingia calabura*	Kersen	LC
23	*Nauclea subdita*	Bangkal	LC
24	*Nephelium lappaceum*	Rambutan	LC
25	*Pentace triptera*	Pohon pinang	LC
26	*Peronema canescens*	Sungkai	LC
27	*Psidium guajava*	Jambu	LC
28	*Pterospermum diversifolium*	Bayur laki	LC
29	*Pterospermum javanicum*	Bayur besar	LC
30	*Samanea saman*	Trembesi	LC
31	*Sesbania grandiflora*	Turi	DD
32	*Shorea sp.*	Meranti	EN
33	*Swietenia macrophylla*	Mahoni	EN
34	*Swietenia mahagoni*	Mahoni	NT
35	*Syzygium sp.*	Jambu-jambu	LC
36	*Terminalia catappa*	Ketapang	LC
37	*Trema orientalis*	Anggrungan	LC

No	Species Name	Local Name	IUCN Red List Conservation Status
38	*Trema tomentosa*	Anggrungan	LC
39	*Vitex pinnata*	Laban	LC
Understory plants			
1	*Arenga pinnata*	Aren	LC
2	*Cassia alata*	Gerenggang	LC
3	*Cyperus rotundus*	Teki ladang	LC
4	*Echinochloa colonum*	Rumput bebek	LC
5	*Etlingera sp.*	Kencong	EN
6	*Leea indica*	Mali-mali	LC
7	*Lygodium microphyllum*	Hata	LC
8	*Manihot esculenta*	Singkong	DD
9	*Mimosa pigra*	Baret	LC
10	*Mimosa pudica*	Putri malu	LC
11	*Musa abaca*	Pisang	NT
12	*Panicum sp.*	Rumput bebek	LC
13	*Physalis angulata*	Ciplukan	LC
14	*Piper aduncum*	Sirih hutan	LC
15	*Sesbania sesban*	Jayanti	LC
16	*Solanum sp.*	Terong	LC
17	*Stachytarpheta jamaicensis*	Pecut kuda	LC
Birds			
1	*Gerygone sulphurea*	Remetuk laut	LC
2	*Haliastur indus*	Elang bondol	LC
3	*Ictinaetus malayensis*	Elang hitam	LC
4	*Nisaetus cirrhatus*	Elang brontok	LC
5	*Aegithina tiphia*	Cipoh kacat	LC
6	*Alcedo meninting*	Raja-udang meninting	LC
7	*Ceyx erithaca*	Udang api	LC
8	*Pelargopsis capensis*	Pekaka emas	LC
9	*Dendrocygna arcuata*	Belibis kembang	LC
10	*Anhinga melanogaster*	Pecuk-ular asia	NT
11	*Collocalia esculenta*	Walet sapi	LC
12	*Ardea alba*	Kuntul besar	LC
13	*Ardeola speciosa*	Blekok sawah	LC
14	*Bubulcus ibis*	Kuntul kerbau	LC
15	*Egretta garzetta*	Kuntul kecil	LC
16	*Egretta intermedia*	Kuntul perak	LC
17	*Artamus leucorynchus*	Kekep babi	LC
18	*Hemipus hirundinaceus*	Jingjing batu	LC

No	Species Name	Local Name	IUCN Red List Conservation Status
19	*Pericrocotus igneus*	Sepah tulin	NT
20	*Caprimulgus affinis*	Cabak kota	LC
21	*Prinia flaviventris*	Parenjak rawa	LC
22	*Chalcophaps indica*	Delimukan zamrud	LC
23	*Ducula aenea*	Pergam hijau	NT
24	*Geopelia striata*	Perkutut jawa	LC
25	*Streptopelia chinensis*	Tekukur biasa	LC
26	*Treron vernans*	Punai gading	LC
27	*Corvus enca*	Gagak hutan	LC
28	*Cacomantis merulinus*	Wiwik kelabu	LC
29	*Cacomantis sepulcralis*	Wiwik uncuing	LC
30	*Cacomantis sonneratii*	Wiwik lurik	LC
31	*Centropus bengalensis*	Bubut alang-alang	LC
32	*Centropus sinensis*	Bubut besar	LC
33	*Phaenicophaeus curvirostris*	Kedalan birah	NT
34	*Surniculus lugubris*	Kedasi hitam	LC
35	*Rhinortha chlorophaea*	Kedalan selaya	LC
36	*Dicaeum cruentatum nigrimentum*	Cabai merah	LC
37	*Dicaeum trigonostigma*	Cabai bunga-api	LC
38	*Prionochilus thoracicus*	Pentis kumbang	NT
39	*Lonchura atricapilla*	Bondol cokelat	LC
40	*Lonchura fuscans*	Bondol kalimantan	LC
41	*Lonchura malacca*	Bondol jawa	LC
42	*Cymbirhynchus macrorhynchos*	Sempur-hujan sungai	LC
43	*Hirundo rustica*	Layang-layang api	LC
44	*Hirundo tahitica*	Layang-layang batu	LC
45	*Lanius schach*	Bantet kelabu	LC
46	*Megalaima rafflesii*	Takur tutut	NT
47	*Merops viridis*	Kirik-kirik biru	LC
48	*Hypothymis azurea*	Kehicap ranting	LC
49	*Muscicapa dauurica*	Sikatan bubik	LC
50	*Cyornis turcosus*	Sikatan melayu	LC
51	*Aethopyga siparaja*	Burung-madu sepah-raja	LC
52	*Anthreptes singalensis*	Burung-madu belukar	LC
53	*Arachnothera longirostra*	Pijantung kecil	LC
54	*Anthreptes malacensis*	Burung-madu kelapa	LC
55	*Oriolus xanthonotus*	Kepodang hutan	LC
56	*Passer montanus*	Burung-gereja eurasia	LC
57	*Dendrocopos moluccensis*	Caladi tilik	LC
58	*Sasia abnormis*	Tukik tikus	LC

No	Species Name	Local Name	IUCN Red List Conservation Status
59	*Micropternus brachyurus*	Pelatuk kijang	LC
60	*Pycnonotus aurigaster*	Cucak ketilang	LC
61	*Pycnonotus goiavier*	Merbah cerukcuk	LC
62	*Amaurornis phoenicurus*	Kareo padi	LC
63	*Rhipidura javanica*	Kipasan belang	LC
64	*Acridotheres javanicus*	Kerak kerbau	VU
65	*Aplonis panayensis*	Perling kumbang	LC
66	*Gracula religiosa*	Tiong emas	LC
67	*Orthotomus ruficeps*	Cinenen kelabu	LC
68	*Orthotomus sericeus*	Cinenen merah	LC
69	*Macronus gularis borneensis*	Ciung-air borneo	LC
70	*Macronus gularis*	Ciung-air coreng	LC
71	*Malacocincla sepiaria*	Pelanduk semak	LC
Mammals			
1	*Macaca fascicularis*	Monyet ekor-panjang	EN
2	*Macaca nemestrina*	Monyet beruk	EN
3	*Muntiacus muntjak*	Kijang muncak	LC
4	*Hylobates muelleri*	Owa kalawat	EN
5	*Hystrix brachyura*	Landak raya	LC
6	*Nycticebus menagensis*	Kukang	VU
7	*Maxomys surifer*	Tikus duri-merah	LC
8	*Rattus tiomanicus*	Tikus belukar	LC
9	*Niviventer cremoriventer*	Tikus pohon	LC
10	*Callosciurus notatus*	Bajing kelapa	LC
11	*Sus barbatus*	Babi berjenggot	VU
12	*Tragulus napu*	Pelanduk napu	LC
13	*Tupaia belangeri*	Tupai indochina	LC
14	*Tupaia picta*	Tupai tercat	LC
15	*Helarctos malayanus*	Beruang madu	VU
16	*Paguma larvata*	Musang galing	LC
17	*Paradoxurus hermaphroditus*	Musang luwak	LC
18	*Viverra tangalunga*	Tenggalung malaya	LC
19	-	Musang-musangan	
Amphibians and Reptiles			
1	*Duttaphrynus melanostictus*	Kodok-puru asia	LC
2	*Fejervarya limnocharis*	Katak tegelan	LC
3	*Fejervarya cancrivora*	Kodok sawah	LC
4	*Amnirana nicobariensis*	Kongkang jangkrik	LC
5	*Hylarana erythraea*	Kongkang gading	LC

No	Species Name	Local Name	IUCN Red List Conservation Status
6	*Pulchrana baramica*	Kongkang baram	LC
7	*Kurixalus chaseni*	Katak pohon berjumbai	LC
8	*Polypedates leucomystax*	Katak-pohon bergaris	LC
9	*Rhacophorus pardalis*	Katak-pohon kalimantan	LC
10	*Bronchocela cristatella*	Bunglon jambul hijau	LC
11	*Draco cornutus*	Kadal terbang	LC
12	*Dendrelaphis pictus*	Ular tambang	LC
13	*Dendrelaphis caudolineatus*	Ular tambang	LC
14	*Enhydris plumbea*	Ular-air kelabu	LC
15	*Naja sumatrana*	Kobra sumatera	LC
16	*Hemidactylus frenatus*	Cicak kayu	LC
17	*Gekko monarchus*	Cicak hutan	LC
18	*Pareas carinatus*	Ular siput	LC
19	*Apterygodon vittatum*	Kadal pohon borneo	LC
20	*Eutropis rudis*	Kadal-serasah cokelat	LC
21	*Varanus salvator*	Biawak	LC
Dragonflies			
1	*Agriocnemis femina*	-	LC
2	*Ceriagrion cerinorubellum*	-	LC
3	*Pseudagrion microcephalum*	-	LC
4	*Ictinogomphus decoratus*	-	LC
5	*Agrionoptera insignis*	-	LC
6	*Brachydiplax chalybea*	-	LC
7	*Camacinia gigantea*	-	LC
8	*Cratilla lineata*	-	LC
9	*Diplacodes trivialis*	-	LC
10	*Macrodiplax cora*	-	LC
11	*Nannophya pygmaea*	-	LC
12	*Neurothemis fluctuans*	-	LC
13	*Neurothemis ramburii*	-	LC
14	*Neurothemis terminata*	-	LC
15	*Orthetrum chrysis*	-	LC
16	*Orthetrum glaucum*	-	LC
17	*Orthetrum sabina*	-	LC
18	*Orthetrum testaceum*	-	LC
19	*Pantala flavescens*	-	LC
20	*Potamarcha congener*	-	LC
21	*Rhodothemis rufa*	-	LC
22	*Rhyothemis phyllis*	-	LC
23	*Trithemis aurora*	-	LC

No	Species Name	Local Name	IUCN Red List Conservation Status
Butterflies			
1	*Ideopsis vulgaris*	-	LC
2	*Junonia orithya*	-	LC
Nekton			
1	*Channa striata*	Gabus/Haruan	LC
2	*Oreochromis niloticus*	Nila	LC
3	*Clarias gariepinus*	Lele	LC
4	*Barbodes strigatus*	Wader	NE
5	*Cyprinus carpio*	Mas	VU
6	*Osteochilus vittatus*	Nilem	NE
7	*Rasbora argyrotaenia*	Seluang	NE
8	*Oxyeleotris marmorata*	Betutu/Blosoh	LC
9	*Parathelphusa convexa*	Yuyu	DD
10	*Pandalus sp.*	Udang api	NE
11	*Pristolepis grooti*	Tempa	LC

IUCN Red List Status Description:
NE: Not Evaluated LC: Least Concern VU: Vulnerable
DD: Data Deficient NT: Near Threatened EN: Endangered

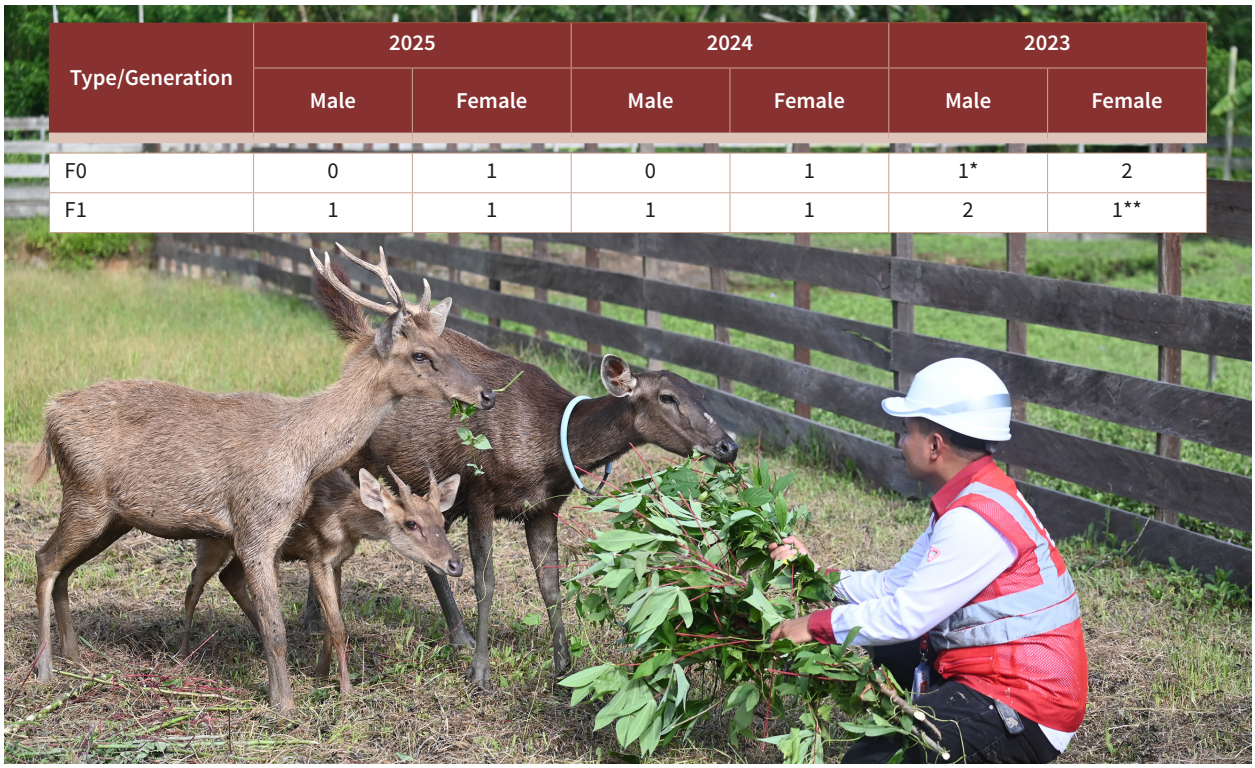
Deer Breeding Area [F.10]

As part of the Company's commitment to biodiversity conservation, MHU manages a deer breeding area on reclaimed land that had previously not been optimally utilized. This 0.5 ha area is dedicated to the preservation and population growth of two protected deer species, the sambar deer (Cervus unicolor) and the timor deer (Cervus timorensis). In addition to supporting wildlife conservation, this initiative also demonstrates the Company's efforts to convert post-mining land into an area of ecological value.

In line with the program's implementation, the Company has also set breeding targets as an indicator of successful management. During the reporting year, breeding targets for filial generation 0 (F0) and filial generation 1 (F1) deer continued to be monitored, with realized results recorded at one (1) female for F0 and one (1) male and one (1) female for F1, respectively. This breeding program forms part of a sustainable reclamation strategy that focuses not only on restoring land function, but also on strengthening the ecological value of post-mining areas.

Number of Deer by Sex

Type/Generation	2025		2024		2023	
	Male	Female	Male	Female	Male	Female
F0	0	1	0	1	1*	2
F1	1	1	1	1	2	1**



*) One (1) male F0 deer was born
**) One (1) female deer was born

COMMITMENT TO NO DEFORESTATION

MMSGI places the protection of land cover and biodiversity as an important part of managing the environmental impact of its operational activities. The Company is committed to minimizing potential deforestation through the application of responsible mining practices, balancing operational needs with environmental preservation efforts.

This commitment is realized through measured, study-based land use planning, including initial ecological studies and the identification of High Conservation Value areas. This approach ensures that operational activities are not conducted in areas of high ecological sensitivity and supports comprehensive ecosystem protection efforts.

As part of managing land impact, MMSGI carries out phased land reclamation and rehabilitation activities, both during operations and post-mining. These efforts aim to restore the ecological function of land and support environmental sustainability within operational areas. The established target for the cumulative ratio of reclamation to land clearing also serves as an indicator for controlling the impact of land cover change. [101-6]

The commitment to avoiding uncontrolled deforestation is further reflected in the Biodiversity Protection Policy, which serves as the reference for the Company's environmental management practices. This policy applies to all employees, business partners, suppliers, and other stakeholders across the value chain, and has been ratified by the Board of Directors as a demonstration of the Company's commitment to environmental sustainability.

Mine Closure and Rehabilitation

MMSGI is committed to planning and managing mine closure and reclamation activities from the exploration stage through to post-mining, in accordance with applicable laws and regulations. Successful mine closure has become an important part of the planning process for new mining projects, ensuring that the entire mine lifecycle is designed with sustainability principles in mind from the outset. Through this approach, MMSGI affirms that its commitment to environmental management does not end at the production stage, but also extends to post-mining environmental restoration and preservation.

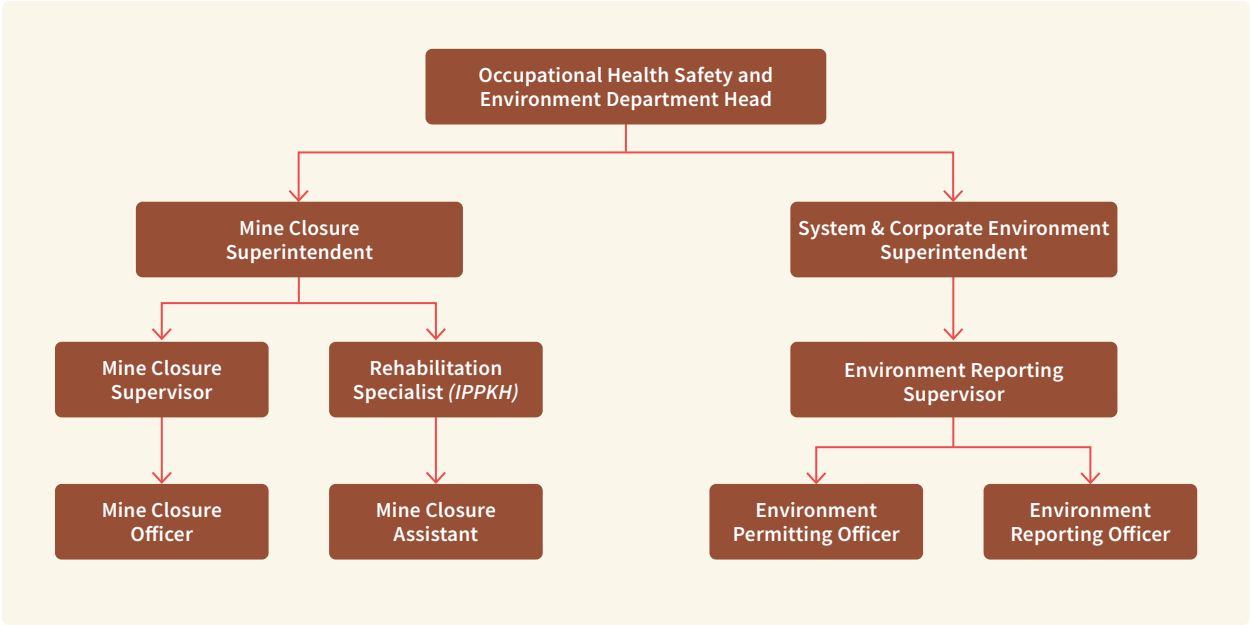
In 2025, the Company continued to implement its Mine Closure Plan (RPT) and Reclamation Plan (RR), prepared by PT Multi Harapan Utama (MHU), which also holds the Special Mining Business License (IUPK) in East Kalimantan. These plans have been prepared in accordance with the provisions set out in Minister of Energy and Mineral Resources Regulation No. 18 of 2008 on Mine Reclamation and Closure, and Minister of Energy and Mineral Resources Decree No. 1827K/30/MEM/2018, with the latest revision having received approval from the Ministry of Energy and Mineral Resources. The revised Reclamation Plan for the 2023–2027 period ensures the optimal restoration of land function while maintaining post-mining ecosystem balance.

The mine closure process also involves periodic reviews with stakeholders whenever there are changes to permits, mine expansions, or revisions to the Environmental Impact Assessment (AMDAL). These reviews aim to ensure that the closure plan remains relevant to evolving operational dynamics and regulations, and reflects the latest technological developments. This entire process, conducted both internally and externally, ensures that the scope of work and closure cost estimates remain comprehensive, up to date, and aligned with applicable standards.

The Mine Closure Plan (RPT) and Reclamation Plan (RR) that have been developed include various measurable targets agreed upon with stakeholders, focusing on sustainability aspects such as mine engineering design, socioeconomic development, environmental rehabilitation, post-mining landscape restoration, and biodiversity conservation. Both documents have received formal approval from the Ministry of Energy and Mineral Resources (ESDM).

The implementation of reclamation forms part of the environmental management system applied across all of MHU's mining operations. Reclamation activities cover stages from land clearing and revegetation to the maintenance of reclaimed areas, and are carried out in accordance with the AMDAL Addendum document approved by the government in 2021. As part of its long-term environmental responsibility, reclamation and mine closure obligations are continuously monitored and reviewed annually to ensure compliance with applicable regulations, as well as technical readiness for implementation in the field. [101-6]

All reclamation and mine closure activities are managed by the Occupational Health, Safety and Environment (OHSE) Department, which is responsible for ensuring that all post-mining processes are carried out safely for workers, communities, and the environment, and in accordance with applicable laws and regulations.



RECLAMATION AND POST-MINING ACTIVITIES

MMSGI continues to carry out post-mining and reclamation activities systematically and sustainably throughout the operational phase, ensuring that reclamation and post-mining plans are integrated from the feasibility study stage at the time a mine is opened. All such activities are documented in detail in the Post-Mining Implementation Report and the Reclamation Implementation Report for the Production Operation Phase, Period 2025.

Reclamation and post-mining activities carried out in 2025 were guided by the RPT and RR documents, which have been approved by the Ministry of Energy and Mineral Resources (ESDM). The primary focus of these activities includes land rehabilitation, ecosystem function restoration, post-mining operational management, and local community empowerment. Key activities carried out throughout 2025 include the following: [101-2, 101-4]

Land Reclamation and Revegetation

Throughout 2025, the Company continued its land reclamation activities, with a total reclaimed area reaching 97.82 hectares. Measures taken included land reshaping, topsoil spreading, erosion control, and the planting of local vegetation. Seedlings used were sourced from the Company's internal nursery, with a focus on fast-growing species suited to local environmental conditions.

Environmental Maintenance and Security

As part of efforts to ensure the safety and preservation of post-mining areas, the Company continues to maintain bamboo plantings that serve to stabilize slopes and prevent erosion. In addition, various protective measures have been installed to secure post-operational mining areas, including:

- Maintenance of void safety fencing in areas that could potentially serve as access points for local residents;
- Installation of safety embankments and prohibition signage to prevent activities that could endanger safety in these areas; and
- Regular security patrols to prevent risky activities.

Environmental Monitoring

MMSGI continues to regularly monitor post-mining environmental quality. Monitoring activities carried out throughout 2025 include:

- Water quality monitoring at 26 post-mining lakes, showing that all parameters (pH, TSS, Fe, Mn) remained within quality standard limits;
- River water quality monitoring at 11 outflow points, with results showing that parameters such as dissolved oxygen (DO), pH, and heavy metals remained within safe limits; and
- Slope stability monitoring using survey markers, showing that all slopes remained stable and safe.

Community Social and Economic Empowerment [F.23, F.25]

MMSGI continues its social responsibility programs around its operational areas to support community welfare and improve quality of life. In 2025, the Company focused on social and economic empowerment through various initiatives, including:

- **Community Health**
  MMSGI continues to support community health programs, including efforts to reduce stunting prevalence in Loa Kulu and Loa Janan Subdistricts. In 2025, this program continued through the provision of financial assistance, healthcare facilities, and broader nutrition education at the village level. Collaboration with the Kutai Kartanegara Regency Government remains key to the program's success.
- **Education**
  The equivalency education program (Package A, B, and C), implemented for communities in Sungai Payang and Lung Anai villages, continued in 2025 with a focus on improving access to education and community empowerment. In 2025, 194 individuals in this area received equivalency education certificates, presented during a ceremonial event held together with the local government.
- **Economic Development and MSMEs**
  To support local economic development, MMSGI continues its cocoa cultivation program in Lung Anai Village. This program includes training, provision of production resources, and mentoring, carried out in collaboration with the Faculty of Agriculture at Kutai Kartanegara University and the Kutai Kartanegara Plantation Office. In addition, the opening of a minimarket and entrepreneurship program in Loa Kulu continues to serve as a platform for local business development and MSME products fostered by MHU.
- **Social Infrastructure**
  As a form of synergy between village government and the private sector, MMSGI continues to develop social infrastructure. In 2025, facilities built for community benefit included the completion and operationalization of the Sungai Payang Village office, which had previously been inaugurated in 2024. The provision of this facility aims to strengthen village government capacity in delivering public services.

Agroforestry Area Development [F.23, F.25]

As part of post-mining land rehabilitation, MMSGI utilizes land in Jonggon Jaya Village for the development of an agroforestry system incorporating agriculture, forestry, and community-based tourism. In 2025, this activity continued to expand through the planting of productive crops, endemic forest species, and local fruit varieties, aimed at creating sustainable resources and supporting the local economy through community-based business models.



Wildlife Conservation [F.10]

As part of its commitment to biodiversity conservation, MMSGI continues to run wildlife breeding programs, including for sambar deer and timor deer. This conservation program is carried out in collaboration with the Natural Resources Conservation Agency (BKSDA) and veterinarians, encompassing animal health check-ups, the provision of natural feed, and community outreach on local species preservation. This activity supports wildlife conservation and biodiversity preservation efforts within MMSGI's operational areas.

COMMUNITY INVOLVEMENT IN MINE CLOSURE PLANNING

[F.23] [101-4]

As part of its commitment to social and environmental sustainability, MMSGI regards community involvement in mine closure planning as a critically important strategic step. In 2025, the Company continued to strengthen community engagement in its mine closure planning to ensure that post-mining activities focus not only on environmental restoration, but also on supporting the economic and social sustainability of surrounding communities.

Community engagement is carried out through various consultative methods, such as focus group discussions (FGDs) and questionnaires, which provide a platform for communities to voice their aspirations, needs, and input regarding the mine closure plan and the use of post-mining land. Through this process, communities are also involved in developing scenarios for the use of former mining land, with options including agriculture, plantations, forestry, aquaculture, and the use of existing infrastructure for community benefit.

In addition to this participatory approach, MMSGI also carries out various community development programs focused on strengthening local capacity and the sustainable use of resources. The MHU team actively communicates with and aligns post-mining activity plans with local village governments to ensure that these plans are consistent with regional development priorities and community needs. The following are some of the initiatives forming part of the 2025 mine closure plan: [101-8]



Environmentally Friendly Cocoa Development in Lung Anai Village

Lung Anai Village in Kutai Kartanegara Regency, where the majority of residents are from the Dayak Kenyah ethnic group, has strong potential for the development of pesticide-free organic cocoa. MHU is collaborating with the Kutai Kartanegara Regency Government and Kutai Kartanegara University (Unikarta) to strengthen this sector through:

- Providing high-quality cocoa seedlings, environmentally friendly fertilizers, and natural pesticides;
- Building cocoa processing facilities to increase the added value and competitiveness of local products; and
- Strengthening partnerships between the Lung Anai Farmer-Owned Enterprise (BUMP), academia, and the Company to create a sustainable agricultural ecosystem.



Utilization of Former Mining Land for Integrated Livestock Farming

To address post-operational challenges such as land degradation, the Company has developed an innovative approach that integrates land reclamation with integrated livestock farming development, including:

- Utilizing reclaimed land for livestock rearing and cultivation of animal feed crops;
- Providing livestock farming skills training for local communities; and
- Improving food security and diversifying post-mining livelihoods.

Outreach and Collaboration with Village Governments

Throughout the post-mining planning process, MMSGI continues to collaborate with village governments and local stakeholders. MHU's technical team communicates plans for the reuse of former mining facilities, such as post-mining pits, mine roads, and other reclamation facilities, for community benefit.

Results from focus group discussions and questionnaires show that the majority of community members proposed that post-mining land be used for productive activities, such as agriculture and plantations (84%), as well as for managing post-mining pits as sources of irrigation and for freshwater fish farming. In addition, there were proposals to repurpose former mining facilities, such as offices and dormitories, into public facilities for community use. All of this input has informed the design of the mine closure plan, which aims not only to support environmental sustainability but also to strengthen the local economy.

Community involvement in this planning process is essential, as the CSR and reclamation programs implemented are intended to ensure social, economic, and environmental sustainability for communities living around the mine. This approach reflects the principles of transparency and collaboration, ensuring that the mine closure plan takes into account the long-term interests of the community, including aspects of safety, environmental protection, and economic wellbeing.

POST-MINING COSTS

As part of its long-term commitment to responsible and sustainable mining practices, MMSGI continues to ensure that all post-mining activities are carried out in accordance with high environmental standards and applicable regulations. In 2025, the Company remained committed to fulfilling its post-mining obligations while maintaining compliance with government-established requirements.

MMSGI has obtained government approval for its Post-Mining Plan through Letter No. 036/30/DJB from the Directorate General of Mineral and Coal, Ministry of Energy and Mineral Resources, dated 7 January 2016. This document sets out the determination of post-mining costs, referred to as the post-mining guarantee. This guarantee ensures that the Company is able to carry out all post-mining activities in a timely, effective manner, in accordance with applicable environmental standards and regulations.

To support the sustainable implementation of post-mining activities, MMSGI continues to manage the post-mining guarantee with a high degree of transparency, ensuring that allocated funds are used effectively for land rehabilitation and post-mining ecosystem restoration.

Training, Socialization, and Communication Related to Environmental Aspects [F.22]

The Company continues to work toward enhancing understanding of, and concern for, environmental aspects among internal stakeholders. This is carried out through various training, outreach, and communication programs aimed at strengthening employee capacity, awareness, and engagement in support of responsible environmental management.

In 2025, MMSGI continued to conduct environmental training covering a range of key topics. This training is designed to strengthen technical knowledge while enhancing practical understanding of environmental management practices within operational areas. Through these activities, the Company seeks to ensure that all individuals involved in operational activities possess adequate competencies to support the achievement of sustainable environmental performance.



Environmental Training Program by Gender in 2025 [GRI 404-2] [E.2]

Type of Training	Gender	
	Male	Female
Emissions	2	0
Water	3	0
Waste	2	1
Biodiversity	1	0
Total	**8**	**1**

Environmental Training Program by Job Level in 2025 [GRI 404-2] [E.2]

Type of Training	Job Level			
	Department Head	Section Head	Supervisor	Staff
Emissions	0	0	2	0
Water	0	1	2	0
Waste	0	1	1	1
Biodiversity	0	0	1	0
Total	**0**	**2**	**6**	**1**

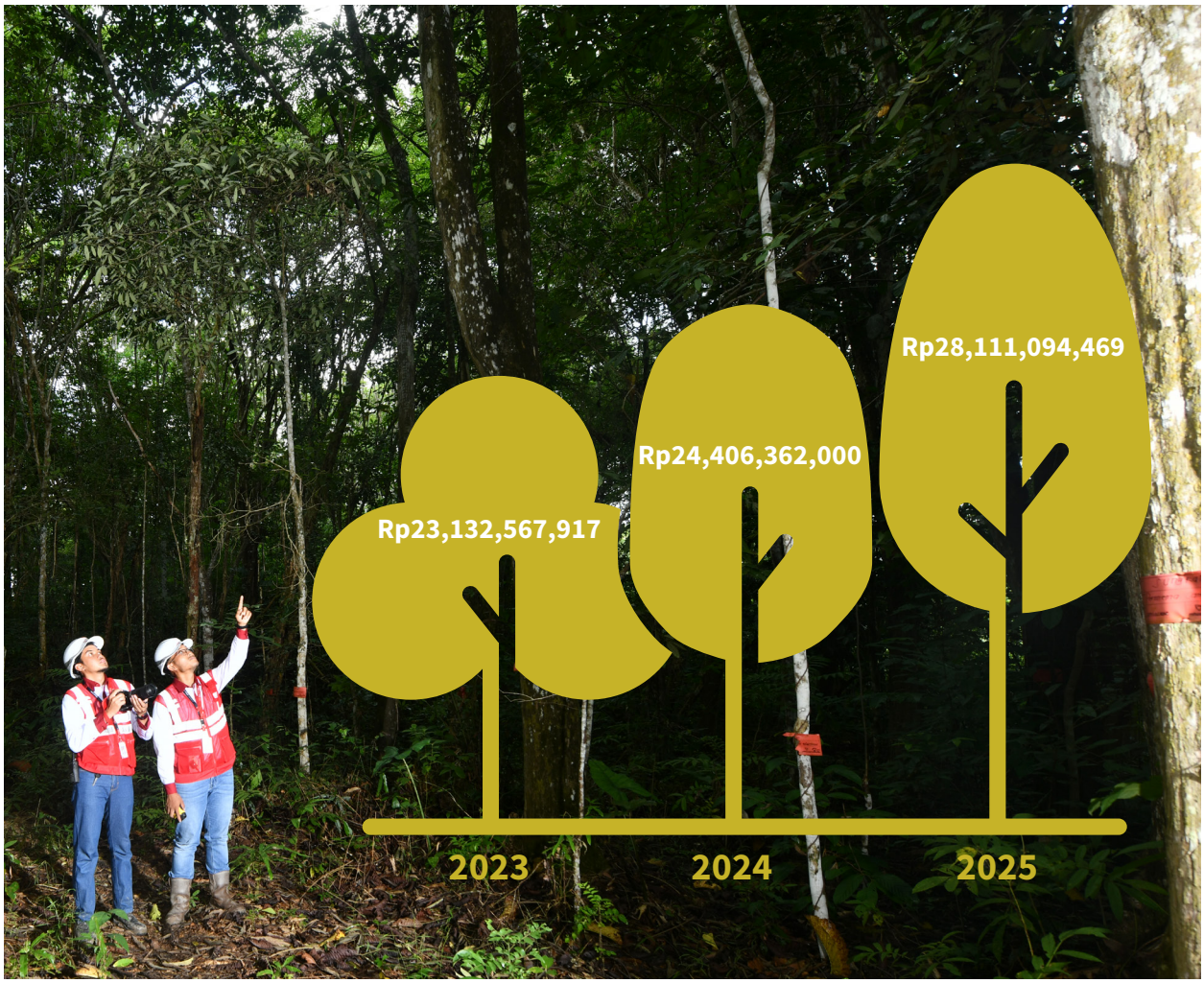
In addition to formal training, MMSGI also continues to carry out various environmental outreach and communication activities as part of its efforts to build a culture of environmental awareness within the workplace. These activities are conducted through a range of internal communication channels and educational campaigns, such as email blasts, banner installations, distribution of stickers and flyers, OHSE talks, and other initiatives, to ensure consistent delivery of environmental responsibility messaging to all employees. Through this approach, the Company not only promotes greater knowledge, but also strengthens collective awareness and active participation in environmental preservation efforts.

Environmental Costs [F.4]

MMSGI consistently allocates financial resources to support the implementation of various environmental management programs as part of the Company's commitment to sustainable operational practices. This cost allocation is directed toward ensuring that every operational activity is managed with due regard for environmental protection, while also supporting long-term business sustainability. The Company views environmental investment not only as a means of minimizing ecological impact, but also as a source of added value through improved operational efficiency, better risk management, and strengthened business resilience. Accordingly, environmental expenditures are planned and managed in a measured way to deliver optimal benefits, both environmentally and operationally.

In recent years, environmental cost allocations have funded various initiatives, including energy efficiency, waste management, water conservation and management, emissions control, and the strengthening of technology-based environmental monitoring systems across all operational areas.

Realization of Environmental Costs



04

People and Workplace Wellbeing





Human Rights Commitment

MMSGI respects human rights by upholding fairness in the workplace and fostering harmonious relationships with all employees. This commitment is realized through the consistent application of human rights principles by ensuring equal opportunity without discrimination across all operational activities, including in relationships with suppliers and business partners. The implementation of this commitment is guided by MMSGI's Human Rights Protection Policy No. MMSGI-KBJ-PSL-03, which has been signed by the Board of Directors.

The Company also ensures compliance with industrial relations provisions, both internally and in its business relationships. This human rights commitment is integrated into the Corporate Governance Policy and Code of Conduct, which cover various aspects, including the prevention of human trafficking, forced labor, and child labor; respect for freedom of association; the implementation of collective labor agreements; the provision of fair remuneration and working hour arrangements; and the implementation of principles of anti-discrimination, anti-harassment, and fair business competition. In addition, MMSGI respects the rights of vulnerable groups, including religious and ethnic minorities, children, and persons with disabilities. The implementation of human rights principles applies not only within the Company but is also an obligation for business partners and suppliers.

To ensure effective implementation, top management holds collective responsibility for overseeing and evaluating the fulfillment of human rights aspects across all operational activities.

HUMAN RIGHTS POLICY

MMSGI's human rights policies and practices are developed based on international human rights standards, including the United Nations Universal Declaration of Human Rights, the International Labour Organization (ILO) 1998 Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. These standards form the basis for setting the direction of employment-related policies and practices in line with global principles.

The implementation of these principles is further reinforced through the MMSGI Code of Conduct, which governs standards of behavior and responsibility across all business activities. Through this arrangement, the Company ensures that human rights aspects serve not only as a normative reference, but are also integrated into decision-making and daily operational implementation.

FORCED LABOR AND CHILD LABOR

[408-1, 409-1] [F.19]

The Company sets the minimum age for employment at 18 years, in accordance with the Recruitment Policy, which refers to the International Labour Organization Convention No. 138 of 1973 concerning the Minimum Age for Admission to Employment. This provision serves as the basis for ensuring that no child labor practices occur throughout the entire employment process. [3-3]

All recruitment, promotion, and rotation processes are carried out based on written agreements between both parties to ensure employment relationships free from coercion. This principle is extended to the supply chain through initial assessments of suppliers to ensure compliance with labor standards, including the prohibition of forced labor and child labor. [3-3]

During 2025, there were no indications or cases of child labor or forced labor within the Company.

To maintain consistency in implementation, the Company carries out continuous improvement measures through evaluation and the strengthening of controls to prevent potential human rights violations in the future.

HUMAN RIGHTS PROGRAMS AND INITIATIVES

To ensure that human rights principles are consistently implemented across all operational activities, the Company integrates these principles into its code of conduct and specific provisions as part of its internal control system. Although a comprehensive review of human rights compliance has not yet been conducted, the Company promotes adherence to these principles through regular dissemination of its code of conduct and related human rights policies to employees and business partners, including the provision of human rights training to strengthen understanding and application in daily work activities. [3-3]

As a mitigation and handling mechanism, MMSGI provides a Whistleblowing System (WBS) accessible to employees and relevant parties. This channel is used to submit reports, complaints, or concerns regarding potential human rights violations, and also serves as part of risk control across all operational activities. The Company also established remediation procedures to ensure that any individual affected by a human rights violation has access to a fair and proportionate resolution. Throughout the reporting period, there were no reports or indications of human rights violations within the Company. [408-1, 409-1]



Grievance channels are accessible to employees, communities, and other stakeholders through:

whistleblowing@mmsgi.co.id



EMPLOYMENT RELATIONS

The Company manages industrial relations based on applicable labor regulations and ensures a balance of rights and obligations between the Company and its employees. As part of this commitment, MMSGI grants employees the freedom to join independent labor unions and to participate in collective bargaining. Most union members come from its subsidiary, MHU. For employees who are not union members, rights and obligations remain governed through employment agreements mutually agreed upon by both parties. **[3-3, 2-30]**

Employment relationships within the Company are formalized through a Collective Labor Agreement (CLA), which sets out labor provisions in a constructive manner, including guarantees of freedom of association. The CLA also establishes the Company's obligation to notify employees of any policy or operational changes at least 30 days before implementation. **[402-1]**

In practice, the Company encourages open two-way communication through various forums, such as town hall meetings, employee gatherings, and both formal and informal meetings. These forums are used to convey information, discuss labor-related issues, and jointly seek solutions.

In addition, the Company provides a grievance mechanism through the WBS, which guarantees the confidentiality of the reporting party's identity. Every report received is followed up in accordance with internal policy and applicable legal provisions. Throughout the reporting period, there were no reports of risks or incidents involving violations of freedom of association or the right to collective bargaining, nor were there any reports resulting in labor disputes. **[407-1]**

SECURITY PRACTICES

MMSGI proactively implements security practices through an approach that covers early detection, prevention, and management of potential threats to operational activities and the surrounding environment. In carrying this out, the Company places respect for human rights as a core principle to ensure that all security activities are conducted ethically, transparently, and in accordance with applicable regulations and standards.

The Company regularly evaluates its security personnel based on MMSGI's Human Rights Policy No. MMSGI-KBJ-PSL-03. This evaluation includes identifying potential threats and assessing the level of risk and possible impact. The results of the evaluation serve as the basis for designing appropriate security measures tailored to the risk characteristics involved.

In its implementation, the Company works with trained and certified private security service providers. All security personnel receive regular training and briefings to ensure that their duties are carried out in accordance with legal requirements and human rights principles. The use of security equipment is also adjusted to operational needs to prevent potential violations of individual rights. In addition, the Company coordinates with both private and public security forces to safeguard employees and assets.

To ensure service quality, the Company regularly conducts audits and assessments of its security service providers. These assessments cover compliance with operational standards, legal requirements, and the application of responsible and ethical security principles. The audits also cover aspects of the Coal Mining Safety Management System as part of strengthening the control system.

As an oversight mechanism, the Company provides a grievance channel accessible to employees, communities, and other stakeholders through the WBS, which can be reached via email at whistleblowing@mmsgi.co.id. Any report of alleged violations involving security personnel will be followed up through a process of verification, investigation, and resolution in accordance with applicable procedures.



Workforce Management

MMSGI is committed to implementing responsible labor practices through policies that ensure the fulfillment of workers' basic rights and the provision of decent working conditions.

These policies cover the provision of a living wage, reasonable working hour arrangements, and overtime limits in accordance with prevailing regulations. The Company also ensures wage equality between male and female employees for equivalent positions and responsibilities, as well as guaranteeing wage payment during annual leave.

In addition, the Company sets a minimum notice period prior to termination of employment. Evaluations of remuneration equality are conducted periodically to ensure there are no gender-based gaps.

This policy applies across all of MMSGI's internal operations and is encouraged to be adopted by business partners, including contractors and business associates. This adoption aims to ensure labor practices that are aligned with regulations and that respect workers' rights throughout the supply chain.

WORKFORCE PLANNING

Human resources planning plays an important role in ensuring organizational readiness to respond to business developments and long-term transformation. MMSGI applies a Strategic Workforce Planning (SWP) approach to proactively plan its human resource needs based not only on current conditions but also on the Company's future development. Through this approach, human resource needs are identified systematically to support operational continuity and business growth.

SWP implementation is coordinated by the Chief HRGAIT of MMS Group Indonesia, with the HRGA Division responsible for its execution. Through this process, the Company periodically reviews key positions that influence business performance, establishes performance standards, and manages employee placement and workforce diversity to enhance productivity and organizational effectiveness.

RECRUITMENT AND EMPLOYEE TURNOVER

MMSGI is committed to conducting a recruitment process that is fair, transparent, and free from discrimination, ensuring that every individual has equal opportunity to access employment and career development. Position fulfillment, including at the managerial level, is carried out competitively for both internal and external candidates through a merit-based selection process. [3-3]

In its implementation, the Company utilizes digital platforms, such as online job portals, and applies online technical interviews at the initial stage of selection. This approach broadens the reach of talent search while improving the efficiency of the recruitment process. Throughout 2025, the Company hired 369 employees from outside the organization.

Composition of New Hires (External Hires) by Age Group [401-1]

Age Group	2025	2024	2023
18–30 years	181	391	88
31–40 years	96	146	91
41–50 years	54	72	35
>50 years	38	58	22
Total	**369**	**667**	**236**

Composition of New Hires (External Hires) by Gender and Job Level [401-1]

Job Level	2025		2024		2023	
	Male	Female	Male	Female	Male	Female
Division Head	14	0	13	2	8	1
Department Head	13	4	27	7	23	4
Section Head	18	5	36	6	44	15
Supervisor	112	10	106	17	57	15
Staff	59	39	100	50	35	29
Non-staff	93	2	277	26	4	1
Total	**309**	**60**	**559**	**108**	**171**	**65**
Grand Total	**369**		**667**		**236**	

Composition of New Hires (External Hires) by Nationality

Nationality	2025	2024	2023
Indonesia	367	664	231
United States	1	1	0
Singapore	1	1	0
Ireland	0	1	0
Argentina	0	0	1
India	0	0	1
Malaysia	0	0	1
Mongolia	0	0	1
Portugal	0	0	1
New Zealand	0	0	0
Hungary	0	0	0
Total	**369**	**667**	**236**

Composition of Internal Recruitment (Internal Hires) by Gender and Job Level [401-1]

Job Level	2025		2024		2023	
	Male	Female	Male	Female	Male	Female
Division Head	0	0	0	0	0	0
Department Head	0	0	0	0	0	0
Section Head	0	0	0	0	0	0
Supervisor	0	0	0	0	0	0
Staff	0	0	0	0	0	0
Non-staff	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**
Grand Total	**0**		**0**		**0**	

MMSGI is committed to creating a work environment that supports employees' physical and mental wellbeing through the fulfillment of basic rights and sustainable development programs. In practice, employee turnover is part of organizational dynamics influenced by various factors, such as retirement, contract expiration, or personal reasons.

To maintain organizational stability, the Company actively monitors and manages employee turnover, both voluntary and involuntary. Evaluations are conducted periodically to identify causes and trends, taking into account internal factors such as job satisfaction, career development opportunities, and workload, as well as external factors such as labor market conditions. The results of these evaluations serve as the basis for developing retention strategies, including strengthening career development programs, enhancing employee engagement, and creating an inclusive and productive work environment.

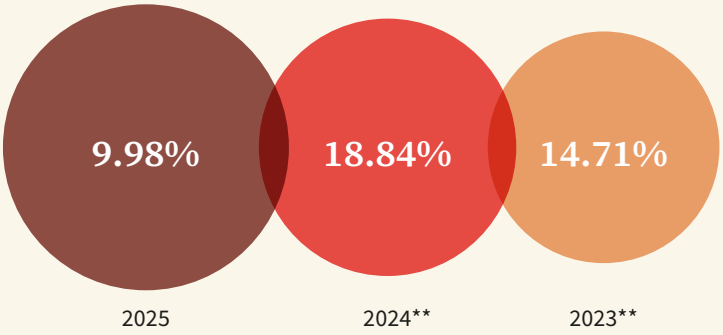
Number of New Hires and Employee Turnover by Gender (FTE) [401-1]

Gender	2025			2024			2023		
	New Hires	Employee Turnover	Total Employees	New Hires	Employee Turnover	Total Employees	New Hires	Employee Turnover	Total Employees
Male	309	91	1,052	559	149	1,015	171	111	605
Female	60	39	252	108	52	285	65	34	229
Total	**369**	**130**	**1,304**	**667**	**201**	**1,300**	**236**	**145**	**834***

*There were employee transfers to business affiliates within the MMSGI ecosystem

Total Employee Turnover Rate*

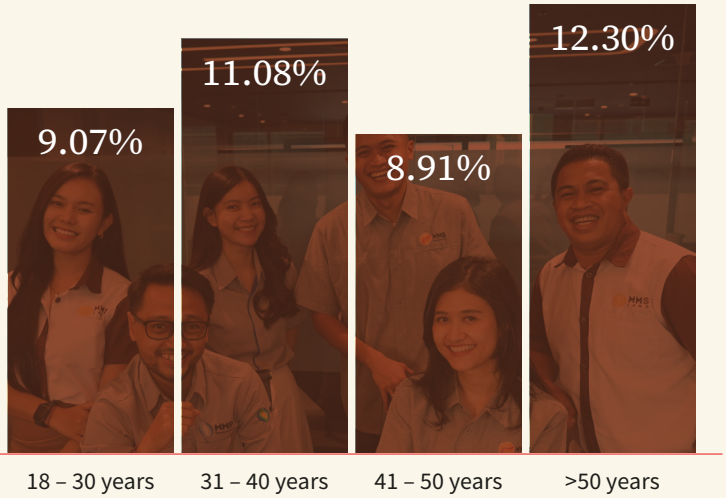
* Total employee turnover rate reflects voluntary resignations
** There is a restatement of data



Voluntary Employee Turnover Rate by Gender 2025



Voluntary Employee Turnover Rate by Age Group 2025



The Company ensures that voluntary resignation, termination of employment, and retirement processes are carried out in accordance with applicable provisions, including the fair and proportionate fulfillment of employee compensation and rights in line with prevailing laws and regulations. In practice, employees who resign are required to submit written notice to their supervisor at least 30 days prior to the effective date of resignation, as stipulated under labor regulations. [401-1]

Fair and Inclusive Work Environment

DIVERSITY AND EQUAL OPPORTUNITY

MMSGI positions diversity and equal opportunity as an integral part of human resource management to support organizational performance and sustainability. The Company views differences in background, perspective, and experience as factors that strengthen its work culture and drive innovation.

In line with this commitment, the Company applies the principle of non-discrimination by ensuring that every individual is treated fairly regardless of gender, age, ethnicity, religion, race, disability status, or political views. This principle is applied consistently throughout the entire employment cycle, from recruitment through to career development. To support this, the selection process is conducted transparently and on a competency basis, taking into account candidates' long-term potential.

During the reporting period, MMSGI recorded a total of 1,304 employees, all of whom are full-time workers, excluding outsourced personnel and third-party project workers. Nevertheless, the Company continues to ensure that all individuals involved in its operational activities receive fair treatment in accordance with applicable provisions. [2-8] [F.18]

The composition of employee diversity at MMSGI is presented as follows. [2-7, 3-3, 405-1]



Employee Composition by Age Group and Gender

Description	2025		2024		2023	
	Male	Female	Male	Female	Male	Female
18–30 years	403	115	390	154	121	98
31–40 years	303	103	321	97	245	97
41–50 years	228	30	209	33	172	33
>50 years	118	4	95	1	67	1
Total	**1,052**	**252**	**1,015**	**285**	**605**	**229**
Grand Total	**1,304**		**1,300**		**834**	

Employee Composition by Position Level and Gender

Description	2025		2024		2023	
	Male	Female	Male	Female	Male	Female
Board of Commissioners	1	0	2	0	2	0
Board of Directors	13	3	16	4	24	5
General Manager / Regional Manager	40	3	29	4	25	2
Manager	66	20	204	42	65	19
Staff	536	197	439	205	428	198
Non-staff	396	29	325	30	61	5
Total	**1,052**	**252**	**1,015**	**285**	**605**	**229**
Grand Total	**1,304**		**1,300**		**834**	

Employee Composition by Educational Level and Gender

Description	2025		2024		2023	
	Male	Female	Male	Female	Male	Female
Doctoral Degree	3	0	0	0	0	0
Master's Degree	41	22	37	19	28	26
Bachelor's Degree	508	179	674	225	381	172
Diploma IV	13	4	5	1	2	3
Diploma III	65	15	17	4	52	14
Diploma II	2	1	2	0	0	1
Diploma I	5	1	2	0	2	1
Senior High School/Vocational High School	401	30	277	31	130	12
Junior High School	12	0	2	1	7	0
Elementary School	2	0	3	0	3	0
Total	**1,052**	**252**	**1,015**	**285**	**605**	**229**
Grand Total	**1,304**		**1,300**		**834**	

Employee Composition by Nationality

Nationality	2025	2024
Indonesia	1,299	1,292
Argentina	0	1
Canada	0	1
China	0	1
United States	2	1
India	1	2
Ireland	0	1
Singapore	2	1
Total	**1,304**	**1,300**

Employee Composition by Employment Status and Gender

Description	2025		2024		2023	
	Male	Female	Male	Female	Male	Female
Permanent Employees	361	151	478	198	453	189
Contract Employees	691	101	537	87	152	40
Total	**1,052**	**252**	**1,015**	**285**	**605**	**229**
Grand Total	**1,304**		**1,300**		**834**	

Employee Composition by Work Region and Gender

Description	2025		2024		2023	
	Male	Female	Male	Female	Male	Female
Jakarta	271	185	309	215	295	192
East Kalimantan	728	62	659	66	300	34
South Kalimantan	1	0	1	0	1	0
Bali	0	2	4	2	4	2
South Sumatra	6	0	3	0	2	0
East Nusa Tenggara	5	0	5	1	2	1
North Maluku	0	0	0	0	1	0
South Sulawesi	41	3	35	1	1	1
Total	**1,052**	**252**	**1,015**	**285**	**605**	**229**
Grand Total	**1,304**		**1,300**		**834**	

Employee Composition by Work Region and Employment Status

Description	2025		2024		2023	
	Permanent Employees	Contract Employees	Permanent Employees	Contract Employees	Permanent Employees	Contract Employees
Jakarta	277	179	408	116	381	106
East Kalimantan	226	564	245	479	256	77
South Kalimantan	1	0	1	0	1	0
Bali	1	1	1	5	1	5
South Sumatra	6	0	1	2	2	0
East Nusa Tenggara	1	4	0	6	0	3
North Maluku	0	0	0	0	0	0
South Sulawesi	0	44	20	16	1	0
Total	**512**	**792**	**676**	**624**	**642**	**192**
Grand Total	**1,304**		**1,300**		**834**	

MMSGI is committed to fostering an inclusive work environment by ensuring equal access for female employees to career development and competency enhancement opportunities. The Company also encourages the active participation of female employees across various operational functions and in strategic decision-making.

In 2025, this commitment was reflected in the representation of female employees across various levels and functions, including top management, managerial positions overall, junior levels, revenue-generating positions, and positions in Science, Technology, Engineering, and Mathematics (STEM).



	2025	2024	2023
Percentage of female employees out of total employees	19.33%	21.92%*	27.5%
Percentage of female employees at the top management level	17.65%	0.54%	12.3%
Percentage of female employees in managerial positions (junior, middle, and senior management)	17.81%	12.43%	18.4%
Percentage of female employees at the junior level	23.26%	19.56%	22.6%
Percentage of female employees in revenue-generating positions	27.78%	4.53%	3.1%
Percentage of female employees in STEM positions	5.79%	3.94%	1.3%

*There is a restatement of data

ANTI-DISCRIMINATION AND HARASSMENT

MMSGI upholds the principle of a safe, inclusive work environment free from any form of harassment and discrimination. This commitment is realized through a zero-tolerance policy toward discriminatory acts and harassment, both sexual and non-sexual, at all levels of the organization, regardless of gender, age, race, religion, ethnic background, sexual orientation, disability status, or political views. This policy refers to international standards, including International Labour Organization Convention No. 100 on equal remuneration and No. 111 on discrimination in respect of employment and occupation. [3-3]

The Company provides a reporting mechanism for discriminatory acts and/or harassment through a Whistleblowing System that guarantees confidentiality and protection for reporters. Every report received is followed up through an investigation process in accordance with applicable procedures, and where proven, corrective action and/or disciplinary sanctions are consistently imposed.

As a preventive measure, the Company conducts periodic training on the prevention of discrimination and harassment, integrated into the code of conduct refresher program and carried out at least once a year to strengthen employees' understanding of unacceptable behavior. Throughout 2025, there were no cases of discrimination or harassment within the Company. [406-1]

LEAVE AND EMPLOYEE RIGHTS

Employee Leave

MMSGI fulfills employees' leave entitlements in accordance with applicable regulations, including paid annual leave as part of efforts to maintain work-life balance. Each employee is entitled to 12 working days of annual leave per year, with gradual additions based on tenure and job grade. [3-3]

In addition to annual leave, the Company provides various other types of leave, including:

- Bereavement leave
- Leave for a child's circumcision or baptism
- Leave for a child's wedding
- Long service leave
- Maternity and paternity leave
- Sick leave
- Miscarriage leave
- Hajj pilgrimage leave
- Unpaid leave

Maternity and paternity leave provisions are governed by applicable laws and regulations and further stipulated in the Collective Labor Agreement (CLA). Female employees are entitled to three months of leave, consisting of 1.5 months before and 1.5 months after childbirth, while male employees receive two working days of leave to accompany the birth process. [3-3]

As part of efforts to support employee well-being, the Company provides additional protection beyond public programs provided by the government, including health insurance covering maternity benefits for permanent employees. This facility helps reduce the burden of medical care costs during pregnancy through childbirth.

This support is reinforced through the paid parental leave policy and the provision of mother- and child-friendly facilities, such as lactation rooms within the office area, to support work-life balance, particularly for female employees.

A summary of employees' maternity and paternity leave utilization is presented in the following section. [401-3]

Employees Entitled to Maternity and Paternity Leave [401-3]

Description	Gender	2025	2024	2023
Number of employees entitled to maternity and paternity leave	Male	718	735	606
	Female	94	105	228
Number of employees who took maternity and paternity leave	Male	28	0	18
	Female	7	1	6



Return-to-work rate after maternity and paternity leave			Employee retention rate after maternity and paternity leave	
Male	Female		Male	Female
100%	100%	2025	100%	100%
N/A	100%	2024	100%	100%
N/A	100%	2023	100%	100%

Employee Rights [2-19, 2-20]

Fulfillment of employees' basic rights is carried out through measured and structured workforce management, including the provision of fair and competitive remuneration and benefits. This policy refers to Decree No. KB/HRGAIT/2020/001, which applies across all operational locations, with implementation based on a merit system to maintain consistency and compliance with applicable compensation standards. [3-3, 2-20]

In its implementation, the determination of base wages refers to the regional minimum wage provisions in each operational area, taking into account various factors such as fluctuations in the prices of basic necessities, inflation, and prevailing living standards, to ensure the fulfillment of a decent standard of living for all employees. The ratio of entry-level employee wage standards, for both male and female employees, to the Provincial Minimum Wage (UMP) in 2025 is presented as follows.

Ratio of Entry-Level Employee Wage Standards to the UMP [F.20]

Operational Area	UMP Amount (Rp)	Base Salary of New Employees, Lowest Grade (Rp)	Ratio of New Employees' Base Salary to UMP
Jakarta	5,396,761	5,396,761	1 : 1
East Kalimantan	3,579,314	3,579,314	1 : 1
South Kalimantan	3,496,195	3,496,195	1 : 1
Bali	2,996,561	2,996,561	1 : 1
South Sumatra	3,681,571	3,681,571	1 : 1
North Maluku	3,408,000	3,408,000	1 : 1
South Sulawesi	3,657,527	3,657,527	1 : 1
East Nusa Tenggara	2,328,970	2,328,970	1 : 1
Average Ratio of New Employees' Base Salary to UMP			**1 : 1**

The Company also manages working hours in a measured manner, including transparent overtime arrangements and compensation provided in accordance with applicable regulations. The types and forms of benefits are adjusted according to employees' employment status, as presented in the following table. [3-3, 201-3, 401-2, 405-2]

Benefits Provided to Employees [401-2]

Type of Benefit	Permanent Employees	Contract Employees	Trainees
Base salary	✓	✓	–
Allowance	–	–	✓
BP Jamsostek	✓	✓	✓
BPJS Kesehatan	✓	✓	✓
Health benefits	✓	–	–
Overtime pay	✓	✓	–
Religious holiday allowance	✓	✓	–
Bonus	✓	–	–
Long service award	✓	–	–
End-of-contract compensation	–	✓	–
Year-end allowance	✓	–	–
Leave	✓	✓	–
Company vehicle	✓	–	–
Business travel	✓	✓	–

MMSGI reaffirms its commitment to promoting local inclusion by opening employment opportunities for communities around the Company's operational areas, as a concrete expression of social concern for the welfare of local communities, as well as an effort to build the capacity of local human resources, all of which is carried out in accordance with the labor regulations applicable in Indonesia.

The remuneration policy is applied without discrimination based on gender or nationality, taking into account job level and performance. As a form of implementing the principle of equality, the Company sets a base salary ratio of 1:1 between male and female employees at equivalent job levels. The average employee wage is presented in the following table.
[2-19, 405-2]

Average Employee Wage by Gender (Rupiah)

Job Level	Description	2025		2024		2023	
		Male	Female	Male	Female	Male	Female
Executive	Base salary	315,000,000	315,000,000	300,000,000	300,000,000	300,000,000	300,000,000
	Base salary + incentive	315,000,000	315,000,000	300,000,000	300,000,000	300,000,000	300,000,000
Management	Base salary	30,318,750	30,318,750	28,875,000	28,875,000	27,500,000	27,500,000
	Base salary + incentive	36,382,500	36,382,500	34,650,000	34,650,000	33,000,000	33,000,000
Non-management	Base salary	9,240,000	9,240,000	9,240,000	9,240,000	8,800,000	8,800,000

To maintain consistency in implementation, the Company periodically monitors potential gender-based pay gaps as a basis for ensuring remuneration equality for employees with equivalent responsibilities and qualifications. The monitoring results show no difference in average wages between male and female employees, both in base salary and salary with incentives, at the same job level, reflecting the Company's commitment to fostering a fair and equitable work environment.

Long-Term Incentives

The implementation of the long-term incentive program is focused on strengthening the retention and development of talent that contributes significantly to the Company's performance. This approach encourages sustained employee engagement in support of achieving strategic objectives.

This program is provided to all non-managerial employees through service awards and tenure-based incentives. Based on Decree of the Board of Directors of MMS Group Indonesia No. KBJ/HRGAIT/2020/007, awards are given for every five-year multiple of service in the form of a certificate, a watch or gold jewelry, and additional base salary adjusted according to length of service. This program covers 100% of total employees below the senior management level and, to date, has not been directly linked to sustainability performance targets.

In addition, the Company has established a long service leave policy as a form of appreciation for employees who have completed five consecutive years of service and its multiples. This leave is granted for 14 calendar days without reducing annual leave entitlements, can be used within two years from the date it is earned, and is accompanied by an allowance amounting to 50% of the applicable basic salary.

Talent Development and Performance

TRAINING AND COMPETENCY DEVELOPMENT

The Company's commitment to human resource development is realized through a series of structured and continuous training and education programs. These programs cover the enhancement of technical skills (hard skills), leadership development, and the strengthening of non-technical skills (soft skills) tailored to the needs of each function. In addition to driving performance improvement, these initiatives are also directed at supporting leadership regeneration and cultivating future talents aligned with the Company's vision and mission.

To carry out these programs, the Company provides various learning methods, both internal and external, including coaching and mentorship programs as a means of direct individual growth support. These programs are designed to address employees' specific needs, with content covering leadership development, cross-cultural education, and digital transition training to support employee readiness in facing technological developments.

The unit responsible for designing and implementing training programs is the HRGA Division, which establishes these programs based on the Annual Training Plan, referring to the results of employee competency evaluations. This evaluation process is carried out to identify skill gaps while ensuring the relevance of the training provided to the actual needs of each work unit. [3-3]

The Company guarantees equal access to development opportunities for all employees without exception, including contract and part-time employees, ensuring that every individual receives equal opportunities regardless of employment status or gender. Furthermore, the Company consistently conducts quantitative evaluations of the programs' impact on performance, to ensure a tangible contribution to the overall improvement of productivity and business effectiveness.

Summary of Training Program Implementation [404-1, 404-2] [F.22]

Description	Unit	2025	2024	2023
Total Training Hours	Hours	21,673	21,128	7,697
Total Participants	FTE	1,044	957	328
Total Cost	Rupiah	3,527,083,979	4,464,410,636	3,917,812,635

The development programs implemented include the Leadership Development Program, Digital Transition Program, and Cultural Education, using coaching and mentoring approaches as well as through the *Sosialisasi dan Edukasi untuk Raup Pengetahuan* (SERU) program.

Summary of Total Training Participants by Gender

Gender	2025	2024	2023
Male	800	691	246
Female	244	266	82
Total Participants	**1,044**	**957**	**328**

Summary of Total Training Participants by Job Level

Job Level	2025	2024	2023
Division Head/Head of	31	59	6
Department Head	84	87	29
Section Head/Superintendent	121	106	63
Supervisor	272	254	127
Staff	199	450	82
Non-staff	337	1	21
Total Participants	**1,044**	**957**	**328**

Summary of Total Training Participants by Age Group

Age Group	2025	2024	2023
18-30 years	439	445	105
31-40 years	349	306	146
41-50 years	195	151	71
>50 years	61	55	6
Total Participants	**1,044**	**957**	**328**

Note: All training participants are Indonesian Citizens

PERFORMANCE EVALUATION SYSTEM

MMSGI implements a performance appraisal system that integrates individual and team assessments, covering various indicators such as quality and quantity of work, discipline, initiative, leadership, and teamwork ability. Assessments are conducted through a multidimensional approach that includes the perspectives of superiors, colleagues, subordinates, and/or self-assessment, as well as through management by objectives and the achievement of employees' Key Performance Indicators (KPIs). [3-3]

Performance evaluations are conducted twice a year and cover all permanent employees at all job levels with more than three months of service. In addition, performance reviews are also conducted regularly through real-time feedback to employees. Contract employees and/or employees who have resigned are not included in this evaluation process. Specifically for contract employees, performance evaluations are conducted separately at the end of the contract period.

Objectivity, transparency, and accountability are the main principles underlying the entire assessment process. The evaluation results are subsequently used as the basis for decision-making related to promotions, job rotations, and employee career development. [404-3]

Number of Employees Who Received Performance Evaluations

Job Level	2025	2024	2023
General Manager/Regional Manager	28	33	27
Manager	63	72	68
Staff	385	529	487
Non-staff	47	50	58
Total Employees Who Received Performance Evaluations	**523**	**684**	**640**
Total Employees	**1,304**	**1,300**	**834**
Percentage	**40%**	**53%**	**77%**

Employee Engagement

INITIATIVES TO ENHANCE EMPLOYEE ENGAGEMENT

In order to create a healthy, inclusive work environment that supports employees' work-life balance, the Company offers various support programs, including:



Health and Sports Initiatives

MMSGI facilitates a culture of healthy living among its employees through various programs, ranging from scheduled sports activities and access to fitness facilities, to routine health check-ups as a preventive measure.







Childcare (Daycare) Facility and Lactation Room

As a form of care for employees with children, MMSGI provides the RUSA (Ruang Sayang Anak) facility, a childcare service with a capacity of up to ten children that operates throughout the day. This facility is designed to help employees balance work demands with their responsibilities as parents. In addition, RUSA is also equipped with a comfortable lactation room for breastfeeding employees.



Support for Employees' Families

MMSGI has a leave policy designed to support employees in fulfilling their family roles. For primary caregivers, 12 weeks of paid leave is available following childbirth. In addition, employees can also make use of family and care leave when needing to accompany a child, spouse, parent, or other dependent facing health issues, whether physical or mental.

EMPLOYEE ENGAGEMENT

To understand employees' perceptions of various aspects of the work environment and organizational culture, management conducts an employee wellbeing survey every year in the fourth quarter. The most recent survey was conducted in 2024, with a participation rate of 47% of total employees, reflecting employee representation in the evaluation of the work environment and culture.

The survey results serve as a reference for designing development programs, performance recognition, and strengthening the work culture in a more targeted manner. The survey results are presented in the following table:

	2024
Employee engagement percentage	75%
Say (Speaking positively about the company)	85%
Stay (Desire to remain working at the company)	77%
Strive (Giving extra effort to the company)	87%
Level of satisfaction with the company	3.24 or equivalent to 81%
Level of commitment to the company	3.32 or equivalent to 83%



Occupational Health and Safety (OHS)

OHS GOVERNANCE

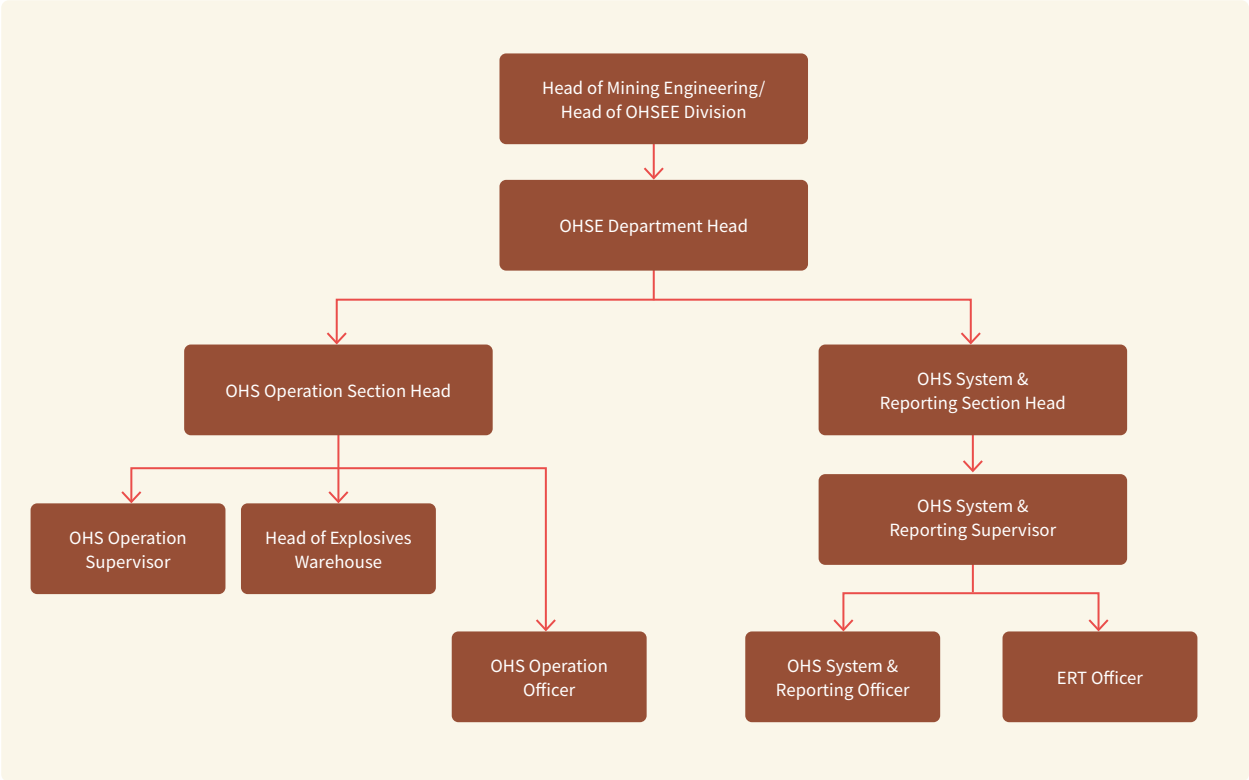
[403-4] [F.21]

The Company's commitment to occupational health and safety is realized through the establishment of an OHS policy that serves as guidance for all parties involved in business activities to understand and implement OHS principles across all operational lines. This policy covers all employees, partners, and contractors under the Company's supervision, and is integrated into overall operational activities, including the supply chain. The policy is directly ratified by the Board of Directors as a concrete manifestation of top management's commitment to implementing an effective, comprehensive, and consistent OHS management system.

To implement this policy, the Company has established an Occupational Health and Safety Department as a coordination center connecting all departments and partner management. This department holds regular monthly meetings to discuss various aspects of OHS implementation in the field, with the meeting results forwarded to the Head of Mining Engineering (KTT), who serves as the highest decision-maker at the work site. In this capacity, the KTT is also responsible for monitoring the achievement of targets and the implementation of OHS policy through an annual management review.

In addition to this coordinating role, the OHS Department also carries out a strategic function in overseeing, evaluating, and developing the implementation of all aspects of OHS within the Company. This department also serves as a liaison between management and workers through consultation mechanisms and active participation carried out based on the SOP for Communication, Consultation, and Participation in Mining Safety and Environment, to ensure the effective implementation of the OHS Policy across the entire work environment.

MHU OHS Implementation Organizational Structure



The duties and responsibilities of each team member are as follows:

1	**Head of Mining Engineering/ Head of OHSEE Division**	• Ensuring compliance with Good Mining Engineering Practices; • Maintaining competent mining technical personnel in accordance with applicable laws and regulations; • Reviewing budgets and program plans, and ensuring their conformity; • Reviewing systems, policies, procedures, work instructions, and forms prepared by each section; • Ensuring the implementation of the MHU Total Management System (MTMS) Manual; and • Conducting and ensuring inspection activities, accident investigations, evaluations, and mining safety performance audits.
2	**OHSE Department Head**	• Reviewing applicable systems, policies, procedures, and work instructions and forms, and providing development recommendations to support the optimization of functions within the OHS scope; • Ensuring the implementation of the MHU Safety Management System runs in accordance with established policies and procedures; • Identifying risks and potential hazards and developing continuous plans to minimize occupational risks; and • Conducting and ensuring mining safety performance evaluation and audit activities.
3	**OHS Operation Section Head**	• Reviewing applicable systems, policies, procedures, work instructions, and forms, and providing development recommendations to support the optimization of functions within the OHS Operation scope; • Preparing, evaluating, and implementing the Company's OHS policies, procedures, and guidelines to ensure they remain aligned with applicable regulations and safety standards; • Reviewing Job Safety Environment Analysis (JSEA) within the OHS Operation scope; • Monitoring OHS performance and ensuring compliance with established policies and procedures; • Coordinating periodic field inspections and compliance audits; • Conducting reviews and updates of SOPs, work instructions, forms, Hazard Identification and Risk Assessment (IBPR), and JSEA; and • Conducting periodic technical supervision, as well as oversight of the OHS audit and inspection process at every work line.

4	**OHS System & Reporting Section Head**	• Reviewing applicable systems, policies, procedures, work instructions, and forms, and providing development recommendations to support the optimization of functions within the OHS System & Reporting scope; • Reviewing the MHU Total Management System (MTMS) and providing recommendations for OHS improvement efforts across all areas and partners; • Overseeing the OHS audit and inspection process at every work line; • Conducting periodic evaluations of licensing and reporting documentation management, as well as operational systems and standard operating procedures; • Managing occupational health and safety (OHS) training programs; • Evaluating emergency preparedness and response programs; • Reviewing Mining Safety Reporting in accordance with applicable regulations; and • Identifying and evaluating applicable laws and regulations and other relevant requirements.
5	**OHS Operation Supervisor**	• Evaluating the implementation of MTMS procedures, work instructions, and forms; • Reviewing and updating SOPs, work instructions, forms, IBPR, and JSA; • Conducting periodic field inspections and compliance audits; • Overseeing the OHS audit and inspection process; and • Evaluating OHS incidents, accidents, or deviations.
6	**Head of Explosives Warehouse**	• Overseeing the security and inventory of the explosives warehouse across all blocks; • Calculating and recording the quantity of explosives stock and usage; • Inspecting the security and safety equipment of the Explosives Warehouse; • Escorting explosives from the Explosives Warehouse to the blasting location; and • Preparing and compiling explosives usage reports.
7	**OHS System & Reporting Supervisor**	• Overseeing the OHS audit and inspection process at every work line; • Conducting periodic oversight of the standardization of work activities and facilities, the management of internal and external licensing and reporting documentation, and OHS training programs; • Reviewing mining safety reports accurately and in a timely manner; • Evaluating the MHU Total Management System (MTMS) Manual; • Conducting internal audits of the mining safety management system; • Monitoring follow-up actions on identified non-conformities; • Establishing, preparing, and reviewing mining safety objectives, targets, and programs; • Preparing and developing the mining safety budget; and • Assessing the level of achievement of mining safety performance in accordance with applicable regulations.
8	**OHS Operation Officer**	• Implementing and periodically checking the implementation of OHS policies and procedures across all of the Company's operational areas; • Conducting routine monitoring of occupational safety performance, including work site inspections and reporting of potentially hazardous conditions; • Coordinating investigations into safety accidents or incidents; • Identifying potential occupational safety risks, evaluating their impact, and developing strategies; • Socializing MTMS procedures, work instructions, and forms within the OHS - Hauling & Port scope; and • Preparing the data and information required for report preparation within the OHS Operation scope.
9	**OHS System & Reporting Officer**	• Preparing documents and recommendations resulting from internal or external audits or inspections; • Providing field assistance related to safety monitoring and the measurement of environmental factors as well as biomonitoring; • Conducting inventory of safety equipment; and • Carrying out the recording, collection, and reporting of documents, databases, or information within the OHS System & Reporting scope.
10	**ERT Officer**	• Actively monitoring or mitigating emergency situations, evaluating the development of the situation, and taking necessary actions to respond to changing conditions or needs; • Conducting regular education and training for emergency response team members to ensure readiness in facing various emergency scenarios, such as fires, accidents, or natural disasters; and • Reporting all emergency response activities, including actions taken, decisions made, and evaluation results, as well as producing accurate documentation for future reference and learning.

MINING SAFETY MANAGEMENT SYSTEM

[3-3, 403-1, 403-7, 403-8] [F.21]

The Company realizes its commitment to Occupational Health and Safety through the implementation of the Occupational Health and Safety, Environment, Security, and Community Relations (K3LHKK) Policy, which has received full approval and support from the Company's top management.

Furthermore, the Company implements the Mining Safety Management System (SMKP) as a framework to ensure that all operational activities are conducted in line with OHS best practices. This step also ensures the Company's compliance with applicable regulations and standards, both at the international and national levels, in implementing the Mining Safety Program, including:

1. International Risk Management Standard ISO 31000:2018 on Risk Management.
2. International OHS Management System ISO 45001:2018.
3. Company Policy.
4. Law No. 1 of 1970 on Occupational Safety.
5. Government Regulation No. 50 of 2012 on the Implementation of Occupational Health and Safety Management Systems.
6. Law No. 3 of 2020 on Mineral and Coal Mining.
7. Regulation of the Minister of Energy and Mineral Resources No. 26 of 2018 on the Implementation of Good Mining Practices.
8. Decree of the Minister of Energy and Mineral Resources No. 1827 K/30/MEM/2018 on Guidelines for Good Mining Engineering Practices.
9. Decree of the Director General of Mineral and Coal No. 185.K/37.04/DJB/2019 on Technical Guidelines for the Implementation of Mining Safety and the Implementation, Assessment, and Reporting of the Mineral and Coal Mining Safety Management System.
10. Decree of the Director General of Mineral and Coal No. 10.K/MB.01.DJB.T/2023 on Technical Guidelines for the Assessment of Mining Safety Performance Achievement Levels.

The Company's OHS commitment is outlined in concrete measures designed to ensure effective and well-directed implementation across all operational lines, including: [3-3]

1. Complying with all laws and regulations in the mining sector and other applicable regulations in Indonesia related to business activities, mining operations, and safety and environmental aspects (HSE) within the MHU IUPK area.
2. Creating a safe, efficient, and productive work environment and building a safety culture for employees to avoid the risk of injury, work-related illness, and incidents arising from worker illness, as well as hazardous occurrences.
3. Conducting regular audits to monitor, evaluate, and carry out continuous improvement of HSE performance, as well as evaluating the implementation of the MHU Total Management System (MTMS) based on compliance with applicable laws and standards as part of ongoing development efforts.
4. Implementing good mining practices for risk control to prevent accidents, human injury, pollution, and environmental damage, including minimizing deforestation, as well as equipment damage.
5. Ensuring the OHS Policy is well understood and properly implemented by all MHU employees, partners, and contractors involved in every stage of MHU's mining activities.
6. Effectively developing HSE work programs by taking into account and referring to risk assessments based on applicable mining laws and regulations and other related regulations, including the optimal implementation of impact mitigation principles (mitigate, reduce, compensate).
7. Implementing good and sustainable mining engineering practices for business activities and mining operations within the MHU IUPK area, to achieve HSE commitments, objectives, and targets.

8. Providing and preparing personal protective equipment (PPE), safety equipment, and emergency response equipment appropriate to risk-type standards, to prevent, reduce, and address potential risks, injuries, accidents, work-related illnesses, and environmental incidents.
9. Carrying out periodic development, care, and maintenance of mining support equipment and facilities.
10. Fostering a culture among employees of practicing clean and healthy living habits to create a healthy and productive work environment and conditions.
11. Providing health facilities and healthcare personnel for all employees to consult, undergo examinations, and receive health-related treatment as an effort to improve employee health.



To measure progress in OHS performance, the Company sets a number of quantitative targets as achievement indicators, including:

1. Zero fatalities
2. Zero work-related illnesses
3. Zero lost time injuries
4. Zero incidents arising from worker illness
5. Zero hazardous occurrences
6. Zero environmental incidents

Implementation of the OHS Management System

The scope of MHU's OHS Management System (OHSMS) covers all employees, contractors, activities, and the Company's operational areas. This implementation aims to minimize hazards, risks, and significant impacts on occupational health and safety directly related to operations, products, or services within the business partnership between the Company and its business partners.

To ensure the implementation of OHS standards throughout the supply chain, MHU requires the fulfillment of OHS criteria as part of the procurement process and contractual requirements. Every contractor operating in MHU's area must comply with the OHS management system provisions stipulated in the work contract, as well as adhere to the

MMSGI Code of Conduct, which sets out the obligation to fulfill OHS standards. Contractor compliance with these provisions is maintained through periodic reviews of the OHSMS implementation by business partners, along with the OHS programs applied. [403-1, 403-7, 403-8]

Composition of Employees and Contractors within the Scope of the OHSMS

Description	2025		2024		2023	
	Total	%	Total	%	Total	%
MHU Employees	170	3.16%	215	4.04%	285	4.12%
Contractor Employees	5,212	96.84%	5,101	95.96%	6,634	95.88%
Total	**5,382**	**100.00%**	**5,316**	**100.00%**	**6,919**	**100.00%**

MHU maintains the alignment of its OHS management system with national and international OHS standards through the periodic implementation of system audits involving both internal and independent external parties. The credibility of audit results is maintained through relevant competency and certification requirements for all internal auditors in accordance with applicable regulations.

During the reporting period, MHU and five contractors have obtained ISO 45001:2018 certification and conducted audits on a number of OHS aspects, as follows:

Certificate Name	Scope	Company Scope	Validity Period
ISO 45001 Occupational Health and Safety Management System	Coal Mining Operations	MHU	July 11, 2024–June 16, 2027
Occupational Health and Safety Management System (OHSMS)	Coal Mining Operations	MHU	June 9, 2023–June 9, 2026

Audit Name	Audit Scope	Company Scope	Audit Date
ISO 45001 Occupational Health and Safety Management System Surveillance Audit	Coal Mining Operations	MHU	August 14, 2025
Internal Audit of the Mining Safety Management System (SMKP)	Coal Mining Operations	MHU	December 4–10, 2025

HAZARD IDENTIFICATION AND RISK ASSESSMENT

[403-2] [F.21]

The Company carries out a comprehensive hazard identification and risk assessment process as the basis for establishing priorities and developing effective and well-directed OHS action plans. This process covers the identification of potential hazards and risks related to operational activities, whether routine, non-routine, emergency conditions, or short-term and long-term activities, including new hazards not yet covered in the Job Safety Environment Analysis (JSEA). Identified hazards and risks may originate from various elements, such as infrastructure, equipment, materials, and physical conditions in the work environment, with varying types and levels of severity. [403-2]

The results of this identification subsequently form the basis for implementing a structured control strategy through the hierarchy of hazard controls approach. The first priority step is to directly eliminate the source of hazard where the relevant party has the capability and authority to do so. Where elimination is not possible, the Company substitutes high-risk materials or equipment with safer alternatives, which are then supplemented by the implementation of engineering and administrative controls to further reduce risk levels. As the last layer of protection, all workers are required to use PPE. **[403-2, 403-9, 403-10]**

The Company conducts routine monitoring of the work environment to ensure that risk and hazard controls have been comprehensively implemented. In line with this, internal audits and inspections are carried out periodically in accordance with applicable SOPs, with Key Performance Indicators (KPIs) established as achievement targets. To support the achievement of these targets, the Company integrates action plans into its overall management system, which also serves as a reference for evaluating the effectiveness of the management of identified hazards and risks. **[403-2]**

To ensure the active participation of workers in maintaining a safe work environment, the Company provides a mechanism for reporting potential hazards and risky situations through reporting forms available across all operational areas. Every report received is followed up quickly and effectively based on OHS SOPs, with protection guaranteed for every reporter against any form of retaliation, allowing workers to submit reports without concern. **[403-2]**

In addition to the reporting mechanism, the Company also grants workers the right to remove themselves from work situations believed to pose a potential risk of accident or occupational illness, with an obligation to report such situations to their supervisor or the OHS Department. Every report or accident incident received will be promptly followed up through a comprehensive investigation that refers to specific SOPs related to the investigation of injuries, health disorders, illnesses, and work incidents. This investigation aims to identify the root cause of the incident while establishing corrective measures to prevent similar occurrences in the future. **[403-2]**

OHS PERFORMANCE

As a form of commitment and responsibility in mitigating hazards and the risk of work accidents and occupational diseases, the Company continues to make ongoing improvements and development of its OHS system. OHS performance data is recorded and evaluated periodically, with calculations referring to Decree of the Director General of Mineral and Coal No. 185 of 2019. **[403-9, 403-10] [F.21]**

MHU OHS Performance Statistics [403-9]

Description	2025	2024	2023
Lost time injury	0	0	0
Medical treatment injury	0	2	2
First aid injury	4	3	4
Property damage major (>USD 10,000)	1	3	2
Property damage minor (<USD 10,000)	16	18	31
Total Cases*	**21**	**26**	**39**

* The total cases stated represent accidents that did not result in lost workdays

Accidents Resulting in Lost Working Hours at MHU [403-9]

Description	2025	2024	2023
Occupational accident victims	0	0	1
Accidents resulting in lost workdays	0	0	1
Cumulative hours worked without incident	47,238,829	27,852,489***	8,543,676*
Number of lost workdays	0	0	5,908**

* Cumulative working hours without incident from September to December 2023
** Data from September to December 2023
*** Restatement of data

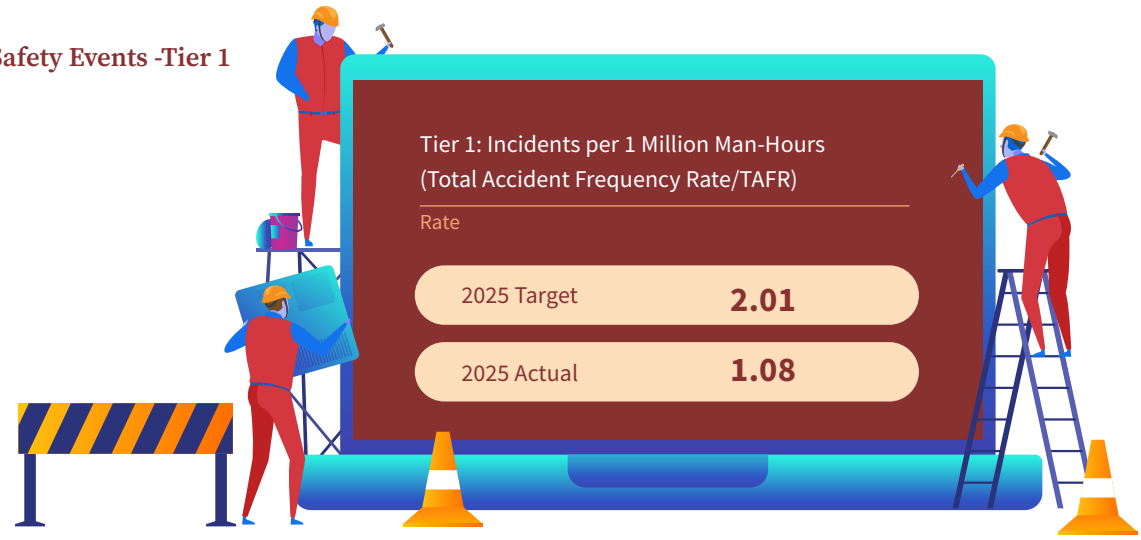
MHU and Contractor Work Accident Statistics

Description	Unit	2025	2024	2023
Total Recordable Injury Frequency Rate (TRIFR) per 1 Million Man-Hours				
MHU	Rate	1.86	0.00	0.00
Contractors	Rate	0.16	0.26	0.24
Fatality				
MHU	Total	0	0	0
Contractors	Total	0	0	1
Lost-time Injury Frequency Rate (LTIFR) per 1 Million Man-Hours				
MHU	Rate	0.00	0.00	0.00
Contractors	Rate	0.00	0.00	0.03
Lost Work Day Rate or Restricted or Transferred Day Rate				
MHU	Rate	0.00	0	0
	Day	0.00	0	0
Contractors	Rate	0.00	0	204
	Day	0.00	0	5,908*

* Data from September to December 2023

In addition, MMSGI also monitors operational process safety by recording and reporting Tier 1 Process Safety Events as an indicator of the most serious process safety incidents.

Process Safety Events -Tier 1



Throughout 2025, the Company succeeded in reducing the number of work accidents to 21 cases, a significant decrease from the 26 cases recorded in the previous year. This achievement reflects the effectiveness of the Company's efforts to improve occupational safety through the implementation of a stricter OHS management system, routine training, and more intensive supervision across its operational areas.

In addition to handling work accidents, the Company also identifies hazards and risks of work-related illness within its operational areas. Identified hazards include dust and noise, ergonomics, biological, and chemical hazards. Based on the results of the risk assessment, dust and noise hazards, as well as biological hazards, were determined to be the most significant hazards in the Company's operational activities. [403-10]

To address these work-related illness hazards, the Company implements various mitigation measures in accordance with applicable SOPs, including installing dust nets, conducting periodic area watering, and carrying out routine noise testing to minimize dust and noise hazards. In addition, the Company addresses biological hazards through drinking water quality testing and a biomonitoring program.

Work-related Illness Statistics

Description	2025	2024	2023
Number and rate of fatalities caused by work-related illness	0	0	0
Number and rate of work-related illness resulting in lost workdays	0	0	0
Number and rate of work-related illness not resulting in lost workdays	0	0	0
Number of workdays lost due to work-related illness	0	0	0

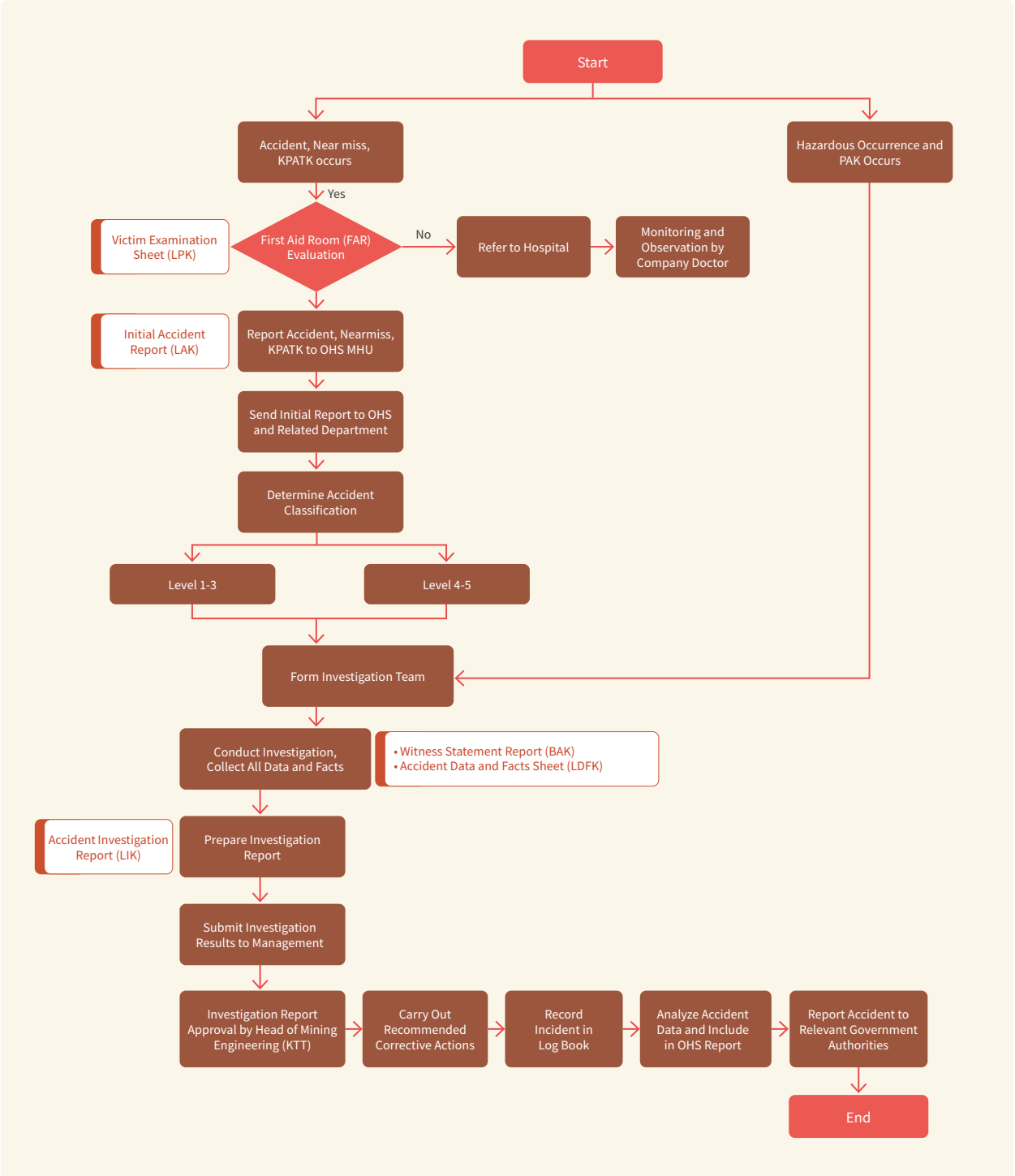
All occupational health and safety (OHS) performance data for the reporting period have been verified by an independent third party, namely the Ministry of Energy and Mineral Resources of the Republic of Indonesia, through its Integrated Technical and Environmental Aspects Coaching and Supervision program. This verification was conducted to ensure the reliability of the data and its alignment with applicable standards.

OHS PROGRAM

[F.21]

To ensure incident handling is carried out in a structured manner, MMSGI has established SOP No. MHU-OHSE-OHSE 211 on Reporting and Investigation of Accidents, Incidents Arising from Worker Illness (KPATK), and Occupational Diseases (PAK). This SOP applies across all of the Company's mine sites, including activities involving contractors under the Company's supervision.

Flowchart of Reporting and Investigation of Accidents, Incidents Arising from Worker Illness, and Occupational Diseases



MMSGI also conducts safety and environmental performance evaluations across all of the Company's mining areas to drive the achievement of OHS management goals and targets, including for contractors under the Company's supervision. The aspects evaluated include, but are not limited to, accident and occupational disease rates, the number of violations of mining safety and environmental rules, follow-up on nonconformity reports, mining safety and environmental activities, and other related reports.

Throughout 2025, the Company consistently carried out OHS programs covering the planning, implementation, and evaluation stages, with details as follows:

Planning	Implementation	Evaluation
Management of the mine worker health program, which covers: • **Promotive**: Health Campaigns in the form of socialization, bulletins, work nutrition consultations, and training tailored to disease trends. • **Preventive**: Biomonitoring measurement, nutrition and drinking water quality, food safety, measurement of physical and ergonomic factors, periodic and special health examinations and exit examinations, healthy exercise sessions, hygiene and sanitation inspections, and provision of PPE. • **Curative**: Provision of healthcare services, examination follow-up, and health insurance for all employees. • **Rehabilitative**: Included within the healthcare service program.	Biomonitoring, work nutrition and drinking water quality measurement; occupational health socialization, campaigns, and training; ergonomic monitoring and ergonomic-related disease monitoring; measurement of physical factors such as noise, vibration, and lighting; and health examinations (initial, periodic, special, exit) and implementation of joint exercise programs.	Conducting analysis and follow-up on the results of periodic, initial, special, and exit health examination recapitulations, biomonitoring examination results, and evaluation of PPE use, as well as the results of examination and monitoring of occupational diseases (PAK) by the company doctor.
Management of hygiene and sanitation covers inspections of dormitories and canteens, monitoring of food hygiene and drinking water quality, office sanitation, and personal hygiene.	Canteen inspections, office sanitation inspections, employee dormitory inspections, personal hygiene inspections, and pest control.	Conducting analysis and follow-up on the results of canteen inspections, employee dormitory inspections, personal hygiene inspections, and/or office inspections.
Management of ergonomics covers the measurement and monitoring of work ergonomics, provision of assistive equipment, ergonomics training, and campaigns on ergonomic hazards through posters and Health Talks. Monitoring activities are carried out both internally and by competent external experts.	Ergonomic measurements for operators and office workers, manual handling training and prevention of low back pain, campaigns on low back pain prevention through Health Talks, and examinations by the company doctor related to indications of LBP among operators and office workers.	Conducting analysis and follow-up on ergonomic measurement/monitoring results carried out by third parties, and analyzing the results of ergonomic examinations by the company doctor.
Management of mine workers' food and beverage consumption is carried out through catering vendors whose quality is monitored through periodic inspections. Monitoring of food cleanliness and safety is carried out through laboratory testing for physical, chemical, and biological contamination. Meanwhile, measurement of worker nutrition quality is carried out through menu and food consumption analysis, tested by a third party (laboratory) as part of a special testing program developed by MHU.	Measurement of worker nutrition quality involving third-party nutrition experts and occupational medicine specialists. For food and beverage quality, MHU partners with a third party (laboratory) to conduct food and beverage quality testing.	Evaluating the food and beverage service contractor and conducting analysis and follow-up on the results of worker nutrition examinations and food and beverage examination results.
Management of the diagnosis and examination of occupational diseases is carried out through biomonitoring of workers with high exposure potential to physical, chemical, and ergonomic hazards. Initial, periodic, special, and exit health examinations are conducted to monitor changes in health conditions based on analysis by the company doctor.	Initial, periodic, special, and exit health examinations, conducting biomonitoring examinations, and conducting examinations by the company doctor related to indications of LBP and CTS (Carpal Tunnel Syndrome).	Conducting analysis of health examination result recapitulations and evaluating the occupational disease diagnosis program.

The Company also strengthens its commitment to OHS through the implementation of the following initiatives: [3-3]

1. **Implementation of the MHU Safety Indicator (MSI) program,** an annual OHS program.

2. **Capacity-building programs,** including:
   a. **Model Driver**, a capacity-building program for dump truck (DT) drivers. This program aims to minimize incidents in the coal hauling DT area; drivers who join this program receive education and training to become role models for all coal hauling DT drivers.
   b. **Safe Hauling**, a joint spot-check program covering narcotics, psychotropic, and other addictive substances (NAPZA) testing, unit safety standards, work fatigue testing, and driver license checks on hauling roads.
   c. **Pioneer Supervisor**, a capacity-building program at the supervisor level. This program provides education and training for less competent supervisors with the aim of shaping them according to their duties and responsibilities so they become competent supervisors, more attentive to OHS, and role models for other supervisors.
   d. **Reliable Mechanic**, a capacity-building program for the mechanic team. This program aims to minimize the number of injury incidents in the workshop area. Participants in this program receive education and training to become more attentive to OHS, enabling them to become a more competent mechanic team and role models for other mechanics.
   e. **Best MCU**, a program that gives awards to employees classified as "fit" in the results of their annual MCU. This assessment is conducted by the Company Doctor based on several health parameters.
   f. **Healthy and Happy Spirit (SSB)**, a prevention program for high-risk diseases.
   g. **MHU Rescue Challenge**, training and drills for the ERT in handling emergency situations.
   h. **Rescue Mitigation**, an assessment and mitigation program conducted by the ERT in areas prone to accidents or emergency situations.
   i. **SAQU (Safety Quotes MHU)** is a program that facilitates the delivery of safety messages developed by employee representatives to reinforce awareness of occupational health and safety (OHS) in every work activity.
   j. **Best Hazard Report** is a safety program that recognizes employees for submitting quality hazard reports. The program encourages employees to identify hazards in the workplace and report them to the relevant parties for further action.

3. **Safety innovations,** including:
   a. Installation of dashcams (driver and unit monitoring cameras) for hauling units and employee transport (manhaul) units.
   b. Installation of speed limiters (speed-limiting and monitoring devices) for hauling units.
   c. Installation of Gtrack/Go Lacak (position, location, and speed monitoring devices) for hauling units.
   d. Installation of fatigue alarms (driver fatigue level monitoring devices) for hauling units.

The Company regularly evaluates the effectiveness of the strategic measures and OHS programs that have been implemented to measure progress in reducing OHS hazards and risks in the work environment, both internally and externally to business partners. The results of this evaluation are also used to monitor progress against established targets and serve as a general evaluation record for business partners and suppliers.

OHS Training

The Company consistently conducts OHS training and education integrated with the implementation of the SMKP to ensure that all employees and contractors have adequate understanding, skills, and compliance with safety standards. This step is one of the main

pillars in minimizing the risk of work accidents and work-related illnesses and strengthening the Company's safety culture.

The implementation of this training and education is guided by the Competency Training SOP held by the OHS Department, including the Training Need Analysis (TNA) prepared and established by the HRGA Division. Throughout 2025, the Company conducted various OHS training and education programs, reflecting the Company's focus on driving operational excellence. [403-5]

Cumulative Number of Training and Education Hours on OHS Conducted by MHU and Contractors

(Hours)





Number of Training Participants by Training and Education Topic [404-2] [F.22]

No	Training and Education Topics	Number of Training Participants (FTE)*
OHS Training		
1.	Hazard Identification and Risk Assessment (HIRA)	95
2.	Job Safety Environment Analysis	152
3.	Lock Out Tag Out (LOTO)	1,104
4.	Working at Height	206
5.	Confined Space	67
6.	Workshop Safety	183
7.	Inspection Planning	140
8.	Responsibility and Accountability	141
9.	Behavior Based Safety (BBS)	266
10.	Occupational Accident Investigation	144
11.	Defensive Driving	2,805
12.	Mine Blasting and Explosives Permit	71
Emergency Response Team Training		
1.	Vehicle Accident Rescue	24
2.	Water Rescue	50
3.	Confined Space Rescue	46
4.	High Angle Rescue	23

No	Training and Education Topics	Number of Training Participants (FTE)*
5.	Forest Rescue	16
6.	Mass Casualty Rescue	47
7.	First Aid	292
8.	Fire Rescue	264
9.	Hydrocarbon Spill Response	277
Health Training		
1.	Personal Protective Equipment (PPE)	396
2.	Industrial Hygiene	390
3.	Dust and Respiratory Health	422
4.	Lower Back Pain	423
5.	HIV/AIDS	399
6.	Narcotics, Psychotropic Substances, and Other Addictive Substances (NAPZA)	457
Total		**8,900**

Number of OHS Training and Education Participants by Gender at MHU

Description	Unit	2025	2024	2023
Number of Training Types	Total	21	51	3
Number of Participants*				
Male	People	94	128	150
Female	People	3	9	15
Number of Training Hours				
Male	Hour	762	1,810	1,894
Female	Hour	88	220	166

* Unique Participants

Number of OHS Training and Education Participants by Job Level at MHU

Job Level	2025		2024		2023	
	Male	Female	Male	Female	Male	Female
Division Head	0	0	0	0	0	0
Deputy Division Head	1	0	0	0	0	0
Department Head	1	0	6	0	10	0
Section Head	14	1	24	1	44	7
Supervisor	0	1	65	8	68	1

Job Level	2025		2024		2023	
	Male	Female	Male	Female	Male	Female
Staff	0	0	13	0	19	7
Non-Staff	0	0	20	0	9	0
Subtotal	**16**	**2**	**128**	**9**	**150**	**15**
Grand Total	**18**		**137**		**165**	

HEALTH FACILITIES AND HEALTH PROMOTION

[403-3, 403-6] [F.21]

The Company has established the SOP for Occupational Health Examination and Services as a framework that employees and partners can use to ensure all health-related activities in the work environment run in accordance with established standards.

In line with this framework, the Company provides a First Aid Room (FAR) facility managed together with professional healthcare personnel, including doctors and paramedics. This facility not only functions as a first-aid resource but also as a center for routine health examinations for workers in high-risk jobs, and follows up on examination findings to identify and eliminate hazards while minimizing occupational risks. In addition, the Company also provides various general health services, including a weight-loss program, the Safe Hauling program, and other thematic health programs. Specifically for employees and their families, the Company also provides health insurance that can be used to access general healthcare services. [403-3, 403-6]

The Company's efforts to maintain employee health do not stop at curative services. Health campaigns covering various topics are actively delivered through online media as well as posters across operational areas. The Company also provides a hotline as a direct consultation channel with healthcare personnel. The quality and competence of all healthcare service personnel are consistently ensured through periodic inspections in accordance with applicable provisions and standards. [403-3]

EMERGENCY RESPONSE PLAN

[F.21]

Beyond the implementation of the OHSMS, the Company also ensures readiness in facing emergency situations through the Emergency Preparedness and Response SOP, which serves as the reference for implementing the Emergency Response Plan (ERP).

Through the ERP, the Company integrates a series of measures to prepare for and respond to emergency situations in order to protect all employees, partners, and other parties within the operational area from various potential hazards and risks. The programs covered under the ERP that the Company has implemented include:

1. **Loss Prevention Program**
   a. Inspection
   b. Commissioning tests for facilities, infrastructure, installations, and equipment
   c. Monitoring
2. **Human Resource Development Program**
   a. Internal and external training
   b. Competency certification

3. **Preparedness Program**
   a. Emergency simulations
   b. Procurement of emergency equipment

The ERP measures implemented include:

1. **Identification and Assessment of Potential Emergency Situations**
   Every identified potential emergency situation is assessed by considering:
   a. Level of severity
   b. Level of loss
   c. Impact on operations
   d. Resource involvement
   e. Impact on the Company's reputation
2. **Emergency Prevention**
   Undertaking efforts to eliminate or reduce the likelihood of emergency situations occurring, such as developing emergency prevention policies, inspections, and maintenance.
3. **Emergency Preparedness**
   Undertaking emergency preparedness efforts, including:
   a. Providing an early emergency detection system
   b. Providing an emergency communication system
   c. Providing resources, facilities, infrastructure, procedures, and competent mining technical personnel for emergency response
   d. Developing and establishing emergency plans
   e. Conducting emergency response training
   f. Conducting emergency drills
4. **Emergency Response**
   Providing a fast and appropriate response in handling emergency situations to prevent the emergency condition from worsening and to minimize harm to people and equipment.
5. **Emergency Recovery**
   Undertaking recovery efforts, including:
   a. Formation of a recovery team
   b. Site cleanup and recovery operations
   c. Emergency investigation
   d. Loss estimation
   e. Post-emergency recovery report

Emergency Response Plan Governance

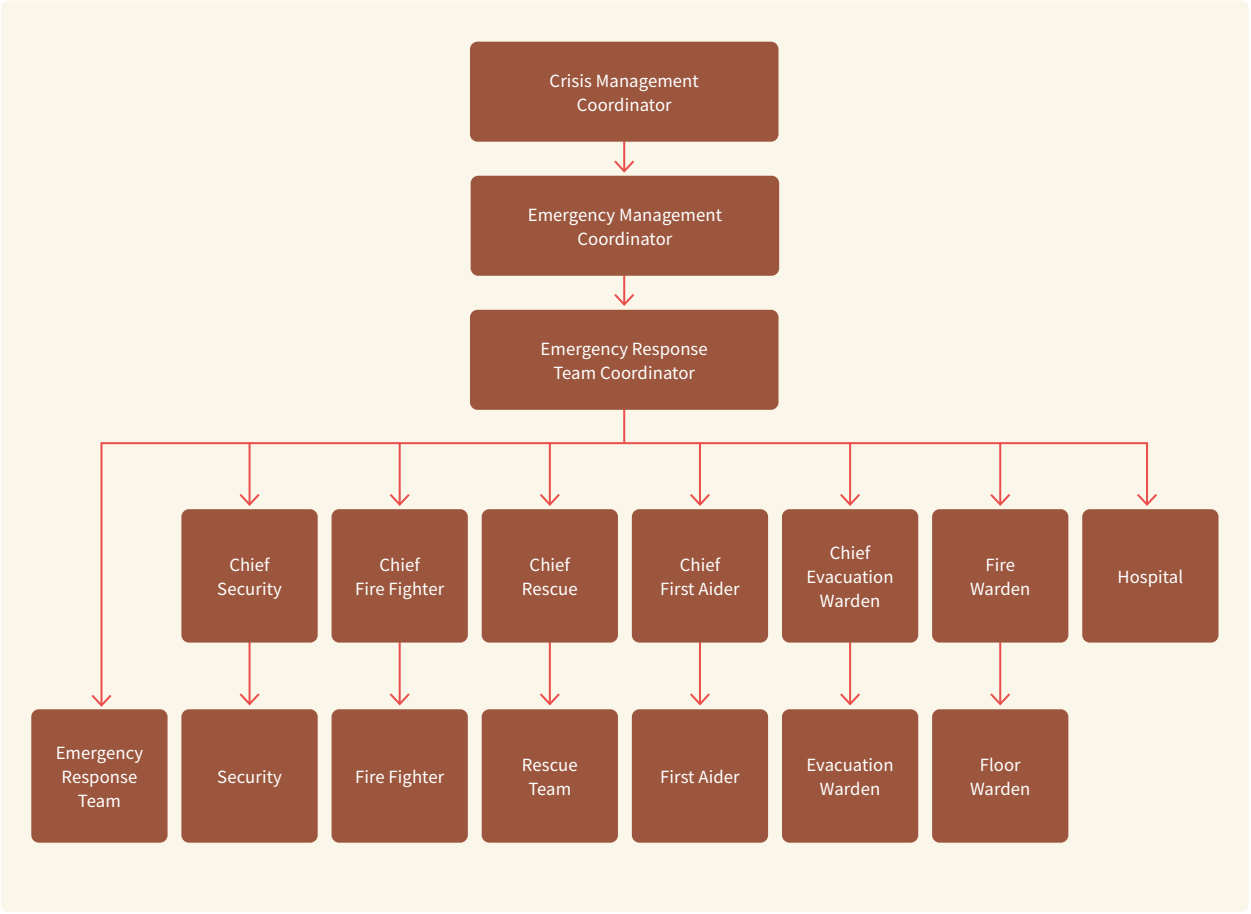
The Company has established an Emergency Response Team (ERT) as part of the implementation of the Emergency Preparedness and Response SOP. This team plays a role in managing risks and potential hazards arising from emergency conditions as well as situations that threaten safety and health within the operational environment.

To ensure the readiness of the ERT, the Company conducts special training for its members so they possess the competencies needed to handle emergency situations, including evacuation procedures, first aid, and effective communication.

As part of its emergency handling efforts, the Company provides a dedicated communication channel integrated with the ERT Station. This facility is used to handle work accident incidents within the operational environment, supported by adequate facilities and equipment. The

existence of the ERT reflects the Company's commitment to enhancing preparedness and the effectiveness of emergency response. At one of MMSGI's business units, MHU, a dedicated ERT structure has also been established, involving elements of management and partners operating within its operational area.

Organizational Structure of MHU's ERT



The role of the ERT is not limited to the Company's internal environment but also extends to supporting government programs related to disaster management, both natural and non-natural disasters, through the periodic preparation of disaster response reports. This report covers the results of disaster prevention program implementation by the ERT, including vulnerability mapping from physical, social, and environmental aspects. In addition, the ERT also outlines the stages from planning through to recovery efforts for communities affected by disasters.

As a demonstration of its commitment to safety and preparedness, the Company maintains proactive communication with stakeholders, both internal and external, involved in the emergency response program. One of the initiatives carried out is providing safety induction to every individual before entering the work area, as well as providing an emergency channel for reporting potential hazards or emergency conditions. These measures reaffirm the Company's commitment to protecting employees, partners, and other relevant parties from various risks in the work environment, while also creating a safe work ecosystem that is responsive to emergency situations.

05

Community Engagement and Social Impact





Community Engagement

MMSGI recognizes that the Company's success is closely linked to the well-being of communities surrounding its operational areas. Accordingly, the Company is committed to fostering harmonious relationships within the social and economic environment through collaboration with stakeholders. This commitment is implemented through its Corporate Social Responsibility (CSR) programs, which are designed to generate positive impacts while improving the quality of life of communities, in line with the Sustainable Development Goals (SDGs).

As the foundation for implementation, the Company has established a CSR Policy that includes:

- Develop a CSR Strategic Plan that is aligned with the Company's CSR Master Plan and the Community Development and Empowerment Master Plan (RI PPM), and translate it into annual Work Plans (Renja) with clear objectives, targets, and performance indicators by involving communities, including Indigenous Peoples, to ensure that programs address local needs and issues;
- Community Development and Empowerment (PPM) programs are identified, planned, and implemented in collaboration with stakeholders, taking into account the needs of each area to ensure comprehensive adaptation to the local context;
- Commit to applying meaningful stakeholder engagement principles by implementing the Free, Prior and Informed Consent (FPIC) mechanism in community engagement and preserving local cultural heritage throughout every stage of PPM programs;
- PPM programs are implemented across several areas, including education, healthcare, economic development, institutional capacity building and socio-cultural development, as well as disaster management;
- Commit to supporting all employees by providing a safe and healthy work environment;
- Program implementation is consistently accompanied by joint monitoring and evaluation by the Company, communities, and other stakeholders, covering the stages of assessment, community needs analysis, and the participatory development of strategies and work programs; and
- Fully committed to the implementation and achievement of the SDGs.

In 2025, MMSGI implemented various environmental and community empowerment initiatives to optimize local potential. These efforts were complemented by support in the areas of education, healthcare, and infrastructure to facilitate the daily activities of surrounding communities.

One of MMSGI's subsidiaries, namely MHU, operates in an area located in close proximity to local communities. During the reporting year, MHU implemented several environmental and community empowerment initiatives, including: [F.23]

1. Providing opportunities for local communities to participate in the sustainable management of the environment surrounding the mining area;
2. Establishing community institutions and preparing them for the post-mining economic transition to support the independence and sustainability of PPM programs; and
3. Developing facilities and infrastructure to support the implementation of PPM programs.

MHU allocated a dedicated budget for the implementation of its CSR programs, as detailed below:

Number of CSR Programs Implemented by MHU

Description	2025	2024	2023
PPM	101	50	32
Infrastructure	45	31	29
Philanthropy	59	79	72
Total	**205**	**160**	**133**

CSR Program Budget Allocation by MHU

Description	2025		2024		2023	
	Budget (Rp)	%	Budget (Rp)	%	Budget (Rp)	%
PPM	6,063,872,000	60.73%	3,114,408,605	35.25%	5,389,184,000	49.45%
Infrastructure	1,999,542,000	20.02%	2,680,590,950	30.34%	1,906,613,837	17.50%
Philanthropy	1,922,230,000	19.25%	3,040,048,244	34.41%	3,602,141,100	33.05%
Total	**9,985,644,000**	**100.00%**	**8,835,047,800**	**100.00%**	**10,897,938,937**	**100.00%**

COMPREHENSIVE APPROACH TO COMMUNITY ENGAGEMENT

MMSGI adopts a comprehensive approach to engaging communities and stakeholders as part of its commitment to responsible business practices. The Company identifies communities affected by its operations, including Indigenous Peoples, vulnerable groups, and local communities, through mapping and consultation processes.

To ensure a structured approach to engagement, the Company implements a Stakeholder Engagement Plan (SEP) through community consultation activities across all operational areas and development projects. These activities are intended to ensure that communities

have access to key project information, including potential social and environmental impacts, mitigation measures, and community rights.

As of the reporting year, MMSGI has three core business assets in active production. All of these assets have undergone community consultation processes. In addition, MMSGI is currently developing two projects: a nickel matte smelter in Balikpapan and a hotel in Labuan Bajo. Community engagement and consultation have also been carried out for both projects. These activities are conducted in stages and are guided by the FPIC principle.

MMSGI also provides opportunities for communities to express their views and concerns regarding operational risks, the preservation of cultural heritage, and other potential social and environmental impacts. Feedback received is documented and taken into consideration in the Company's project and operational decision-making processes.

To uphold transparency and accountability, MMSGI provides an accessible, secure, and responsive Whistleblowing System (WBS). Every report received is followed up by the Company as part of its commitment to fostering an inclusive and sustainable relationship with the community.

ECONOMIC CONTRIBUTION TO LOCAL COMMUNITIES

Creating shared value for the community is an integral part of MMSGI's sustainability strategy. All corporate social responsibility (CSR) programs are implemented in accordance with the CSR Policy, which serves as a guideline for designing and carrying out initiatives that deliver economic, social, and environmental benefits. Through this approach, MMSGI focuses not only on business growth but also on empowering communities and improving long-term welfare through programs aligned with the Sustainable Development Goals (SDGs). **[3-3, 203-2]**

Infrastructure Investment to Improve Quality of Life **[203-1]**

Infrastructure development is one form of social investment carried out by MMSGI to improve the quality of life of communities around its operational areas. Adequate infrastructure plays a role in expanding access to basic services, facilitating economic activity, and supporting community productivity. Investment is therefore directed toward the construction of road access, the provision of clean water facilities, and public amenities.

Throughout 2025, various infrastructure development initiatives continued to be realized in line with the needs of communities in the operational areas. The implementation of these programs forms part of MMSGI's contribution to supporting the achievement of SDG 6 (Clean Water and Sanitation) and SDG 9 (Industry, Innovation, and Infrastructure).

EMPOWERING THE LOCAL WORKFORCE

[F.23]

MMSGI actively engages local communities through its CSR programs and by creating employment opportunities for local workers in both full-time and part-time positions. This approach reflects the Company's efforts to generate direct economic benefits for communities surrounding its operational areas.

Throughout 2025, the Company employed 564 local workers, representing 43% of its total workforce. This achievement reflects the Company's ongoing commitment to empowering local communities while supporting local economic growth.

The Company also conducted various training programs for local communities, particularly for individuals who were unemployed. These programs were delivered by qualified instructors to equip participants with technical and non-technical skills relevant to operational requirements. Through these initiatives, the Company supports community empowerment by providing practical employment opportunities and strengthening participants' capacity to compete in the job market.

COMMUNITY GRIEVANCE MECHANISM

As part of its commitment to transparency and two-way communication, MMSGI provides an accessible grievance mechanism for local communities to raise concerns, particularly those related to environmental, social, and sustainability practices within its operational areas. Throughout the reporting period, no grievances were received by the External Affairs & Security (EAS) Division. MMSGI continues to ensure that its community grievance mechanism remains available and is managed in accordance with the MHU-SOP-PHE 03 Community Grievance Procedure. The mechanism is continuously refined to maintain the effectiveness of grievance handling and to foster constructive relationships with surrounding communities. Grievances are handled through the following process: [F.24]



1. Receive grievances from community members, then verify and classify the reported grievance;
2. Request supporting information and documentation related to the grievance from the complainant;
3. Discuss the grievance with management;
4. Review the supporting information and documentation;
5. Conduct meetings and discussions between the Company and the community;
6. Conduct a case review, analyze the issues, and prepare recommendations;
7. Prepare a report documenting the findings and the proposed resolution, and submit it to the committee;
8. Meet with the complainant to discuss the proposed resolution;
9. Prepare and deliver the meeting minutes in accordance with the meeting outcomes; and
10. Document the resolution of the case.

Indigenous Peoples

MMSGI's operations are located in areas adjacent to Indigenous Peoples, who form an integral part of the local social and cultural environment. Recognizing the importance of maintaining harmonious relationships, MMSGI seeks to understand the context of Indigenous communities, including their customs and traditions, ways of life, cultural heritage, and other relevant aspects. Based on this understanding, the Company applies meaningful engagement practices that respect the rights of Indigenous Peoples. MMSGI ensures that all interactions with Indigenous communities are conducted in an inclusive manner, with due respect for local values, while promoting shared decision-making that reflects the aspirations and interests of the communities as a whole.

As part of its commitment to respecting the rights of Indigenous Peoples, MMSGI identifies Indigenous communities that may be affected before operational activities commence. The results of this identification are documented in the feasibility study, and the Company updates its social mapping annually to ensure that the information remains accurate and relevant in line with social, demographic, and business developments. The process includes identifying community groups and collecting data from both primary and secondary sources, which are then used to assess social, economic, and cultural conditions. Social mapping is conducted using methods such as participatory rural appraisal (PRA), focus group discussions (FGDs), stakeholder analysis, and beneficiary assessments.

This commitment is implemented through various CSR programs that support community empowerment and cultural preservation, including financial and technical assistance, infrastructure development, and the organization of cultural activities. In addition, the Company is committed to protecting cultural heritage from potential impacts arising from its operations through the identification of cultural heritage sites, community engagement, and appropriate mitigation measures. No protected or sacred cultural heritage sites identified by Indigenous Peoples were found within the operational areas. Nevertheless, the Company continues to conduct periodic monitoring and consultations with Indigenous communities to identify any cultural heritage that may be recognized in the future. **[F.25][411-1]**

The Company also actively involves Indigenous communities throughout the planning and implementation of its programs, ensuring that all actions taken are aligned with their needs and aspirations.

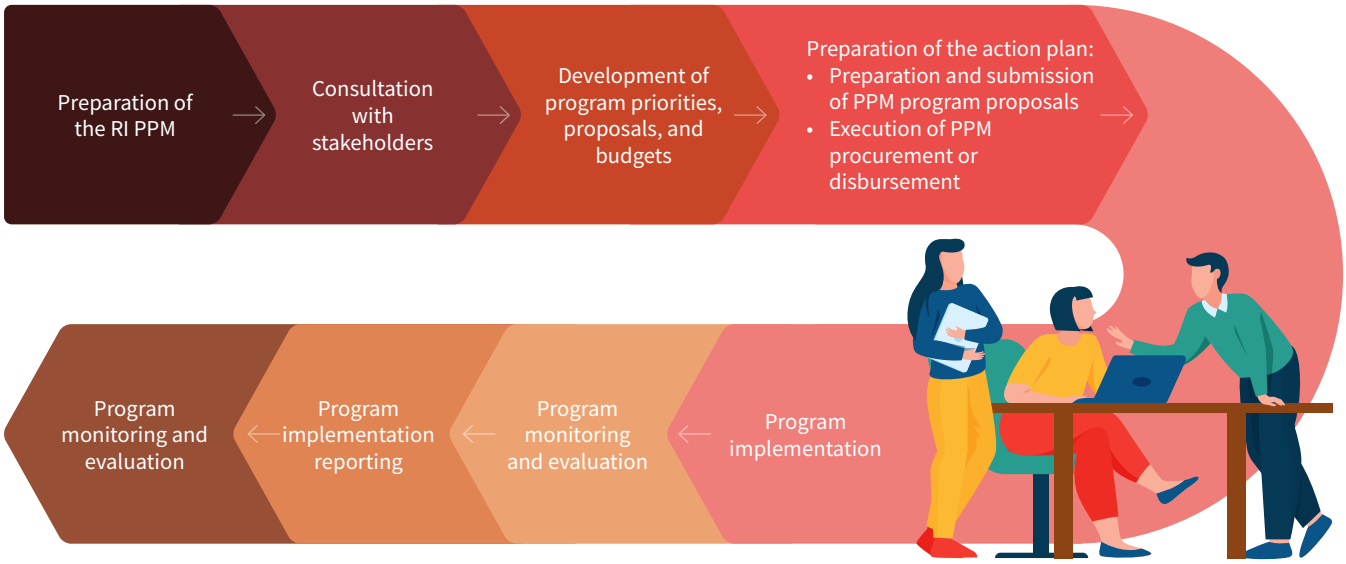
FREE, PRIOR, AND INFORMED CONSENT (FPIC)

MMSGI adopts a collaborative approach that respects land rights, local traditions, and consensus-based decision-making. As outlined in its CSR Policy, the Company applies the principle of Free, Prior, and Informed Consent (FPIC) to safeguard the rights and autonomy of affected communities. For any concerns related to the FPIC process, the Company provides stakeholders with accessible channels to submit grievances and complaints.

Community Relations

MMSGI manages its relationships with communities through a structured approach led by the External Affairs & Security (EAS) Division, under the direct oversight of the Board of Directors to ensure alignment with the Company's strategic direction. This approach is implemented through ongoing engagement with a wide range of stakeholders, including local governments, community organizations, community leaders, and local communities, through both formal forums and informal communication. Through these engagements, MMSGI actively identifies and understands local dynamics and issues related to economic, social, and environmental. [3-3]

As part of the program planning process, MMSGI conducts public consultations during the preparation of RI PPM to gather input and recommendations from various stakeholders. These inputs are subsequently considered and incorporated into the implementation of MMSGI's eight core PPM programs. The process follows the MHU-SOP-PHE 04 document, which sets out the stages for consultation, discussion, and program prioritization, as outlined below: [3-3]

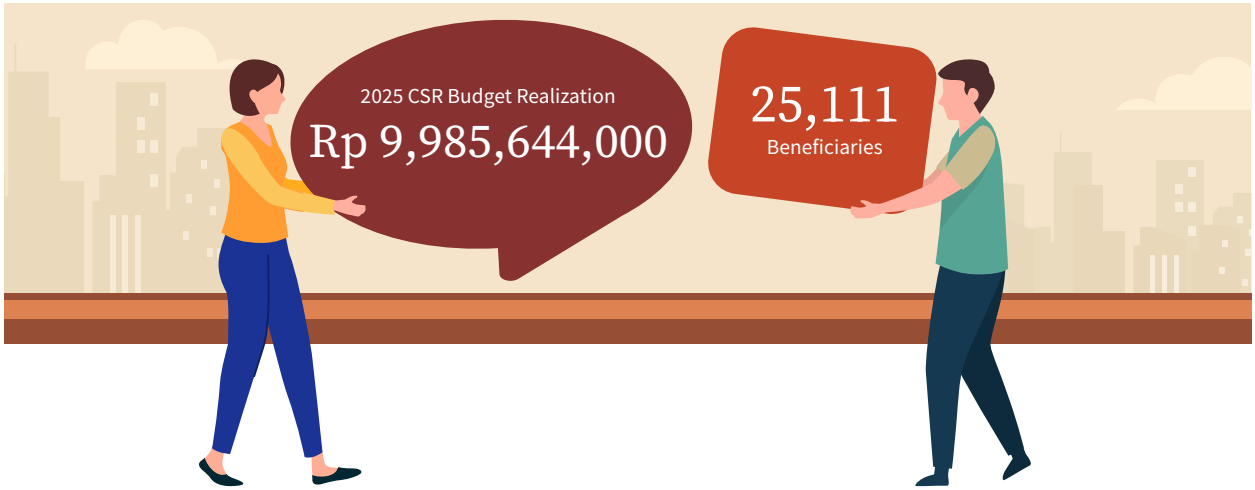


MMSGI ensures that community consultations are actively conducted throughout every stage of CSR program planning and implementation as part of its commitment to delivering programs that are relevant, create tangible impacts, and contribute to the long-term well-being of communities surrounding its operational areas. To ensure that programs are aligned with community needs and local conditions, the Company applies various approaches, including social mapping, perception surveys, and the sustainable livelihood approach (SLA). Social mapping is carried out to understand community dynamics and social structures, while perception surveys are used to gather community views, needs, and expectations regarding proposed programs. In addition, the SLA is applied to design sustainable programs that deliver positive outcomes for the livelihoods and well-being of local communities.

CSR PROGRAM IMPLEMENTATION IN 2025

In line with its community engagement approach, MMSGI prioritizes the implementation of CSR programs as a demonstration of its commitment to local communities. These programs are implemented in collaboration with its subsidiaries, particularly MHU to support regional economic development and sustainably improve the quality of life of local communities.

[413-1, 413-2] [F.23, F.24]





The following section presents the CSR programs implemented by MMSGI throughout 2025, demonstrating the Company's contribution to local communities and the surrounding environment. [F.23, F.24]

Education

Budget Realization
Rp2,524,890,000

Beneficiaries
- 1,373 People
- 6 Schools
- 1 Group
- 1 Event

Activities Implemented

- SMK Wikrama Scholarship Program – Eid al-Fitr 2025 holiday support for three scholarship recipients
- Scholarship program for orphans in Loh Sumber Village
- Postgraduate scholarship program for the Head of Jonggon Community Health Center
- Kukar Idaman Education Scholarship Program at SMK Wikrama 1 Garut and Bogor for the 2025/2026 Academic Year
- Funding for the Undergraduate (Bachelor's) Scholarship Program for Ring 1 MHU residents at Kutai Kartanegara University (third year)
- Mentoring for On-the-Job Training (OJT) students, January–March 2025
- Youth Mining Camp Competition VI 2025 at UPN "Veteran" Yogyakarta
- Mentoring for OJT university students, March–May 2025
- Support for the Faculty of Engineering, Mulawarman University, in participating in the Youth Mining Camp Competition VI 2025 at UPN "Veteran" Yogyakarta
- Industrial visit by students of SMP IT Ittihadul Muwahidin Pati, Central Java, to MHU (in collaboration with MHU and SUT)
- Package A, B, and C Equivalency Education Program for out-of-school residents around the MHU mining area, 2025
- Industrial visit by Master of Management students from the Faculty of Economics, Business, and Politics, Muhammadiyah University of East Kalimantan, to MHU
- Mentoring for OJT students, May–July 2025
- Grand launch of Rumah Kayu Nusantara MHU and the award presentation for the PPM Storytelling Competition in the IKN Buffer Area, organized by the Institute for Research and Community Service (LPPM), Mulawarman University
- Visit by ADWINDO and the finalists of Teruna Dara Kutai Kartanegara to MHU and the Lung Anai Village Chocolate House developed by MHU
- Community-based integrated early childhood education development at PAUD Sumber Sari, Loa Kulu District
- Community Service Program (KKN) activities organized by the Institute for Research and Community Service (LP2M), Mulawarman University, to support village self-reliance
- Mentoring for OJT students, June–August 2025
- KKN activities by students of Sultan Aji Muhammad Idris State Islamic University Samarinda in Jembayan Tengah Village
- Mining Student Week 7 organized by the Mining Engineering Student Association, Faculty of Engineering, Mulawarman University
- Scientist Event organized by the Student Executive Board (BEM), Faculty of Mathematics and Natural Sciences, Mulawarman University
- National Forestry Competition of Mulawarman 2025 with the theme "Innovation and Economic Transformation for Natural Resource Management and Sustainable Energy Transition"
- The 5th International Conference on Tropical Agrifood, Feed and Fuel (ICTAFF) 2025, organized by Mulawarman University
- Mentoring for OJT students, October–December 2025
- Visit by students of the Chemical Engineering Department, Samarinda State Polytechnic, in relation to the Coal Technology course
- Participation of SMAN 3 Samarinda in the National Student Arts and Literature Festival (FLS3N)
- Educational outreach program in remote areas of Samarinda City by Sekolah Rimba
- Program to improve the quality of learning for students of Sabilarrasyad Islamic Senior High School, Bendang Hamlet, Lok Bahu Village (TDO Block–Jongkang Sub-block)
- Improvement of the schoolyard at SDN 012 in Jembayan Dalam Village
- Volleyball coaching program in Tudungan Hamlet II, Jembayan Tengah Village
- Provision of educational support facilities for teachers at SDN 014 Filial Lung Anai Village, Loa Kulu District
- Provision of learning facilities for Arabic and English tutoring activities in Loa Kulu Kota Village
- Visit by students from three universities in Japan (Kyoto University, Kyoto Prefectural University, and Mie University) to MHU and the Lung Anai Chocolate House
- Microsoft Excel training for students of Sabilarrasyad Islamic Boarding School, Bendang Hamlet
- MHU's participation in the 2025 CSR & Sustainable Village Development (PDB) Award

- Assistance for the judging panel of the 2025 CSR & Sustainable Village Development (PDB) Award for the Lung Anai Chocolate Development Program and the Package A, B, and C Equivalency Education Program
- Visit by the Faculty of Mining Engineering, Kutai Kartanegara University, as part of an industrial mining excursion to MHU
- 2025 National Seminar on Mathematics Education and the 31st Asah Terampil Matematika (ASTRAMATIKA), Faculty of Teacher Training and Education, Mulawarman University

Bigger Dream:

BUILDING BETTER LEARNING SPACES





Education is a vital foundation for developing a quality generation. To support the advancement of education, MMSGI initiated the Bigger Dream Program, a CSR initiative that fosters collaboration between the company, employees, and external partners to create more suitable learning environments. The program began with a donation drive and was subsequently carried forward through a partnership with Syarif Hidayatullah Cilincing Foundation as the implementing partner. This collaboration formed the basis for realizing various educational initiatives focused on improving learning facilities and strengthening social engagement.

The Bigger Dream Program was implemented through the renovation of school facilities, the distribution of learning supplies, and employee volunteering activities such as school painting and inspirational sharing sessions with students. These activities reflect MMSGI's commitment to building a safer, more comfortable, and more inclusive education ecosystem, while also strengthening a culture of collaboration among the company, employees, and the community to support better learning opportunities.

Rp1 billion
total CSR contribution to the Bigger Dream Program. Rp256.38 million in donations collected from 149 employees.

10 school facilities
successfully renovated, comprising 8 classrooms and 2 toilets.

36 employees
involved in volunteering activities.

232 packages
of school bags and learning supplies distributed to students.

232 beneficiaries
consisting of 207 students and 25 teachers.

Health

Budget Realization
Rp91,340,000

Beneficiaries
904 People

Activities Implemented

- IHKA Colour Fun Run 2025
- Stunting prevention and management activities in Lok Bahu Subdistrict, Sungai Kunjang District
- Nutritional support for students of Az-Zahra Islamic Boarding School, Jembayan Village
- Bupati Cup Football Tournament 2025 in Tenggarong
- Kades Loa Kulu Kota Cup III Open Volleyball Tournament 2025 in Loa Kulu Village, Loa Kulu District
- Kades Jembayan Tengah Cup Volleyball Tournament 2025 in Jembayan Tengah Village, Loa Kulu District
- Kades Cup Volleyball Tournament in Loh Sumber Village, Loa Kulu District
- East Kalimantan Provincial Championship VIII for the Shorinji Kempo Sport at the BK Porprov 2025
- Poverty alleviation program through health insurance premium assistance for 154 low-income residents in Loa Kulu District
- Poverty alleviation program through health insurance premium assistance for 154 low-income residents in Loa Kulu District (phase II)

Real Income or Employment

Budget Realization
Rp2,676,018,000

Beneficiaries
2 People and 13 Groups

Activities Implemented

- Collaboration between MHU and the East Kalimantan Provincial Livestock and Animal Health Agency in the 2024 Sapi Komitmen Program
- Livestock management and development of the Mini Ranch Jayatama AgroEdu Tourism Area
- Planting of horticultural crops in the AgroEdu Camping area and land preparation at the longan orchard in the Mini Ranch Jayatama Area
- Routine maintenance of Jember Super longan plants in the Mini Ranch Jayatama Area
- Community farming activities in Durung Hamlet, Jembayan Village, Loa Kulu District
- Goat farming development program in Loa Duri Ilir Village to support the Kutai Kartanegara Regency Government's food security program
- Food security program through the provision of a water pump for the RT 2023 Datarawa Farmer Group in Loa Kulu Kota Village
- Sorghum (Sorghum bicolor L.) planting program as the village flagship program (Prudes) in Loa Duri Seberang Village
- Construction of a goat shelter for the "Sumber Tani Makmur" Farmer Group in Loh Sumber Village, Loa Kulu District
- Empowerment program for the Inofah Mandiri Goat Farmer Group in Loa Duri Ilir Village
- Food security program through cayenne pepper cultivation by the Karya Muda Farmer Group (Young Farmers) in Sungai Payang Village
- Sorghum (Sorghum bicolor L.) development and downstream processing program in Loa Duri Seberang Village
- Land preparation to support a 3-hectare sorghum demonstration plot in Sungai Payang Village
- Sambar deer management

Economic Self-Reliance

Budget Realization
Rp505,166,000

Beneficiaries
- 93 People
- 31 Groups
- 1 Event

Activities Implemented

- Culinary training for participants of the Package A, B, and C Equivalency Education Program as a supporting skill to create business opportunities in the culinary sector
- Capacity development for the "Mutiara Hitam Berseri" Manik Tumpar Group in Kutai Baru, Loa Duri Seberang Preparatory Village
- Training on local woodcraft processing to support the Ministry of ESDM's Minerba Program and Dekranas in developing national handicrafts for international markets
- Capacity building for Al Bakuni MSMEs, RT 03, Tepian Manggis Hamlet, Bakungan Village, Loa Janan District
- Display of MHU's flagship products and the launch of the Export Center by the Minister of Trade at the East Kalimantan MSME Gallery, Balikpapan
- Capacity-building program for MHU's flagship MSMEs through the 2025 Apkasi Otonomi Expo (AOE) in Tangerang, Banten, and the 6th Asta Cita National Workshop of Perhapi PD East Kalimantan–East Kalimantan Minerba PPM Forum in Samarinda
- Economic empowerment program through Nusantara Food Fest 2025 with the theme "Sensasi Cokelat Nusantara" at the OIKN Central Area
- Capacity building for the Koetai Harapan Utama Furniture MSME Group, RT 17, Loa Kulu Kota Village (LKCT)
- Provision of products from MHU-assisted MSMEs for Unikarta Mart and the MHU–MMSGI Head Office
- Technical guidance and exhibition of local handicraft products developed by mining companies, organized by the Directorate General of Minerba, Ministry of ESDM, and Dekranas
- Grand opening of Unikarta Mart and the launch of Lung Anai Chocolate products in Tenggarong
- Provision of production facilities for tempeh chips managed by the Loh Sumber Village PKK
- Joint program between mining companies and the Kutai Kartanegara Regency Government to develop inflation control kiosks
- Synergy between the MHU PPM Program and the Kutai Kartanegara Regency Industry Office in developing Amplang Balet products made from edible bird's nests
- Development of a flower bouquet business in Loa Duri Ilir Village
- Construction of the Loa Kulu tempeh chips production house and assistance with business licensing (P-IRT and halal certification)
- Development of a new plant-based variant of Lung Anai Chocolate
- Business development for the "Berkah Danau" Fish Farmers Group in Loa Buah Subdistrict, Sungai Kunjang District
- GIZ Field Visit Program (IKI JET) to MHU
- Provision of a goat manure shredding machine to support organic fertilizer production as part of the food security program in Loa Duri Seberang Village
- Kartanegara Coffee Event
- Facilitation of the Kutai Kartanegara Regency PPKN team in receiving a MURI Record for a ready-to-eat East Kalimantan chili sauce product
- Facilitation for Rumah Cokelat to participate in the 11th East Kalimantan Appropriate Technology Competition
- Provision of kiosk tents to support the creative economy for MSMEs in Loa Kulu Kota Village
- Participation of woodcraft products developed by MHU in the Indonesia Finland Festival in Helsinki, Finland
- Exhibition and presentation of the 2025 CSR & PDB Award in Jakarta



Social and Culture

Budget Realization
Rp1,926,000,000

Beneficiaries
- 22,072 People
- 5 Groups
- 3 Villages
- 1 Mosque
- 39 Institutions
- 1 Event

Activities Implemented

- Commemoration of Isra Mi'raj of Prophet Muhammad SAW 1446 H in 2025 in MHU Ring 1 villages
- Renovation of Langgar Al Muhajirin, Jembayan Tengah Village, in preparation for Ramadan 2025
- Yatim Fest 1446 H featuring iftar and donation distribution for underprivileged and orphaned children
- Kutai Kartanegara Regent's Ramadan Safari 2025 through the distribution of food packages to vulnerable communities
- Kutai Kartanegara Regent's Ramadan Safari at Al Istikharah Mosque, Batu Hitam Hamlet V, Loa Duri Seberang Village
- Iftar with the congregation at Sultan Aji Muhammad Sulaiman Grand Mosque, Tenggarong
- Kampung Ramadan at Kapal Munzalan Mosque, RT 18, Loa Kulu Kota Village, Loa Kulu District
- Ramadan Safari by the Head of Jembayan Induk Village
- Ramadan Safari by the Head of Loa Duri Ulu Village
- Iftar with students of Marhamah Orphanage in Loh Sumber Village
- Ramadan gift packages for sanitation workers of the Kutai Kartanegara Environmental Agency (Pasukan Merah Putih)
- Iftar, religious lecture, and free health check-up for the community of Loa Kulu Kota Village
- Easter celebration 2025 in MHU Ring 1 villages
- Halalbihalal and Loa Janan Bershalawat to strengthen Islamic fellowship in Loa Janan District
- Pujawali ceremony at Pura Jagat Hita Karana, Samarinda, in 2025
- Implementation of the 6th STQ of Jembayan Tengah Village in 2025
- 7th MTQ 1447 H/2025 in Loa Kulu District
- STQ and LPTQ in Jongkang Village in 2025
- Implementation of the 1447 H/2025 MTQ in Loa Janan District
- Donation of sacrificial cattle to villages surrounding the mining area for Eid al-Adha 1446 H
- Training for children's and youth ministry teachers of GKII Kutai Kartanegara in Lung Anai Village
- Commemoration of the Birthday of Prophet Muhammad SAW 2025 in MHU Ring 1 villages
- Tilawatil Qur'an competition and selection at the Sungai Payang Village level in preparation for the subdistrict-level MTQ
- Participation of the Loa Janan District khafilah team in the 46th Kutai Kartanegara Regency MTQ in 2025
- Hindu religious activity at Pujawali Pura Payogan Agung Kutai
- Christmas celebration 2025 in MHU Ring 1 villages
- Assistance program for the poor in commemoration of National Social Solidarity Day and International Day of Persons with Disabilities
- MHU's contribution to flood response in Sungai Payang and Jembayan Dalam Villages
- Humanitarian assistance program through the distribution of food packages to flood-affected residents in Sungai Payang, Lung Anai, Jembayan, Jembayan Tengah, and Jembayan Dalam Villages
- MHU Flood and Landslide Relief Program in North Sumatra, Aceh, and West Sumatra
- MHU's contribution to Maratua Run 2025 to promote Maratua Island as a leading tourism destination in East Kalimantan Province
- MHU's participation in providing wedding souvenirs for low-income residents at the Public Service Mall (MPP) of DPMPTSP Kutai Kartanegara
- MHU's participation in the 2025 Loa Kulu District Development Planning Forum (Musrenbang)
- Fun walk in Lok Bahu Subdistrict, Sungai Kunjang District, to commemorate the 65th Anniversary of Samarinda City in 2025
- Participation in the fun walk to commemorate the 28th Anniversary of Harapan Baru Subdistrict in 2025, Loa Janan Ilir District
- Support for the annual activities of PERHAPI East Kalimantan Regional Representative
- Push Bike Championship for the Kutai Kartanegara Police Sector Chief Cup
- Activities of the Perisai Putih National Silat School of East Kalimantan
- Bersih Dusun/Sedekah Bumi in Marangan Hamlet, Loh Sumber Village, in 2025
- 5th Kampung Seraong Festival 2025 in Jembayan Tengah Village
- MHU's sponsorship of the 2025 CSR & Sustainable Village Development Award organized by the Ministry of Villages and Development of Disadvantaged Regions
- Facilitation for ORARI Samarinda Local Chapter to participate in HAMFAIR JATIM 2025
- Facilitation of the 2025 East Kalimantan Putra Putri Kebudayaan Nusantara selection

- Sedekah Bumi in Tudungan Hamlet, Jembayan Tengah Village, in 2025
- Jembayan Kampung Tuha Festival in Jembayan Village, Loa Kulu District
- Assistance for orphaned children with Forum Pusaka Dua in Lok Bahu Subdistrict, Sungai Kunjang District
- Thanksgiving celebration for the 54th Anniversary of Sungai Payang Village, Loa Kulu District
- MHU's participation in the celebration of the 80th Anniversary of the Independence of the Republic of Indonesia in the Ring 1 mining area
- 23rd Anniversary of Loa Duri Ulu Village, Loa Janan District
- Celebration of the 19th Anniversary of Jembayan Dalam Village, Loa Kulu District
- Coaching for the football school and implementation of tournaments for children and adults in Margahayu Village
- Production of a Keroncong Tingkilan Kutai traditional music video
- "Kampung Kuliner and Team Walking Competition" organized by the G7 Muda Kreatif Community of Tenggarong
- Hudoq Bahau Busang Cultural Festival across East Kalimantan in Loa Gagak Hamlet, Loa Kulu Kota Village
- Executive Meeting of the Kutai Kartanegara Regent
- East Kalimantan Province Qualifying Championship for the 8th PORPROV Shorinji Kempo Competition in 2025
- Participation of the Loa Kulu District khafilah team in the 46th Kutai Kartanegara Regency MTQ in 2025
- Preservation of the customs, culture, and local wisdom of the Kutai ethnic community in Tenggarong, Kutai Kartanegara



Community Institution Development to Support the Self-Reliance of Community Development and Empowerment (PPM)

Budget Realization
Rp293,500,000

Beneficiaries
- 411 People
- 1 Group

Activities Implemented

- Capacity building for four Village-Owned Enterprises (BUMDes) in MHU Ring 1 through benchmarking visits to several leading BUMDes in Central Java and the Special Region of Yogyakarta
- Collaboration among mining companies in developing the East Kalimantan Province Mining Sector PPM Blueprint
- Public consultation on the MHU Environmental Impact Assessment (AMDAL) in Lok Bahu Subdistrict, Sungai Kunjang District, and Tenggarong Seberang District
- National seminar on the roadmap and CSR blueprint for resilient, inclusive, and sustainable mining ring villages
- Capacity building for business institutions and the local economy
- Technical training and benchmarking visit for BUMDes Payang Sejahtera with the East Kalimantan Provincial Community and Village Empowerment Office
- Support for training for BUMDes Loa Kulu Kota on enhancing village potential and village financial management planning in Central Java
- Technical training and benchmarking visit with the East Kalimantan Provincial Community and Village Empowerment Office
- Community services at the neighborhood (RT) level in Lok Bahu Subdistrict, Sungai Kunjang District
- Facilitation of BUMDes "Nasi Bekepor" of Jongkang Village under the Village Food Security Program
- Capacity-building program for the Family Welfare Empowerment (PKK) Team of Loh Sumber Village through a study visit to the Special Region of Yogyakarta and Magelang
- Executive Lunch Meeting between the Governor of East Kalimantan, the Head of the Energy and Mineral Resources Office, and the boards of directors of mining companies in East Kalimantan

Providing Opportunities for Local Communities to Participate in Environmental Management

Budget Realization
Rp248,048,000

Beneficiaries
- 70 People
- 3 Groups
- 1 Waste bank
- 6 Villages
- 1 Institution

Activities Implemented

- Cleaning of drainage channels along Jalan Kartini (GTN hauling road intersection) and the Ndaok tributary to mitigate flooding in RT 01 and RT 15, Jembayan Village
- Construction of the Tersanjung Waste Bank workshop in Loa Duri Ilir Village
- Waste management in five villages in Loa Kulu District through collaboration between ABP, MPP, and MHU, January–March 2025
- Construction of the Mini Biodiversity Park of the East Kalimantan Provincial Environmental Agency
- Training on compost and liquid organic fertilizer (POC) production with the "Barokah" TPS3R Team in Loa Kulu District
- Waste management in five villages in Loa Kulu District through collaboration between ABP, MPP, and MHU, July–September 2025
- Organic and inorganic waste management program in Lung Anai Village
- Construction of a waste sorting facility and a borewell at the TPS3R site in Loa Kulu District
- Planting of ironwood trees in community gardens in Lung Anai Village with the Faculty of Forestry of Mulawarman University and Hayashida Japan
- Waste management in five villages in Loa Kulu District through collaboration between ABP, MPP, and MHU, October–December 2025

Infrastructure Development to Support Community Development and Empowerment (PPM)

Budget Realization
Rp1,720,682,000

Beneficiaries
- 18 Groups
- 1 Integrated health post
- 1 Community health center
- 1 School
- 9 Mosques
- 1 Church
- 13 Neighborhood associations (RTs)
- 6 Villages

Activities Implemented

- Inauguration of the Jonggon Jaya Village Office and Pratiwi 1 Integrated Health Post (Posyandu) Building
- Normalization of drainage channels in RT 21, Loa Gagak Hamlet, Loa Kulu Kota Village
- Facilitation for the construction of a reverse osmosis (RO) drinking water refill facility for residents of Kampung Mualaf, Jonggon Kampung Hamlet, Jonggon Jaya Village
- Landfilling and concrete paving of the parking area at the Gunung Panjok Muslim Cemetery, Jembayan Village
- Improvement of the schoolyard at SD Negeri 014 in Sungai Payang Ilir Village, Loa Kulu District
- Road improvement in RT 14, Kuntap Hamlet, Sungai Payang Ilir Preparatory Village
- Renovation of Langgar Nurul Yaqin in RT 21, Lok Bahu Subdistrict
- Construction of Musala Al Ikhlas in RT 21, Lok Bahu Subdistrict
- Renovation of Musala Al Muttaqin in RT 21, Loa Gagak Hamlet, Loa Kulu Kota Village
- Construction of the Gang Padelok gateway in RT 23, Loa Gagak Hamlet, Loa Kulu Kota Village
- Construction of the Jonggon Jaya Community Health Center gateway
- Concrete paving of the pavilion at the Muslim cemetery in RT 6, Lebaho Lais Hamlet, Jembayan Dalam Village
- Construction of the fence for Jami Asy-Syahid Mosque in Loa Kulu Kota Village
- Collaboration among mining companies in the development of facilities and infrastructure for Harapan Mulya Women's Social Rehabilitation Center in Samarinda
- Construction of a boat dock for the fishermen's group in Sungai Payang Village, Loa Kulu District
- Renovation of Al Mutaqqin Lempatan Mosque in Jembayan Tengah Village, Loa Kulu District

- Renovation of Al Qadri Karang Mulya Mosque in Lok Bahu Subdistrict, Sungai Kunjang District
- Construction of Musala Mi'rojul Mukminin in Loa Ipuh Subdistrict, Tenggarong
- Construction of a drainage channel from Gang Nuri to the Gagak River in RT 20, Loa Gagak Hamlet, Loa Kulu Kota Village
- Construction of a goat manure-based compost house through the Kampung Kambing Program, MHU's flagship program, in Tudungan Hamlet, Jembayan Tengah Village
- Village digitalization program based on information technology (IT) in Loa Kulu Kota Village
- Improvement of the access road to Tudungan Hamlet II, Jembayan Tengah Village
- Renovation of Langgar Darul Aman in RT 18, Loa Buah Subdistrict, Sungai Kunjang District
- Renovation of the GPdI Gloria Church in Lembonang Hamlet, Jembayan Dalam Village, Loa Kulu District
- Improvement of the main inter-village access road (Loa Kulu–Sungai Payang Corridor) in Loh Sumber Village, Loa Kulu District
- Provision of clean water facilities in RT 18 and RT 19, Beroak Hamlet, Sungai Payang Ilir Village, Loa Kulu District
- Land development for a green open space and football field in Loa Duri Ulu Village, Loa Janan District
- Improvement of facilities and infrastructure at Musala Al Ikhlas in Loa Kulu Kota Village, Loa Kulu District
- Construction of the Jembayan Tengah Village Office, Loa Kulu District
- Construction of an electrical substation and maintenance of the water pump in Tudungan Hamlet, Jembayan Tengah Village
- Renovation of the Public Meeting Hall (BPU) in Jembayan Dalam Village
- Installation of MHU PPM Program signboards in Jembayan Tengah, Loh Sumber, and Loa Duri Ilir Villages
- Groundbreaking of the Jembayan Tengah Village Office, inauguration of the Rumah Kompos Lestari in Tudungan Hamlet, and launch of the MHU–BAZNAS Food Security Program collaboration by the Regent of Kutai Kartanegara
- Development of an agro-tourism area in Sungai Payang Village, Loa Kulu District, in synergy with post-mining activities
- Improvement of the community access road in Sari Mulya Hamlet, Purwajaya Village, Loa Janan District
- Installation of five billboards for the launch of the MHU PPM Program by the Regent of Kutai Kartanegara in Jembayan Tengah Village

EVALUATION OF PROGRAM MANAGEMENT AND COMMUNITY RELATIONS

As part of its efforts to ensure program effectiveness, MMSGI conducted Social Return on Investment (SROI) assessments for selected priority CSR programs throughout 2025 to evaluate the economic value generated for communities and beneficiaries. The results of these assessments are used to evaluate program effectiveness and identify opportunities to further improve program design, enhance long-term sustainability, and create greater value for beneficiaries.

Social Return on Investment (SROI)

Goat Farming Program

6.77



Community Equivalency Education Program

4.36



Lung Anai Chocolate House Program

1.7



SOCIAL COMMITMENT IN MINE CLOSURE PLANNING

[F.23, F.24]

MMSGI recognizes that mining operations have a limited operational lifespan, making it essential to anticipate the social impacts that may arise during mine closure. Accordingly, the Company proactively integrates social considerations into mine closure planning from the early stages of operations. This process begins with a social baseline study to understand the characteristics, needs, and potential of communities surrounding the mining area.

The Company develops its mine closure plan before mining operations commence and ensures that social considerations form an integral part of its long-term strategy. In addition, MMSGI collaborates with various external partners, including the PEDE Nusantara Foundation, Kutai Kartanegara University, Jember Institute, and Village-Owned Enterprises to implement economic diversification programs that strengthen community resilience after mining operations cease.

CSR PROGRAMS DESIGNED TO SUPPORT MINE CLOSURE PREPARATION

[F.24]

Collaboration between MHU and the PEDE Nusantara Foundation

- Indonesian Agency for Agricultural Research and Development Superior Native Chicken Farming Program
- Downstream development of community cocoa plantations, including the production of Lung Anai Chocolate products
- Research on lemongrass cultivation on former mining land (Jayatama Mini Ranch area)
- Downstream development of goat farming in Jembayan Tengah Village (currently in the planning stage)
- Development of Sorghum as a Food Commodity to Support Food Security and Downstream Food Commodity Development

Collaboration between MHU and Kutai Kartanegara University

Development of an Agro-Edu Camping area on MHU's former mining site

Collaboration between MHU and Jember Institute

Cultivation of Jember Super longan trees in the Jayatama area

Collaboration between MHU and BUMDes Sungai Payang

Clean water facility management program in Sungai Payang Village using water from the former E-West mining pit

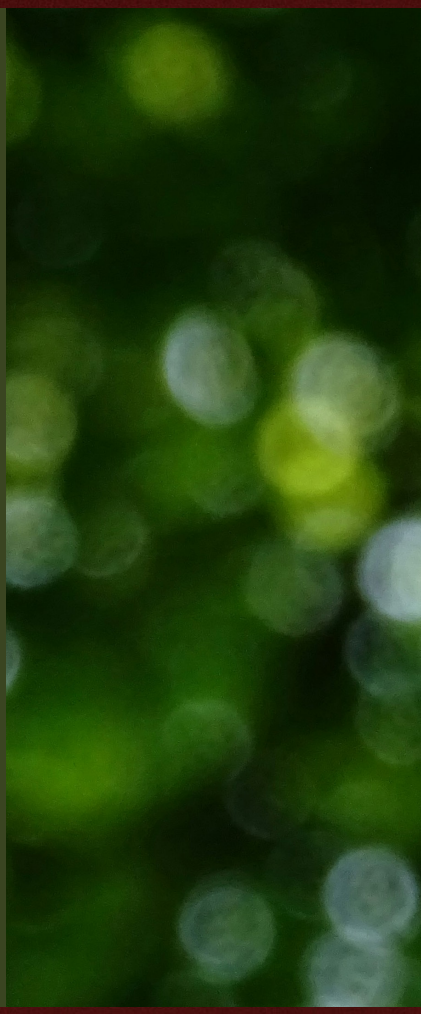
Collaboration between MHU and BUMDes Margahayu

Clean water facility management program in Margahayu Village using water sourced from the former Void 27 mining pit

MMSGI also conducts social impact assessments to identify potential socio-economic risks and challenges affecting community well-being. In addition, the Company develops social mitigation plans to minimize potential impacts arising from mine closure, such as job losses and reduced economic activity. These efforts are carried out through active and ongoing stakeholder engagement to ensure that community aspirations, needs, and concerns are addressed in a transparent and constructive manner.

06

About the Sustainability Report





Reporting Period and Cycle [2-3] [2-4]

MMSGI publishes its 2025 Sustainability Report as part of the Company's commitment to transparent and ongoing sustainability reporting. This report presents information on the Company's sustainability activities and performance for the period from January 1 to December 31, 2025, along with historical data covering the past three years to provide insight into performance trends and developments. The report is published on an annual basis. Any restatements or revisions to previously reported data have been clearly disclosed in the relevant data or information to ensure consistency and comparability. Restatements may be made due to changes in the base period or reporting period, the nature of the business, measurement methodologies or definitions, disposals, mergers or acquisitions, or corrections of errors from previous reporting periods. Where applicable, the nature and reason for the restatement are disclosed to ensure transparency and comparability of information.

Reporting Scope and Boundary [2-2]

This report presents consolidated information for MMS Group Indonesia as the parent company together with PT Multi Harapan Utama (MHU), its subsidiary that makes a significant contribution to the Group's total revenue. Disclosures relating to environmental topics and the two social subtopics, namely Community Development and Occupational Health and Safety (OHS) are based on operational activities carried out by MHU, as the majority of the Group's business activities are managed by this subsidiary.

Disclosures relating to Governance and the Employment social subtopic are presented based on integrated data from several subsidiaries within MMS Group Indonesia. This approach is intended to reflect governance practices and human resource management that are consistently implemented across the Group.

Reporting Standards

This 2025 Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021 and Circular Letter of the Financial Services Authority of the Republic of Indonesia No. 16/SEOJK.04/2021 concerning the Form and Content of Annual Reports for Issuers or Public Companies. The report also refers to other relevant standards and initiatives, including the Sustainable Development Goals (SDGs). To improve readability and traceability, references to the relevant GRI disclosures are provided at the end of the applicable sentences or paragraphs throughout this report.

External Review and Assurance [2-5] [2-14]

For the 2025 reporting period, this Sustainability Report has not been subject to external assurance. Nevertheless, all information presented in the report has undergone an internal review and verification process conducted by the Sustainability Committee to ensure the accuracy, transparency, and accountability of the disclosed data. The preparation and presentation of this report are the responsibility of the President Director, reflecting the Company's commitment to sound reporting governance.

Feedback [G.3]

During the previous reporting period, the Company did not receive any feedback from readers; therefore, no specific follow-up actions were required. Nevertheless, the Company remains committed to continuously improving the quality and transparency of the information presented in this report as part of its commitment to continuous improvement. The Company welcomes comments, suggestions, and ideas from stakeholders to further enhance future editions of this report. Feedback may be submitted using the feedback form provided or by email to info@mmsgi.co.id.

Sustainability Report Contact

This report has been prepared as a reference for stakeholders in assessing MMSGI's environmental, economic, and social performance throughout the 2025 reporting period. The report is available in both Indonesian and English and can be accessed and downloaded from the Company's official website at www.mmsgi.co.id. For further information, stakeholders, investors, and other interested parties may contact the Company using the contact details below.

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Materiality Assessment

The materiality assessment serves as the foundation of MMSGI's sustainability management by helping the Company identify and prioritize the issues that have the greatest impact on business performance and stakeholder interests. The materiality assessment is conducted annually and comprehensively reviewed at least once every two years, or whenever significant changes occur in the Company's business activities. This process is carried out in accordance with Materiality Assessment Policy No. MMSGI-KBJPSL-01 to ensure the consistency and accountability of the determination of material topics.

DOUBLE MATERIALITY ASSESSMENT PROCESS

During the 2025 reporting period, MMSGI reviewed the results of the double materiality assessment conducted in the previous year and concluded that the results remain relevant and representative of the Company's current business conditions and context.

The double materiality assessment considers two key dimensions, namely the impact of the Company's activities on the environment and society (impact materiality), and the effects of sustainability-related issues on the Company's value, performance, and business resilience (financial materiality).

Through this approach, MMSGI evaluates material topics based on:

- **Financial materiality**, which assesses how sustainability issues may affect the Company's financial performance; and
- **Impact materiality**, which assesses how MMSGI's activities affect the environment and society, both directly and indirectly.

1 Identification of Sustainability Issues

This stage involves comprehensive information gathering and analysis to identify the environmental, social, and economic issues that are most relevant and significant to the Company.

2 Identification of Actual and Potential Impacts, Risks, and Opportunities

This stage identifies sustainability and ESG-related matters, including impacts, risks, and opportunities, across the Company's operations and value chain. The assessment resulted in the identification of 14 material topics.

3 Double Materiality Assessment

- Conducting the impact materiality assessment to evaluate the effects of sustainability issues on society and the environment.
- Conducting the financial materiality assessment to evaluate the effects of sustainability issues on the Company's financial performance.
- Prioritizing material topics based on the results of the double materiality assessment.

The assessment is conducted through a materiality survey involving both internal and external stakeholders.

4 Review of Material Topics

The results of the materiality assessment are reported to the Sustainability Committee and approved by the Board of Directors. The approved material topics are then used as the basis for establishing the Company's sustainability strategy and targets.

MATERIALITY ASSESSMENT RESULTS

[3-1] [3-2] [3-3]

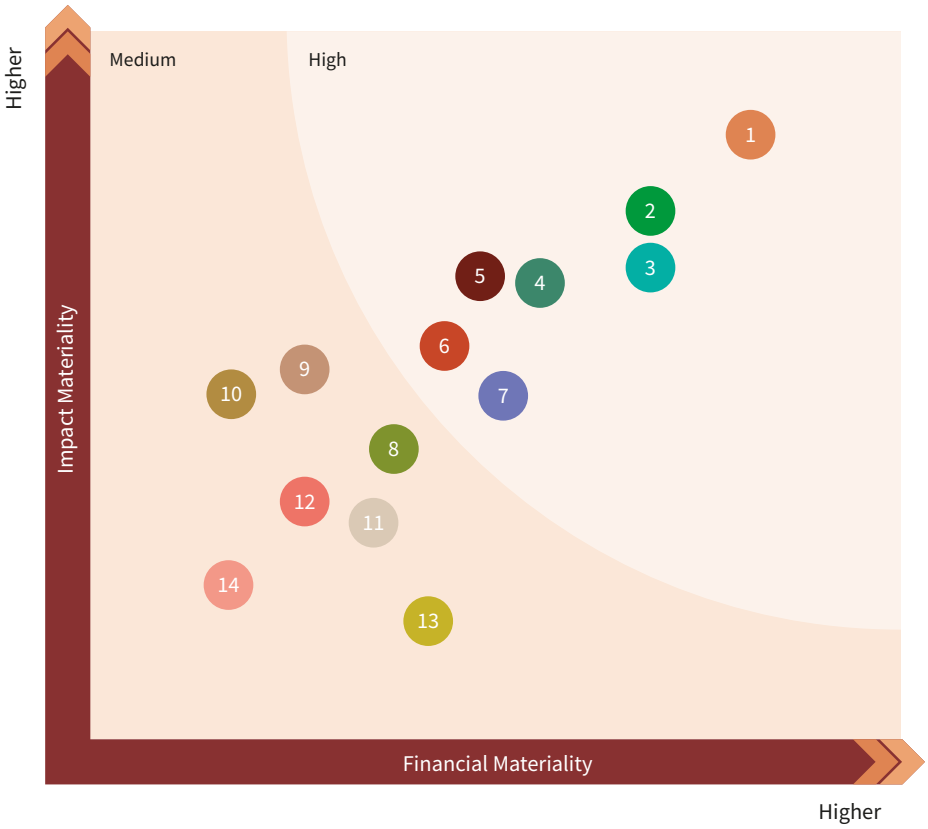
During the 2025 reporting period, there were no changes to the material topics compared with the previous reporting period. Each material topic has been assigned a clearly defined reporting boundary, covering both its impacts on the Company and on stakeholders, to ensure the relevance and accuracy of the information presented.

Topic	Topic Boundary		Reporting Index
	Within MMSGI	Outside MMSGI	
Economic Performance	✓	✓	GRI 202, 203
Emissions	✓	✓	GRI 305
Energy	✓	✓	GRI 302
Biodiversity	✓	✓	GRI 101
Waste Management	✓	✓	GRI 306
Water and Effluents	✓	✓	GRI 303
Community and Stakeholder Engagement	✓	✓	GRI 413
Occupational Health and Safety	✓	✓	GRI 403
Fair Employment and Human Capital Development	✓	✓	GRI 401, 402, 404, 405, 406
Governance	✓	✓	GRI 2-27, 308, 414
Business Ethics	✓	✓	GRI 205, 206, 415
Climate Adaptation, Resilience, and Transition	✓	✓	GRI 305
Mine Closure and Rehabilitation	✓	✓	GRI 101
Human Rights	✓	✓	GRI 407, 408, 409, 411

Notes:
The reporting boundaries for the material topics are defined as follows:
1. Within MMSGI, includes sustainability performance across MMSGI, including its subsidiary, MHU which is covered in this report.
2. Outside MMSGI, includes surrounding communities.

MATERIALITY MATRIX

Based on the results of the materiality assessment, the priority of the material topics is presented in the following materiality matrix.



Material Topics:

1. Economic Performance
2. Waste Management
3. Community and Stakeholder Engagement
4. Occupational Health and Safety
5. Mine Closure and Rehabilitation
6. Energy
7. Biodiversity
8. Water and Effluents
9. Human Rights
10. Fair Employment and Human Capital Development
11. Business Ethics
12. Emissions
13. Governance
14. Climate Adaptation, Resilience, and Transition

The previous materiality assessment identified Economic Performance as the highest-priority material topic from both the impact materiality and financial materiality perspectives. This reflects stakeholders' strong interest in the Company's ability to maintain sustainable economic performance amid an evolving global landscape. Meanwhile, Emissions continues to be identified as a topic with a high level of impact materiality. The Company continues to strengthen emissions management by enhancing monitoring and reporting practices, while implementing mitigation initiatives aligned with internationally recognized standards and good practices. This approach reflects the Company's commitment to balancing economic priorities with environmental responsibility through an integrated and sustainable approach.

Stakeholder Engagement

MMSGI recognizes that stakeholder engagement is an essential element in supporting business sustainability and informed decision-making. Stakeholders include individuals and organizations that are either affected by the Company's activities or have the ability to influence its strategic direction and the achievement of its objectives.

Accordingly, MMSGI consistently maintains active and ongoing communication and collaboration with both internal and external stakeholders, emphasizing shared interests while fostering constructive and mutually beneficial relationships.

STAKEHOLDER IDENTIFICATION METHODOLOGY

As part of its commitment to sustainability, the Company continuously engages with stakeholders through mechanisms developed in accordance with the principles of the AA1000 Stakeholder Engagement Standard. This approach includes:

- Inclusiveness – Ensuring the active participation of all stakeholders in supporting strategic and accountable responses to sustainability issues, while demonstrating how the Company responds to their expectations.
- Materiality – Identifying issues that are relevant and significant to both the Company and its stakeholders, and that may influence decision-making, actions, and performance.
- Responsiveness – Demonstrating the Company's response to issues affecting sustainability performance through decisions, actions, and transparent communication.

The results of the stakeholder identification process form the basis for stakeholder engagement, issue prioritization, and the development of programs that address stakeholder needs and expectations. The stakeholder identification methods applied by the Company include:

- **Dependency (D)**
  Individuals or groups that are directly or indirectly dependent on the Company's activities, products, services, or performance, or vice versa.
- **Responsibility (R)**
  Individuals or groups to whom the Company currently has, or may in the future have, legal, commercial, operational, ethical, or moral responsibilities, or vice versa.
- **Tension (T)**
  Individuals or groups requiring the Company's immediate attention regarding broader financial, economic, social, or environmental issues.
- **Influence (I)**
  Individuals or groups that have the ability to influence the Company or its strategic and operational decision-making.
- **Diverse Perspective (DP)**
  Individuals or groups whose differing perspectives provide new insights into the Company's circumstances and help identify opportunities or actions that might otherwise be overlooked.
- **Proximity (P)**
  Individuals or groups located in close geographic proximity to the Company's operational areas.

Stakeholder Engagement Table [2-29]

Stakeholder Group	Identification Criteria	Engagement Method	Frequency	Key Topics and Issues	Stakeholder Expectations
Shareholders	D, R, I, P	• General Meeting of Shareholders (GMS) • Extraordinary GMS	Annually	Dividends/ business development/ governance/ management	• The Company operates productively by continuously improving its performance. • The Company provides protection and promotes the well-being of its employees.
Customers	D, R, I, P	Marketing and communication	Anytime	Commercial relationships/ customer retention/service quality	• Deliver satisfactory service and service quality. • The Company provides protection to customers, communities, and local residents.
Employees	D, R, T, I, P	• Town hall meetings • Feedback forms	• 2–3 times per year • Twice per year	Employment/ employee well-being	• Have access to a safe and comfortable workplace. • Receive training, fair compensation, and opportunities for development.
Business Partners and Suppliers	D, R, T, P	• Investment partner agreements • Operational coordination	As needed	Commercial relationships	• Fair and objective procurement processes. • Obtain mutually beneficial partnerships.
Media	T, I, D, P	• Press releases • Media visits • Press conferences	As needed	Program implementation	• Access to credible sources of information. • Accurate reporting.
Local Communities	D, R, T, I, DP, P	• Community meetings • Community assistance programs	Regularly through meetings	CSR plans and updates on the Company's CSR activities	• Effective CSR implementation. • Employment opportunities.


REKLAMASI
DILARANG MERUSAK
TANAMAN REKLAMASI

Cross Reference Index to the Sustainable Development Goals

SDGs	Business Theme	GRI Standard	GRI Index	Topics	Page
	Economic development	GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	148
		GRI 203: Indirect Economic Impacts 2016	203-2	Significant indirect economic impacts	176
		GRI 413: Local Communities 2016	413-2	Operations with significant actual and potential negative impacts on local communities	180
	Local communities	GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	178
		GRI 413: Local Communities 2016	413-2	Operations with significant actual and potential negative impacts on local communities	180
	Access to medicine	GRI 203: Indirect Economic Impacts 2016	203-2	Significant indirect economic impacts	176
	Air quality	GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	91-92
			305-2	Energy indirect (Scope 2) GHG emissions	91-92
			305-6	Emissions of ozone-depleting substances (ODS)	95-96
			305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	95-96
	Waste management	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	105-106
			306-2	Management of significant waste-related impacts	105-110
			306-3	Waste generated	105-106
			306-4	Waste diverted from disposal	107
			306-5	Waste directed to disposal	105-107
	Health benefits	GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	148
	Occupational health and safety	GRI 403: Occupational Health and Safety 2018	403-6	Promotion of worker health	169
			403-9	Work-related injuries	161-162, 175
			403-10	Work-related ill health	161, 163
	Training and education	GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	151
	Local communities	GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	180

SDGs	Business Theme	GRI Standard	GRI Index	Topics	Page
	Equality of men and women	GRI 2: General Disclosures 2021	2-9	Governance structure and composition	33, 53-55
			2-10	Nomination and selection of the highest governance body	53-55
		GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	148
		GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	176
		GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	148
			401-3	Parental leave	147
		GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	151
			404-3	Percentage of employees receiving regular performance and career development reviews	152
		GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	142
			405-2	Ratio of basic salary and remuneration of women to men	148-149
		GRI 406: Non Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	146
	Protection of children and women	GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	134-135
		GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	134-135
		GRI 414: Supplier Social Assessment 2016	414-1	New supplier that were screened using social criteria	73
			414-2	Negative social impacts in the supply chain and actions taken	73
	Water and effluents management	GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	100
			303-2	Management of water discharge-related impacts	100, 102
			303-3	Water withdrawal	100
			303-4	Water discharged	102-103
			303-5	Water consumption	100

Cross Reference Index to the Sustainable Development Goals

SDGs	Business Theme	GRI Standard	GRI Index	Topics	Page
	Water-related ecosystem		101-2	Management of biodiversity impacts	125
			101-5	Locations with biodiversity impacts	113
			101-7	Changes to the state of biodiversity	116-122
			101-8	Ecosystem services	116-122, 127
	Waste management	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	105-106
			306-2	Management of significant waste-related impacts	105-110
			306-3	Waste generated	105-106
			306-4	Waste diverted from disposal	107
			306-5	Waste directed to disposal	105-107
	Access to clean water	GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	180
7 AFFORDABLE AND CLEAN ENERGY	Energy efficiency and renewable energy	GRI 302: Energy 2016	302-1	Energy consumption within the organization	86-88
			302-2	Energy consumption outside of the organization	86-88
			302-3	Energy intensity	89
			302-4	Reduction of energy consumption	89-91
			302-5	Reductions in energy requirements of products and services	89-91
8 DECENT WORK AND ECONOMIC GROWTH	Productive employment and decent work	GRI 2: General Disclosures 2021	2-7	Employees	32, 142
			2-8	Workers who are not employees	142
			2-30	Collective bargaining agreements	136, 198
		GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	148
		GRI 401: Employment 2016	401-1	New employee hires and employee turnover	139-141
			401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	148
			401-3	Parental leave	147
		GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	136
		GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	151
			404-2	Programs for upgrading employee skills and transition assistance programs	130, 151, 167
			404-3	Percentage of employees receiving regular performance and career development reviews	152

SDGs	Business Theme	GRI Standard	GRI Index	Topics	Page
		GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	142
			405-2	Ratio of basic salary and remuneration of women to men	148-149
		GRI 406: Non Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	146
		GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	136
		GRI 203: Indirect Economic Impacts 2016	203-2	Significant indirect economic impacts	176
	Resource efficiency in consumption and production	GRI 302: Energy 2016	302-1	Energy consumption within the organization	86-88
			302-2	Energy consumption outside of the organization	86-88
			302-3	Energy intensity	89
			302-4	Reduction of energy consumption	89-91
	Health and Safety Work Environment	GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	158-160
			403-2	Hazard identification, risk assessment, and incident investigation	160-161
			403-3	Occupational health services	169
			403-4	Worker participation, consultation, and communication on occupational health and safety	155-157
			403-5	Worker training on occupational health and safety	167
			403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	169
			403-8	Workers covered by an occupational health and safety	158-160
			403-9	Work-related injuries	158-160
			403-10	Work-related ill health	161-162, 175
		GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	134-135
		GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	134-135

Cross Reference Index to the Sustainable Development Goals

SDGs	Business Theme	GRI Standard	GRI Index	Topics	Page
		GRI 414: Supplier Social Assessment 2016	414-1	New supplier that were screened using social criteria	73
			414-2	Negative social impacts in the supply chain and actions taken	73
	Equitable infrastructure development	GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	148
		GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	176
			203-2	Significant indirect economic impacts	176
	Equal employment opportunity	GRI 2: General Disclosures 2021	2-7	Employees	32, 142
		GRI 401: Employment 2016	401-1	New employee hires and employee turnover	139-141
		GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	151
			404-2	Programs for upgrading employee skills and transition assistance programs	130, 151, 167
			404-3	Percentage of employees receiving regular performance and career development reviews	152
		GRI 405: Diversity and Equal Opportunity 2016	405-2	Ratio of basic salary and remuneration of women to men	148-149
	Local communities	GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	180
	Infrastructure investment	GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	176
	Waste management	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	105-106
			306-2	Management of significant waste-related impacts	105-110
			306-3	Waste generated	105-106
			306-4	Waste diverted from disposal	107
	Efficient use of natural resources	GRI 302: Energy 2016	302-1	Energy consumption within the organization	86-88
			302-2	Energy consumption outside of the organization	86-88
			302-3	Energy intensity	89
			302-4	Reduction of energy consumption	89-91
			302-5	Reductions in energy requirements of products and services	89-91

SDGs	Business Theme	GRI Standard	GRI Index	Topics	Page
	Reduce release to air, water and soil	GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	100
		GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	91-92
			305-2	Energy indirect (Scope 2) GHG emissions	91-92
			305-6	Emissions of ozone-depleting substances (ODS)	95-96
			305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	95-96
	Waste Management	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	105-106
			306-2	Management of significant waste-related impacts	105-110
			306-3	Waste generated	105-106
			306-4	Waste diverted from disposal	107
			306-5	Waste directed to disposal	105-107
13 CLIMATE ACTION	Resilience to climate-related hazards and natural disasters	GRI 302: Energy 2016	302-1	Energy consumption within the organization	86-88
			302-2	Energy consumption outside of the organization	86-88
			302-3	Energy intensity	89
			302-4	Reduction of energy consumption	89-91
			302-5	Reductions in energy requirements of products and services	89-91
		GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	91-92
			305-2	Energy indirect (Scope 2) GHG emissions	91-92
14 LIFE BELOW WATER	Address the impacts of ocean acidification	GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	91-92
			305-2	Energy indirect (Scope 2) GHG emissions	91-92
			305-4	GHG emissions intensity	92-93
			305-5	Reduction of GHG emissions	93-95, 97-98
			305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	95-96

Cross Reference Index to the Sustainable Development Goals

SDGs	Business Theme	GRI Standard	GRI Index	Topics	Page
	Protect areas of high biodiversity value	GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss	114-116
			101-2	Management of biodiversity impacts	125
			101-4	Identification of biodiversity impacts	112-113, 125, 127-128
			101-5	Locations with biodiversity impacts	113
			101-6	Direct drivers of biodiversity loss	116, 123-124
			101-7	Changes to the state of biodiversity	116-122
			101-8	Ecosystem services	116-122, 127
	Sustainable use and management of terrestrial ecosystem	GRI 306: Waste 2020	306-3	Waste generated	105-106
			306-5	Waste directed to disposal	105-107
		GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	91-92
			305-2	Energy indirect (Scope 2) GHG emissions	91-92
			305-4	GHG emissions intensity	92-93
			305-5	Reduction of GHG emissions	93-95, 97-98
	Good Corporate Governance Practices	GRI 2: General Disclosures 2021	2-9	Governance structure and composition	33, 53-55
			2-10	Nomination and selection of the highest governance body	53-55
			2-11	Chair of the highest governance body	53-55
			2-12	Role of the highest governance body in overseeing the management of impacts	57-64
			2-15	Conflict of interest	68
			2-23	Policy commitments	34, 52-53, 56
			2-26	Mechanisms for seeking advice and raising concerns	68-70
		GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	67
			205-2	Communication and training about anti-corruption policies and procedures	67
			205-3	Confirmed incidents of corruption and actions taken	67
		GRI 206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	53
		GRI 415: Public Policy 2016	415-1	Political Contributions	67

SDGs	Business Theme	GRI Standard	GRI Index	Topics	Page
	Health and Safety Work Environment	GRI 403: Occupational Health and Safety 2018	403-3	Occupational health services	169
			403-4	Worker participation, consultation, and communication on occupational health and safety	155-157
			403-9	Work-related injuries	161-162, 175
			403-10	Work-related ill health	161, 163
		GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	134-135
		GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	73
			414-2	Negative social impacts in the supply chain and actions taken	73
17 PARTNERSHIPS FOR THE GOALS	Collective bargaining	GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	198
		GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	136
	External initiatives	GRI 2: General Disclosures 2021	2-28	Membership associations	48
			2-30	Collective bargaining agreements	136, 198
	Local communities	GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	180

GRI Standard Content Index

Statement of Use

MMS Group Indonesia has reported the information cited in this GRI content index for the period from 1 January to 31 December 2025 in accordance with the GRI Standards.

GRI 1 Used

GRI 1: Foundation 2021

Material Aspects and General Disclosures	GRI Standard	Disclosure		Page	Omission		
					Requirement Omitted	Reason	Explanation
GENERAL DISCLOSURES							
The Organization and Its Reporting Practices	GRI 2: General Disclosures 2021	2-1	Organizational details	31, 46			
		2-2	Entities included in the organization's sustainability reporting	192			
		2-3	Reporting period, frequency and contact point	192			
		2-4	Restatement of information	192			
		2-5	External assurance	193			
Activity and Workers	GRI 2: General Disclosures 2021	2-6	Activities, value chain, and other business relationship	31, 38-48			
		2-7	Employees	32, 142			
		2-8	Workers who are not employees	142			
Governance	Disclosures 2021	2-9	Governance structure and composition	33, 53-55			
		2-10	Nomination and selection of the highest governance body	53-55			
		2-11	Chair of the highest governance body	53-55			
		2-12	Role of the highest governance body in overseeing the management of impacts	57-64			
		2-13	Delegation of responsibility for managing impacts	57-64			

Material Aspects and General Disclosures	GRI Standard	Disclosure		Page	Omission		
					Requirement Omitted	Reason	Explanation
		2-14	Role of the highest governance body in sustainability reporting	55, 193			
		2-15	Conflict of interest	68			
		2-16	Communication of critical concerns	57-64			
		2-17	Collective knowledge of the highest governance body	56			
		2-18	Evaluation of the performance of the highest governance body	-	Evaluation of the performance of the highest governance body	Confidentiality constraint	Contains confidential information that is not meant to be disclosed to the public
		2-19	Remuneration policies	55, 147-149			
		2-20	Process to determine remuneration	147-149			
		2-21	Annual total compensation ratio	-	Annual total compensation, ratio of the percentage increase in annual total compensation	Confidentiality constraint	Constains confidential information that is not meant to be disclosed to the public
Strategy, Policies, and Practices	GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	20-23			
		2-23	Policy commitments	34, 52-53, 56			
		2-24	Embedding policy commitments	56			
		2-25	Process to remediate negative impacts	68-70			
		2-26	Mechanisms for seeking advice and raising concerns	68-70			
		2-27	Compliance with laws and regulations	53, 56, 99			
		2-28	Membership associations	48			

GRI Standard Content Index

Material Aspects and General Disclosures	GRI Standard	Disclosure		Page	Omission		
					Requirement Omitted	Reason	Explanation
		2-29	Approach to stakeholder engagement	198			
		2-30	Collective bargaining agreements	136, 198			
MATERIAL TOPICS							
Material Topics	GRI 3: Material Topics 2021	3-1	Process to determine material topics	195			
		3-2	List of material topics	195			
ECONOMIC TOPICS							
Market Presence	GRI 3: Material Topics 2021	3-3	Management of material topics	148			
	GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	148			
		202-2	Proportion of senior management hired from the local community	149		Information unavailable/ incomplete	The company is still in the process of developing the required methodology and data collection systems
Indirect Economic Impacts	GRI 3: Material Topics 2021	3-3	Management of material topics	176			
	GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	176			
		203-2	Significant indirect economic impacts	176			
GOVERNANCE TOPICS							
Anti-corruption	GRI 3: Material Topics 2021	3-3	Management of material topics	67			
	GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	67			
		205-2	Communication and training about anti-corruption policies and procedures	67			
		205-3	Confirmed incidents of corruption and actions taken	67			

Material Aspects and General Disclosures	GRI Standard	Disclosure		Page	Omission		
					Requirement Omitted	Reason	Explanation
Anti-competitive Behavior	GRI 3: Material Topics 2021	3-3	Management of material topics	53			
	GRI 206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	53			
ENVIRONMENTAL TOPICS							
Energy	GRI 3: Material Topics 2021	3-3	Management of material topics	86			
	GRI 302: Energy 2016	302-1	Energy consumption within the organization	86-88			
		302-2	Energy consumption outside of the organization	86-88			
		302-3	Energy intensity	89			
		302-4	Reduction of energy consumption	89-91			
		302-5	Reductions in energy requirements of products and services	89-91			
Water and Effluents	GRI 3: Material Topics 2021	3-3	Management of material topics	100			
	GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	100			
		303-2	Management of water discharge-related impacts	100, 102			
		303-3	Water withdrawal	100			
		303-4	Water discharged	102-103			
		303-5	Water consumption	100			
Biodiversity	GRI 3: Material Topics 2021	3-3	Management of material topics	111			
	GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss	114-116			

GRI Standard Content Index

Material Aspects and General Disclosures	GRI Standard	Disclosure		Page	Omission		
					Requirement Omitted	Reason	Explanation
		101-2	Management of biodiversity impacts	125			
		101-3	Access and benefit-sharing	-	Access and benefit-sharing	Not applicable	The Company does not utilize genetic resources or associated traditional knowledge for research, development, or biotechnology activities.
		101-4	Identification of biodiversity impacts	112-113, 125, 127-128			
		101-5	Locations with biodiversity impacts	113			
		101-6	Direct drivers of biodiversity loss	116, 123-124			
		101-7	Changes to the state of biodiversity	116-122			
		101-8	Ecosystem services	116-122, 127			
Emissions	GRI 3: Material Topics 2021	3-3	Management of material topics	91			
	GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	91-92			
		305-2	Energy indirect (Scope 2) GHG emissions	91-92			
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		305-4	GHG emissions intensity	92-93			
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	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	105-106			
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		308-2	Negative environmental impacts in the supply chain and actions taken	73			
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		403-6	Promotion of worker health	169			
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	GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	151			
		404-2	Programs for upgrading employee skills and transition assistance programs	130, 151, 167			
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		405-2	Ratio of basic salary and remuneration of women to men	148-149			
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Feedback Sheet [G.2]

MMSGI

Your Profile

Name :

Institution/Company :

Email :

Phone/Mobile :

Stakeholder Category

- ☐ Customers
- ☐ Shareholders
- ☐ Employees
- ☐ Government and Policy Makers
- ☐ Partners, Suppliers
- ☐ Mass Media
- ☐ Community, Local Community
- ☐ Others, please specify: _____

Please select the most appropriate answer by placing a mark (✓) in the answer box

	Agree	Disagree	Do Not Know
Does this report describe the performance of MMSGI in contributing to sustainable development?	○	○	○
Is this report useful to you?	○	○	○
Is this report easy to understand?	○	○	○
Is this report interesting?	○	○	○

Please write the answer based on your opinion

Which piece of information is the most useful and interesting?

Which part of the information is less useful and needs to be improved?

Is the data presented transparent, reliable, and balanced?

Suggestions/recommendations/comments for future report improvement:

Thank you for taking the time to read the Sustainability Report of MMS Group Indonesia for the Fiscal Year 2025. We are committed to continuously improving sustainability performance and delivering the best for all stakeholders involved. We welcome your suggestions, criticisms, and feedback, which will assist us in enhancing the quality of reporting in the future.

We really appreciate your feedback.
Please send this feedback sheet to:

info@mmsgi.co.id

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