



**PT BAYAN RESOURCES Tbk.**



**A Legacy  
for the Future**

# A LEGACY FOR THE FUTURE

PT Bayan Resources Tbk. (selanjutnya disebut “Perseroan”) sebagai salah satu produsen batubara terbesar di Indonesia berkomitmen untuk secara terus-menerus dan menyeluruh menerapkan nilai-nilai keberlanjutan dalam setiap kegiatan operasionalnya. Keberhasilan keuangan Perseroan disertai tanggung jawab yang besar terhadap seluruh pemangku kepentingan. Keseimbangan antara kesuksesan komersial dengan tanggung jawab sosial dan kesadaran lingkungan haruslah dijaga.

Lebih lanjut, Perseroan percaya bahwa kegiatan usaha yang dilakukan saat ini tidak hanya dapat memberikan manfaat sesaat semata, tetapi juga dapat membangun warisan berkelanjutan bagi masa mendatang. Oleh karena itu, keberlanjutan bagi Perseroan adalah tentang bagaimana menghasilkan pertumbuhan yang berkelanjutan bagi para pemegang saham, dan pada saat yang sama memberikan manfaat jangka panjang bagi masyarakat, melindungi lingkungan hidup usaha kami, dan mewujudkan tujuan kami sebagai perusahaan untuk membangun warisan berkelanjutan bagi masa mendatang.

PT Bayan Resources Tbk. (hereinafter referred to as “the Company”), as one of the largest coal producers in Indonesia, is committed to continuously and comprehensively implementing its sustainability values in each of its operational activities. The Company’s financial success brings with it great responsibilities to all stakeholders. The balance between commercial success and social responsibility and environmental consciousness must be maintained.

Furthermore, the Company believes that the current business activities do not merely provide short-term benefits but also establish a sustainable legacy for the future. Hence, sustainability for the Company is about how the Company generates sustainable growth for the shareholders whilst at the same time provides lasting benefits for society, protects the natural environment we operate in and delivers our purpose as a company to build a legacy for the future.

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**A**

**TENTANG LAPORAN INI**  
ABOUT THE REPORT



Laporan Keberlanjutan merupakan salah satu laporan yang dipublikasikan oleh Perseroan setiap tahunnya. Dalam Laporan Keberlanjutan ini, disajikan kinerja keberlanjutan Perseroan selama periode satu tahun dari 1 Januari 2025 hingga 31 Desember 2025. Laporan ini merupakan kelanjutan dari laporan sejenis yang dikeluarkan pada tahun sebelumnya dan dikeluarkan bersamaan dengan Laporan Tahunan. [GRI 2-3]

The Sustainability Report is one of the reports published annually by the Company. This Sustainability Report presents the Company's sustainability performance during the one-year period from 1 January 2025 until 31 December 2025. This report is a continuation of the similar report published in the previous year, and it is published simultaneously with the Annual Report. [GRI 2-3]

**A****TENTANG LAPORAN INI**  
*About the Report***B****STRATEGI KEBERLANJUTAN**  
*Sustainability Strategies***C****BAYAN GROUP DALAM ANGKA**  
*Bayan Group in Figures***D****PROFIL PERSEROAN**  
*Company Profile***A.1. Standar Pelaporan**

Selain untuk memenuhi kewajiban kepada Otoritas Jasa Keuangan (OJK), laporan ini menunjukkan komitmen Perseroan terhadap aspek-aspek keberlanjutan dalam bisnisnya, yang mencakup aspek ekonomi, aspek lingkungan hidup, dan aspek sosial. Lebih lanjut, laporan ini juga berisi perincian program yang sedang berjalan, gambaran kinerja, dan strategi Perseroan.

Data dan informasi mengenai program, strategi, kinerja, pencapaian, serta tantangan keberlanjutan yang dihadapi Perseroan disajikan secara transparan dan terukur. Laporan ini disusun sesuai dengan Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik, Surat Edaran Otoritas Jasa Keuangan Republik Indonesia (SEOJK) Nomor 16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik, serta Panduan Pelaporan ESG Sistem Pelaporan IDX.

Selain itu, Perseroan juga mengacu pada standar yang dikeluarkan oleh Global Reporting Initiative (GRI) dan Sustainability Accounting Standards Board (SASB) terkait operasional batubara. Standar GRI merupakan standar dengan sistem modular yang saling terkait dan berisi praktik terbaik global untuk melaporkan berbagai dampak ekonomi, lingkungan hidup, dan sosial secara publik. Sementara itu, Standar SASB memungkinkan perusahaan menyediakan pengungkapan berbasis industri mengenai risiko dan peluang terkait keberlanjutan yang secara wajar mungkin memengaruhi arus kas, akses keuangan, atau biaya modal entitas tersebut dalam jangka pendek, menengah, atau panjang.

**A.1. Reporting Standard**

Besides fulfilling the Financial Services Authority's (OJK) requirements, this report indicates the Company's commitment to the sustainability aspects of its business, which encompasses the economic aspect, environmental aspect, and social aspect. Furthermore, this report also contains details of the ongoing programs, a performance overview, and strategies of the Company.

The data and information on the Company's sustainability programs, strategies, performance, achievement, as well as challenges faced are presented in a transparent and measurable manner. This report is drafted in accordance with the Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017 concerning Application of Sustainable Finance to Financial Services Institutions, Issuers, and Publicly Listed Companies, Financial Services Authority Circular Letter (SEOJK) Number 16/SEOJK.04/2021 concerning Form and Content of Annual Reports of Issuers or Publicly Listed Companies, as well as IDX ESG Disclosure Guidance.

Moreover, the Company also refers to the standards issued by the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) related to coal operations. GRI Standards are a modular standard system which is interrelated and consists of the global best practices to report economic, environmental, and social impacts publicly. Meanwhile, SASB Standards enable organisations to provide industry-based disclosures about sustainability-related risks and opportunities that could reasonably be expected to affect the entity's cash flows, access to finance or cost of capital over the short, medium or long term.

Peraturan dan standar yang diterapkan dalam laporan ini, yaitu SEOJK-16, Standar GRI, dan Standar SASB, diberi tanda dengan penomoran di dalam kurung siku.

## A.2. Struktur dan Batas Laporan

Laporan ini mencakup keseluruhan kinerja aspek ekonomi, lingkungan hidup, dan sosial dari Perseroan dan anak-anak perusahaannya (selanjutnya disebut "BAYAN Group") yang telah aktif melakukan kegiatan operasional pertambangan batubara dan jasa pertambangan. [GRI 2-2]

Sesuai dengan peraturan yang berlaku, struktur Laporan Keberlanjutan 2025 Perseroan adalah sebagai berikut:

1. Strategi Keberlanjutan;
2. Ikhtisar Kinerja Aspek Keberlanjutan;
3. Profil Perseroan;
4. Penjelasan Direksi;
5. Tata Kelola Keberlanjutan;
6. Kinerja Keberlanjutan:
  - a. Ekonomi,
  - b. Lingkungan Hidup,
  - c. Sosial;
7. Tanggung Jawab Pengembangan Produk/Jasa Berkelanjutan.

Dalam melaporkan dan menyajikan data, Perseroan mengumpulkan dan mengukur data sesuai dengan masing-masing standar yang relevan dan berlaku secara umum. Kinerja ekonomi mengacu pada data keuangan yang bersumber dari Laporan Laba Rugi Konsolidasi yang telah diaudit per 31 Desember 2025 dari PT Bayan Resources Tbk dan anak perusahaannya yang telah diverifikasi oleh pihak ketiga, yaitu Kantor Akuntan Publik Rintis, Jumadi, Rianto & Rekan (anggota jaringan global PwC).

Sementara itu, kinerja lingkungan hidup mengacu pada ketentuan-ketentuan yang berlaku dari berbagai kementerian dan regulator, seperti Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup (PROPER) dari Kementerian Lingkungan Hidup (KLH), baik pada tingkat nasional maupun daerah yang turut mencantumkan Tujuan Pembangunan Berkelanjutan (TPB). Kemudian, kinerja sosial salah satunya merujuk pada data Keselamatan dan Kesehatan Kerja (K3) yang mengacu ke standar Keselamatan dan Kesehatan Kerja Internasional ISO 45000, yang merupakan pembaruan dari OHSAS 18000.

Sebagaimana disebutkan sebelumnya, Laporan Keberlanjutan ini merupakan kesinambungan dari Laporan Keberlanjutan tahun 2024 yang dipublikasikan pada bulan April 2025. Tidak terdapat perubahan yang signifikan dalam hal operasional BAYAN Group, namun data rehabilitasi Daerah Aliran Sungai untuk tahun 2023-2024 disajikan kembali dalam Laporan Keberlanjutan 2025. Hal ini dikarenakan adanya penyesuaian kembali pada sumber dan cakupan data. [GRI 2-4]

Untuk terus menjaga kualitas isi Laporan Keberlanjutan ini, Perseroan menerapkan prinsip-prinsip pelaporan berdasarkan Standar GRI, yaitu keakuratan, keseimbangan, kejelasan, daya banding, kelengkapan, keterkaitan dengan keberlanjutan, ketepatan waktu, dan dapat diverifikasi.

The regulations and standards applied in this report, i.e., SEOJK-1, GRI Standards and SASB Standards, are marked with the numbering in square brackets.

## A.2. Report Structure and Boundaries

This report covers the overall performance related to economic, environmental, and social aspects of the Company and its subsidiaries (hereinafter referred to as "BAYAN Group") that have actively performed mining operational activities and mining services. [GRI 2-2]

Based on the prevailing regulations, the structure of the Company's 2025 Sustainability Report is as follows:

1. Sustainability Strategies;
2. Overview of the Sustainability Aspect Performance;
3. Company Profile;
4. Board of Directors' Message;
5. Sustainability Performance;
6. Sustainability Performance of:
  - a. Economy,
  - b. Environment,
  - c. Social;
7. Responsibility for the Development of Sustainable Products/ Services.

In reporting and presenting the data, the Company collects and measures the data in accordance with the respective standards that are relevant and generally accepted. The economic performance refers to the financial data taken from the Audited Consolidated Financial Statements as at 31 December 2025 of PT Bayan Resources Tbk and its subsidiaries, which has been verified by a third party, i.e., Public Accounting Firm Rintis, Jumadi, Rianto & Rekan (a member firm of PwC Global Network).

Meanwhile, the environmental performance refers to the prevailing provisions of various ministries and regulators, such as Corporate Performance Rating Program in Environmental Management (PROPER) from the Ministry of Environment, both at the national and regional levels, which also contains the Sustainable Development Goals (SDGs). As for the social performance, one of the references is the data on Occupational Health and Safety (OHS) based on the International Occupational Health and Safety standards of ISO 45000, which is an update of OHSAS 18000.

As mentioned earlier, this Sustainability Report is a continuity of the 2024 Sustainability Report published in April 2025. There were no significant changes in terms of the BAYAN Group's operation, but the data watershed areas rehabilitation in 2023 and 2024 are restated in the 2025 Sustainability Report. This is due to some readjustments of the data sources and scope. [GRI 2-4]

In order to continuously maintain the content quality of this Sustainability Report, the Company applies the reporting principles based on the GRI Standards, i.e., accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability.

E

SURAT DARI DIREKSI  
A View from the Top

F

TATA KELOLA KEBERLANJUTAN  
Sustainability Governance

G

KINERJA KEBERLANJUTAN  
Sustainability Performance

H

TANGGUNG JAWAB PENGEMBANGAN  
PRODUK/JASA BERKELANJUTAN  
Responsibility for Sustainable Product/Service Development

**A**

**TENTANG LAPORAN INI**  
*About the Report*

**B**

**STRATEGI KEBERLANJUTAN**  
*Sustainability Strategies*

**C**

**BAYAN GROUP DALAM ANGKA**  
*BAYAN Group in Figures*

**D**

**PROFIL PERSEORAN**  
*Company Profile*



Selain itu, Laporan Keberlanjutan tahun 2025 ini telah diverifikasi oleh pihak ketiga, yaitu BATS *Sustainability Assurer*, sebuah lembaga independen dan berlisensi untuk melakukan verifikasi sesuai AA1000 *Assurance Standard v3* dan *AccountAbility Principles*. Pihak *assurer* tidak mempunyai hubungan kerja sama lain dengan Perseroan dan tidak terlibat dalam penyusunan laporan, sehingga tidak ada benturan kepentingan dalam proses penjaminan. Proses penetapan *assurer* dilakukan melalui persetujuan Direksi. [SEOJK G.1] [GRI 2-5]

### A.3. Topik Material

Untuk menetapkan isu-isu yang dinilai penting di industri batubara bagi para pemangku kepentingan, Perseroan menerapkan prinsip materialitas yang berdasarkan pada prioritas, situasi, dan kondisi di lingkup Perseroan. Kemudian, Perseroan melakukan validasi atas topik yang telah dipilih melalui diskusi dengan manajemen puncak Perseroan dan pemimpin senior. [GRI 3-1]

Dalam Laporan Keberlanjutan 2025 ini, tidak terdapat perubahan signifikan pada topik material karena Perseroan menganggap isu-isu ini masih menjadi pembahasan penting dalam Perseroan. Daftar topik material dalam laporan ini adalah: [GRI 3-2]

1. Peningkatan Kinerja Ekonomi;
2. Pengendalian Energi dan Emisi;
3. Manajemen Praktik Ketenagakerjaan;
4. Pengembangan Sumber Daya Manusia;
5. Keselamatan dan Kesehatan Kerja (K3);
6. Pemberdayaan Masyarakat dan Komunitas Lokal.

### A.4. Format Penulisan

Laporan dibuat dalam Bahasa Indonesia dan Bahasa Inggris. Penulisan angka pada tabel, infografik, dan teks Bahasa Inggris dalam laporan ini menggunakan format standar Bahasa Inggris. Penanda ribu, juta, dan miliar menggunakan tanda koma, sedangkan penanda desimal menggunakan tanda titik. Sementara itu, penulisan angka untuk bagian teks dan narasi Bahasa Indonesia menggunakan format standar Bahasa Indonesia, kecuali untuk tabel dan infografik tetap menggunakan format Bahasa Inggris.

### A.5. Kontak [GRI 2-3]

Laporan ini ditujukan bagi para pemangku kepentingan. Untuk pertanyaan dan informasi lebih lanjut, dapat menghubungi:

Moreover, the 2025 Sustainability Report has been verified by a third party, i.e., BATS *Sustainability Assurer*, an independent and licensed institution to verify based on the AA1000 *Assurance Standard v3* and *AccountAbility Principles*. The *assurer* does not have any other engagements with the Company and is not involved in the report preparation, so there is no conflict of interest in the assurance process. The *assurer* appointment is approved by the Board of Directors. [SEOJK G.1] [GRI 2-5]

### A.3. Material Topics

To determine the material topics in the coal industry for all stakeholders, the Company applied the materiality principle based on priority, situation, and condition within the Company. Then, the Company validated the topics that have been selected through internal discussions, involving the Company's top management and senior leaders. [GRI 3-1]

In the 2025 Sustainability Report, there are no significant changes to the material topics because the Company considers that the issues are still important in the Company. The list of material topics in this report is as follows: [GRI 3-2]

1. Improvement of Economic Performance;
2. Control of Energy and Emissions;
3. Management of Labor Practices;
4. Human Resources Development;
5. Occupational Health and Safety (OHS);
6. Empowerment of the Society and Local Community.

### A.4. Writing Format

This report is prepared in both Bahasa Indonesia and English. The figures in tables, infographics, and English text in this report will be written using the standard English numeric format. The separators for thousands, millions, and billions will be commas, while the separators for decimals will be periods. Meanwhile, the figures in Bahasa Indonesia text and narration will be written using the standard Bahasa Indonesia numeric format, except for tables and infographics, which will be written in English format.

### A.5. Contact [GRI 2-3]

This report is intended for use by all stakeholders. For questions and further information, please contact:

## CORPORATE SECRETARY PT Bayan Resources Tbk

Office 8 Building, 37<sup>th</sup> Floor, Unit A-H  
Jl. Senopati No. 8B, Senayan,  
Kebayoran Baru, Jakarta Selatan 12190, Indonesia  
P. (6221) 2935 6888 | F. (6221) 2935 6999  
Email: corporate.secretary@bayan.com.sg



**B** STRATEGI  
KEBERLANJUTAN  
SUSTAINABILITY STRATEGIES  
[SEOJK A.1]



BAYAN Group telah secara konsisten menghasilkan produk dan layanan terbaik bagi kebutuhan pasar. Selama bertahun-tahun, BAYAN Group telah berkembang menjadi salah satu perusahaan pertambangan batubara terkemuka di Indonesia yang terus-menerus berfokus pada praktik-praktik berkelanjutan di setiap langkah proses bisnisnya, untuk memastikan hasil manfaat yang luas dan jangka panjang di masa depan.

The BAYAN Group has consistently produced the best products and services that satisfy the market demands. Over the years, the BAYAN Group has grown to be one of the leading coal mining companies in Indonesia, which continues to focus on its sustainable practices at every step of the business process, to ensure it produces broad and lasting benefits into the future.

**A**

TENTANG LAPORAN INI  
About the Report

**B**

STRATEGI KEBERLANJUTAN  
Sustainability Strategies

Implementasi praktik keberlanjutan BAYAN Group sejalan dengan penerapan keuangan berkelanjutan. BAYAN Group berupaya dalam memastikan visi dan misi perusahaan sesuai dengan target jangka waktu yang telah ditentukan di setiap kinerja keberlanjutan.

Komoditas batubara tidak bisa dipungkiri merupakan salah satu faktor pendorong kemajuan peradaban sejak era industri dimulai hingga ke masa modern. Terlepas dari reputasinya yang negatif, batubara tetap menjadi sumber energi utama bagi dunia terutama negara berkembang agar dapat memberikan keamanan dalam hal pasokan energi, terus mendorong pertumbuhan ekonomi dan pembangunan pasar yang berkembang. Di sisi lain, BAYAN Group memahami bahwa pelaku industri pertambangan juga mengemban tanggung jawab yang besar untuk meminimalkan dampak terhadap lingkungan hidup sementara memasok sumber energi utama ini selama transisi dunia menuju energi terbarukan dan memastikan pembangunan yang berkelanjutan di dunia untuk waktu yang akan datang.

Oleh karena itu, keberlanjutan menjadi salah satu isu penting bagi perusahaan-perusahaan yang berbasis sumber daya alam, termasuk perusahaan pertambangan. Kegiatan pertambangan seharusnya dilakukan dengan cara-cara yang dapat meminimalkan dampak terhadap lingkungan hidup dan sosial.

Sebagai perusahaan pertambangan batubara, BAYAN Group memahami bahwa kegiatan operasionalnya harus mampu memberikan manfaat yang seluas-luasnya kepada seluruh pemangku kepentingan tidak hanya dari manfaat ekonomi, melainkan juga aspek lingkungan hidup dan sosial, sehingga dapat terus berkembang hingga masa depan. BAYAN Group pun melakukan segala upaya untuk mengurangi dampak dan memitigasi risiko terhadap lingkungan hidup. Keseimbangan dalam hal sosial dan tata kelola perusahaan juga perlu dicapai agar manfaat yang dihasilkan oleh BAYAN Group dapat dirasakan oleh seluruh pemangku kepentingan.

The implementation of the BAYAN Group's sustainability practices is aligned with the adoption of sustainable finance principles. The BAYAN Group strives to ensure that its vision and mission are consistent with the established timelines and targets set for each sustainability performance indicator.

Coal is undeniably one of the driving factors for the progress of civilization from the beginning of the industrial era to modern times. Notwithstanding its negative reputation, coal remains a key source of energy for the world, especially the developing countries in order to continue to provide energy security, drive the economic growth and development of the emerging markets. On the other hand, the BAYAN Group understands that the mining industry has a great responsibility for minimizing its environmental impact while supplying this key source of energy during the world's transition to renewable energy and ensuring sustainable development of the world in the future.

Therefore, sustainability is one of the important issues for natural-resources-based companies, including mining companies. The mining activities shall be carried out in such a way to minimize the environmental and social impacts.

As a coal mining company, the BAYAN Group understands that its operational activities must provide broad benefit to all stakeholders, not only in terms of economic benefit, but also in terms of the environmental and social aspects, so that we can continue to grow in the future. The BAYAN Group spares no effort to reduce the impact of its operations and to mitigate the risks to the environment. A balance between social matters and corporate governance must be achieved, so the benefits generated by the Company can be felt by all stakeholders.

**C**

BAYAN GROUP DALAM ANGKA  
BAYAN Group in Figures

**D**

PROFIL PERSEORAN  
Company Profile

Strategi korporasi 2025 mengintegrasikan aspek ekonomi, lingkungan hidup, dan sosial, yang terdiri dari:

The 2025 corporate strategies integrate economic, environmental, and social aspects and they are:

## A BISNIS YANG EFEKTIF EFFECTIVE BUSINESS ACTION

- Membangun aliansi strategis bersama pelanggan dengan mempertahankan produk dan jasa berkualitas tinggi;
- Menerapkan pola pembiayaan yang efektif dan menghasilkan produk yang bernilai tambah;
- Melaksanakan tata kelola perusahaan yang baik.
- To establish strategic alliances with customers by maintaining high-quality products and services;
- To implement cost effective measures and produce value added deliverables;
- To implement good corporate governance.

## B ETIKA TANGGUNG JAWAB SOSIAL RESPONSIBLE SOCIAL CONDUCT

- Komitmen yang jelas untuk berinvestasi pada pengembangan sumber daya manusia untuk meningkatkan kondisi ketenagakerjaan melalui program pelatihan, skema insentif dan tunjangan untuk mewujudkan tingkat produktivitas yang lebih tinggi;
- Menegakkan kepatuhan yang ketat terhadap praktik kesehatan dan keselamatan kerja;
- Menerapkan standar praktik terbaik untuk mencapai kebijakan lingkungan yang berkesinambungan; dan
- Mendukung pengembangan masyarakat melalui berbagai program sosial yang meningkatkan kesejahteraan masyarakat.
- Clear commitment to invest in human resources development to improve the condition of the workforce through training programs, incentive schemes, and benefits in order to realise a higher level of productivity;
- To enforce strict adherence to health and safety practices;
- To adopt best practice standards to achieve sustainable environmental policies; and
- To foster community development through various social programs which augment the economic prosperity of the community.

## C PERTUMBUHAN YANG BERKESINAMBUNGAN SUSTAINABLE GROWTH

- Mendayagunakan cadangan batubara dan infrastruktur yang tersedia untuk mencapai pertumbuhan tingkat produksi yang berkesinambungan;
- Menyempurnakan portofolio aset berkualitas tinggi yang tersedia melalui akuisisi strategis cadangan batubara.
- To capitalize on the existing coal reserves and infrastructure to deliver sustainable growth in production levels;
- To improve the current portfolio of high-quality assets through strategic acquisition of coal reserves.

Sebagai bagian penerapan strategi keberlanjutan, BAYAN Group terus melakukan upaya sistematis untuk mengurangi risiko-risiko yang muncul di kegiatan BAYAN Group. Sebagai tindak lanjutnya, BAYAN Group memiliki sistem Pengendalian Internal yang merupakan bagian dari implementasi prinsip-prinsip tata kelola perusahaan yang baik. Sistem ini merupakan suatu proses yang melibatkan Direksi, manajemen, atau personel lain, yang dirancang untuk memberikan keyakinan yang memadai mengenai pencapaian tujuan BAYAN Group, yaitu:

1. Efektivitas dan efisiensi kegiatan operasi.
2. Keandalan pelaporan keuangan.
3. Ketaatan terhadap hukum dan peraturan yang berlaku.
4. Penjagaan terhadap aset.

As part of the implementation of its sustainability strategy, the BAYAN Group continues to make systematic efforts to reduce the risks that arise in the BAYAN Group's activities. As a follow-up to these efforts, the BAYAN Group has an Internal Control system, which is part of the implementation of good corporate governance principles. The system is a process that involves the Board of Directors, management, or other personnel, which is designed to provide reasonable assurance regarding the achievement of the BAYAN Group's objectives, namely:

1. Effectiveness and efficiency of operating activities.
2. Financial reporting reliability.
3. Compliance with the prevailing laws and regulations.
4. Asset protection.

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## B.1. Komitmen Keberlanjutan [GRI 2-23]

BAYAN Group berkomitmen penuh untuk berkontribusi dalam mencapai TPB sehingga strategi keberlanjutan disusun dan diterapkan dalam operasionalnya. Kegiatan usaha BAYAN Group sudah semestinya berjalan beriringan dengan manfaat yang bisa diterima masyarakat luas, meminimalkan dampak lingkungan hidup, dan memiliki nilai tambah bagi seluruh pemangku kepentingan.

BAYAN Group percaya bahwa keseimbangan pada aspek ekonomi, lingkungan hidup, dan sosial, akan membawa nilai positif bagi seluruh pemangku kepentingan, termasuk generasi yang akan datang. BAYAN Group juga percaya integrasi keberlanjutan dalam sistem operasinya akan menambah keunggulan kompetitif BAYAN Group yang akan berpengaruh positif terhadap bisnis yang sedang berlangsung. Sebagai salah satu kontributor pembangunan, seluruh inisiasi BAYAN Group pada aspek keberlanjutan juga turut berkontribusi pada pemenuhan pencapaian TPB yang sejalan dengan agenda Pemerintah Indonesia untuk mewujudkan pembangunan inklusif dan berkelanjutan.

## B.2. Pilar Keberlanjutan [GRI 2-24]

BAYAN Group menyusun dan merumuskan lima pilar utama yang menjadi fokus serta dasar guna mendorong implementasi praktik tambang berkelanjutan, yaitu:

### 1. Tata Kelola dan Integritas

BAYAN Group beroperasi dengan berfokus pada tata kelola perusahaan yang baik dan nilai serta prinsip yang dianut. BAYAN Group meyakini bahwa struktur dan mekanisme perusahaan yang terorganisasi dengan baik, ditambah dengan nilai dan prinsip keberlanjutan yang dipegang teguh akan mendukung aktivitas operasinya sehingga mampu menghasilkan bisnis yang berkesinambungan. BAYAN Group menerapkan prinsip-prinsip tata kelola perusahaan yang baik, yaitu keterbukaan (*transparency*), akuntabilitas (*accountability*), pertanggungjawaban (*responsibility*), independensi (*independency*), dan kewajaran dan kesetaraan (*fairness*) di seluruh unit kerja. BAYAN Group percaya bahwa pengelolaan yang dilakukan secara bertanggung jawab, yang mengutamakan integritas serta etika bisnis yang berkelanjutan akan meningkatkan posisi BAYAN Group di mata seluruh pemangku kepentingan.

### 2. Kinerja untuk Kemakmuran Bersama

Bisnis utama harus memiliki kinerja ekonomi yang tangguh dan terus berkembang agar manfaat dan dampak positifnya dapat didistribusikan secara luas. Kinerja ekonomi yang tangguh menyangkut dua hal, yaitu kinerja BAYAN Group dalam memperoleh keuntungan yang berasal dari proses operasi berkelanjutan, dan distribusi pendapatan ekonomi kepada pemangku kepentingan secara luas. Ketangguhan ekonomi berarti kemampuan BAYAN Group dalam mendapatkan nilai ekonomi. Hal ini juga meliputi penciptaan lapangan kerja dan mendukung pekerjaan yang ada, serta pemberdayaan masyarakat, termasuk masyarakat dan pemasok lokal, sehingga terjadi peningkatan ekonomi regional dan nasional. Selain itu, ketangguhan ekonomi juga berarti nilai keuntungan yang baik

## B.1. Sustainability Commitment [GRI 2-23]

The BAYAN Group is fully committed to contributing to the achievement of SDGs, so sustainability strategies are formulated and implemented in its operations. The BAYAN Group's business activities must go hand in hand with the benefits for the wider community, minimize the impact to the environmental, and the added value for all stakeholders.

The BAYAN Group believes that having a balance between economic, environmental, and social aspects will bring positive values to all stakeholders, including future generations. The BAYAN Group also believes that the integration of sustainability into its operating system will increase the BAYAN Group's competitive advantage, which will subsequently have a positive impact on the ongoing business. As a development contributor, all of the BAYAN Group's initiatives regarding sustainability aspects also contribute to the achievement of the SDGs, which is thus in line with the Indonesian Government's agenda to achieve inclusive and sustainable development.

## B.2. Sustainability Pillars [GRI 2-24]

The BAYAN Group has compiled and formulated five main pillars to form the focus and basis to encourage the implementation of sustainable mining practices, including:

### 1. Governance and Integrity

The BAYAN Group operates with a focus on good corporate governance and adherence to strong values and principles. The BAYAN Group believes that a well-organized company structure and mechanism, coupled with firm sustainability values and principles will support its operational activities and produce a more sustainable business. The BAYAN Group applies all principles of good corporate governance, namely transparency, accountability, responsibility, independency, and fairness in all work units. The BAYAN Group believes that a responsible management which prioritizes integrity and sustainable business ethics will enhance the BAYAN Group's standing with all stakeholders.

### 2. High Performance for Greater Prosperity

The main business must have strong economic performance and continue to grow so that it can widely distribute the benefits and positive impacts. Strong economic performance concerns two things, namely the BAYAN Group's performance in obtaining profits from sustainable operations, and the distribution of economic income to stakeholders at large. Economic resilience refers to the BAYAN Group's ability to obtain economic values. It also includes job creation and supporting existing jobs, as well as community empowerment, including local communities and suppliers, so that regional and national economic development occurs. In addition, economic resilience also means good returns to stakeholders; thereby, increasing the overall value of the

kepada pemangku kepentingan sehingga meningkatkan nilai BAYAN Group secara keseluruhan. BAYAN Group terus berusaha untuk menghasilkan nilai ekonomi yang memberikan manfaat luas baik secara langsung maupun tidak langsung kepada seluruh pemangku kepentingan.

### 3. Iklim, Air, dan Alam

BAYAN Group menyadari bahwa industri pertambangan memiliki dampak lingkungan hidup yang besar. Oleh karenanya, BAYAN Group melakukan pengelolaan lingkungan berlandaskan pada kepatuhan terhadap peraturan perundang-undangan yang berlaku, serta praktik terbaik (*best practices*) terkait Pengelolaan Lingkungan baik dalam skala nasional maupun internasional. BAYAN Group mengadopsi ISO 14001:2015 Sistem Manajemen Lingkungan sebagai pedoman untuk mengelola berbagai risiko yang dihasilkan dari kegiatan operasional BAYAN Group terhadap lingkungan hidup. BAYAN Group juga mengedepankan implementasi *Good Mining Practices* secara sistematis dan terencana pada keseluruhan proses, mulai dari eksplorasi, produksi, hingga rehabilitasi lahan pasca tambang. Dengan melakukan pengelolaan lingkungan yang tepat, BAYAN Group turut berkontribusi dalam pemenuhan TPB, khususnya terkait aspek lingkungan hidup. Diharapkan, pelestarian alam untuk memenuhi kebutuhan manusia, termasuk generasi yang akan datang, tetap terjaga.

### 4. Pengalaman Kerja yang Menguntungkan bagi Karyawan BAYAN Group

BAYAN Group sangat menyadari bahwa Departemen Sumber Daya Manusia (SDM) dan kebijakan-kebijakannya merupakan kunci untuk membantu perusahaan mencapai tujuannya. Kinerja yang baik akan diperoleh melalui Departemen SDM yang unggul dan terampil, serta kebijakan-kebijakannya. Untuk itu, BAYAN Group memberikan perhatian khusus terhadap kondisi kerja karyawan dan berupaya memelihara lingkungan kerja yang aman dan nyaman, membangun budaya *work-life balance*, mendukung inklusivitas dan keberagaman, memberikan apresiasi kepada karyawan berdasarkan kinerjanya, serta menjaga keselamatan dan kesehatan lingkungan kerja.

### 5. Memberdayakan Masyarakat dan Komunitas Lokal

Masyarakat adalah pemangku kepentingan yang sehari-hari bersinggungan dengan aktivitas bisnis BAYAN Group. Oleh karenanya, masyarakat memiliki kontribusi yang besar bagi keberlangsungan aktivitas dan kesuksesan BAYAN Group. BAYAN Group juga menyadari bahwa aktivitas bisnis memberi dampak kepada masyarakat, dan demikian juga sebaliknya. Berangkat dari kesadaran tersebut, BAYAN Group berkomitmen untuk mengelola seluruh dampak dari aktivitas operasinya kepada masyarakat setempat. BAYAN Group juga berkomitmen untuk menciptakan nilai bersama yang luas bagi masyarakat lokal, melalui berbagai program pengembangan dan pemberdayaan masyarakat yang juga sejalan dengan TPB dan blueprint Tanggung Jawab Sosial Perusahaan (*Corporate Social Responsibilities/CSR*) yang dikembangkan oleh BAYAN Group bersama dengan pemerintah provinsi. Tujuannya adalah untuk meningkatkan kesejahteraan masyarakat luas, khususnya masyarakat sekitar wilayah operasi BAYAN Group.

BAYAN Group. Thus, the BAYAN Group continues to strive to generate economic values that provides broad benefits both directly and indirectly to all stakeholders.

### 3. Climate, Water, and Nature

The BAYAN Group realizes that the mining industry has a large impact on the environment. Therefore, the BAYAN Group conducts environmental management based on the compliance with the prevailing laws and regulations, as well as the best practices related to good Environmental Management, both on a national and international scale. The BAYAN Group has adopted the ISO 14001:2015 on Environmental Management System as a guideline for managing various environmental risks resulting from the BAYAN Group's operational activities. In addition, the BAYAN Group prioritizes the implementation of Good Mining Practices in a systematic and planned manner during the entire mining process, from exploration, production, to post-mining land rehabilitation. By carrying out appropriate environmental management, the BAYAN Group also contributes to the fulfilment of the SDGs, particularly related to the environmental aspect. It is hoped that the preservation of nature to fulfil human needs, including future generations, will be maintained.

### 4. Rewarding Work-Life Experience for the Employees of the BAYAN Group

The BAYAN Group is very aware that its Human Resources Department (HRD) and its policies are key to helping the company achieve its goals. Good performance will be obtained through the support of excellent and skilled HRD personnel and policies. For this reason, the BAYAN Group pays special attention to employees working conditions and strives to foster a safe and comfortable working environment, building a balanced work-life culture, supporting inclusiveness and diversity, giving appreciation to employees based on their performance, as well as maintaining a safe and healthy working environment.

### 5. Empowering Society and Local Communities

Society is a stakeholder group that is most likely to be in contact with the BAYAN Group's business activities on a daily basis. Therefore, society can make a major contribution to the business continuity and success of the BAYAN Group. The BAYAN Group also realizes that its business activities can have an impact on the society, and vice versa. With this awareness in mind, the BAYAN Group is committed to managing all impacts resulting from its operating activities on the local communities. The BAYAN Group is also committed to creating shared value for the local community, through various community development and empowerment programs in accordance with the SDGs and the Corporate Social Responsibilities (CSR) blueprints developed by the BAYAN Group in association with the provincial government. The goal is to improve the welfare of the wider society, especially the communities living around the BAYAN Group's operational areas.

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**BAYAN GRUP  
DALAM ANGKA**  
BAYAN GROUP IN FIGURES



## C.1. Aspek Ekonomi / Economic Aspects [SEOJK B.1]

**Produksi batubara**  
Coal production

(dalam juta MT) / (in million MT)

2025

68.0



2024

56.9

2023

49.7

**Penjualan batubara**  
Coal sales

(dalam juta MT) / (in million MT)

2025

70.8



2024

56.2

2023

47.2

**Pendapatan**  
Revenue

(dalam juta US\$) / (in million US\$)

2025

3,428



2024

3,446

2023

3,581

**Laba bersih**  
Net profit

(dalam juta US\$) / (in million US\$)

2025

784



2024

943

2023

1,280

**Jumlah Kontraktor Lokal**  
Number of Local Contractors

(perusahaan) / (company)\*

2025

31



2024

30

2023

17

**Investasi Produk Berwawasan Lingkungan: Solar Panel**  
Investment on Green Projects: Solar Panel

(dalam miliar Rupiah) / (in billion IDR)

2025

3.2



2024

1.9

2023

4.5

\*) Dalam hal ini, kontraktor lokal yang tercantum merupakan kontraktor dengan nilai kontrak yang signifikan.  
In this case, the local contractors listed are contractors with significant contract value.

## C.2. Aspek Lingkungan Hidup / Environmental Aspects [SEOJK B.2]

### Total Konsumsi Energi Total Energy Consumption

(GJ)  
[GRI 302-1; 12.1.2]

**2025**  
**23,252,751**



2024  
21,641,470  
2023  
18,774,874

### Intensitas Energi Intensity of Energy

(GJ/Ton)  
[GRI 302-3; 12.1.4]

**2025**  
**0.3418**



2024  
0.3804  
2023  
0.3776

### Total Emisi Total Emission

(TonCO<sub>2</sub>eq)

**2025**  
**1,273,460**



2024  
1,202,552  
2023  
975,695

### Intensitas Emisi GRK GHG Emission Intensity

(TonCO<sub>2</sub>eq/Ton)  
[GRI 305-5; 12.1.8]

**2025**  
**0.0187**



2024  
0.0211  
2023  
0.0196

### Total Limbah B3 yang Dikelola Total of B3 Waste Managed

(Ton)

**2025**  
**6,406**



2024  
4,718  
2023  
3,362

### Total Limbah Non-B3 yang Dikelola Total of Non-B3 Waste Managed

(Ton)

**2025**  
**4,608**



2024  
3,370  
2023  
383

### Persentase Pengelolaan 3R untuk Limbah Non-B3 Percentage of 3R Management for Non B3 Waste

**2025**  
**42%**



2024  
42%  
2023  
10%

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Reklamasi  
Reclamation

Luasan Lahan (Ha) / Land Area (Ha)

2025

486.19



2024	597.64
2023	528.50

B

STRATEGI KEBERLANJUTAN  
Sustainability Strategies



Revegetasi  
Revegetation

Luasan Lahan (Ha)  
Land Area (Ha)

2025

415.32

2024	438.93
2023	358.37

Jumlah Pohon yang Ditanam (batang)/  
Number of Trees (trees)

2025

259,575

2024	274,331
2023	223,981

C

BAYAN GROUP DALAM ANGKA  
BAYAN Group in Figures



Rehabilitasi DAS  
Watershed Area Rehabilitation

Luasan Lahan (Ha)  
Land Area (Ha)

2025

6,732

2024	6,337
2023	5,708

Jumlah Pohon yang Ditanam (batang)/  
Number of Trees (trees)

2025

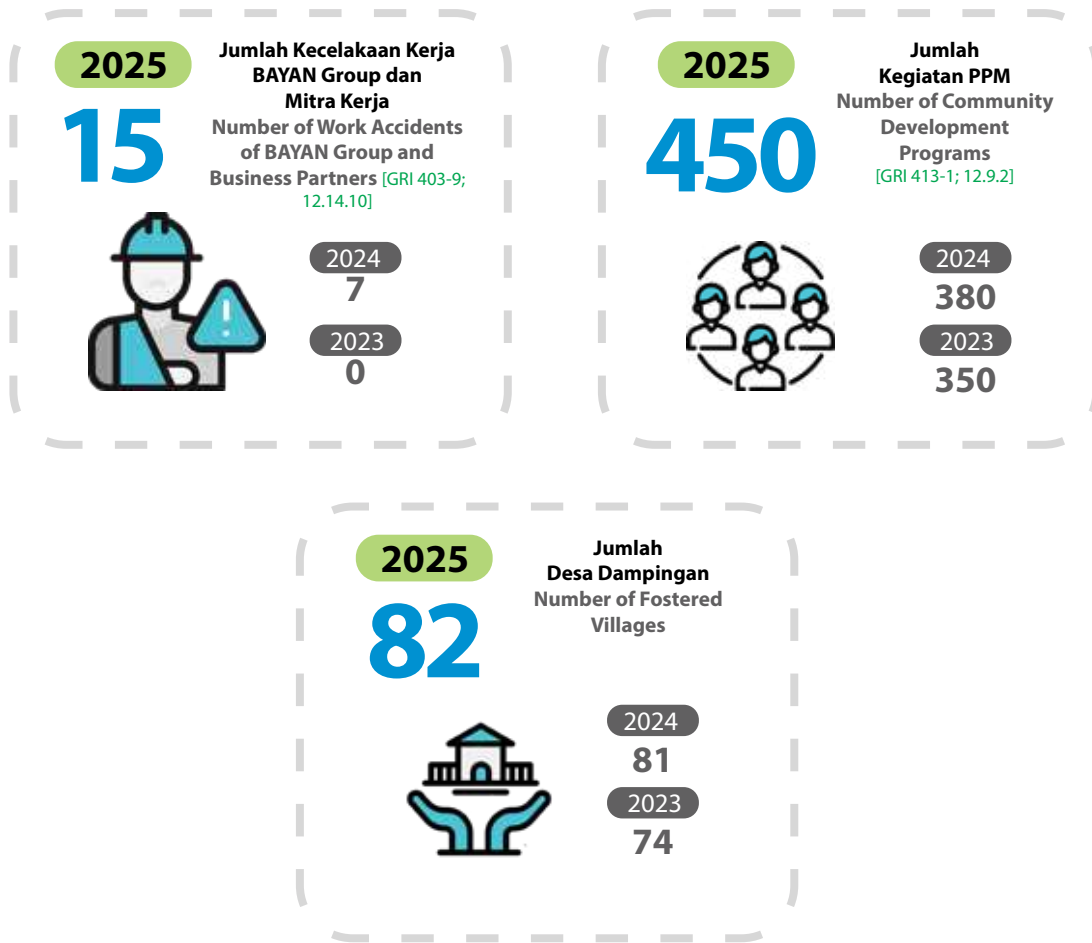
4,207,500

2024	3,960,625
2023	3,567,500

D

PROFIL PERSEORAN  
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**C.3. Aspek Sosial / Social Aspects** [SEOJK B.3]



BAYAN Group terus berupaya mengadakan berbagai program yang berdampak positif pada tahun 2025, khususnya terkait aspek sosial. Sehubungan dengan program PPM, BAYAN Group mengembangkan berbagai program baru bagi masyarakat sekitar tambang, dengan peningkatan sebesar 18% dalam hal jumlah kegiatan dan penambahan 1 desa dampingan menjadi 82 desa.

Pada tahun 2025, intensitas kegiatan di area tambang mengalami peningkatan dan tercatat telah terjadi 15 peristiwa kecelakaan kerja dan penurunan yang signifikan dalam hal fatalitas. Keamanan seluruh pekerja merupakan hal penting bagi BAYAN Group. Oleh karena itu, peristiwa kecelakaan yang terjadi telah dievaluasi sesuai dengan prosedur yang berlaku dan upaya mitigasi ke depannya terus dilakukan.

Throughout 2025, the BAYAN Group has continuously undertaken various programs with positive impacts, particularly in the social aspect. In relation to the PPM program, the BAYAN Group developed several new initiatives for communities surrounding the mining area, resulting in an 18% increase in the number of activities and the addition of one fostered village, bringing the total to 82 villages.

In 2025, there was an increase in activity intensity within the mining areas and it was recorded a total of 15 occupational accidents and a significant decrease in fatalities. The safety of all employees remains a top priority for the BAYAN Group. Therefore, each incident has been thoroughly evaluated in accordance with the applicable procedures, and ongoing mitigation efforts continue to be implemented.

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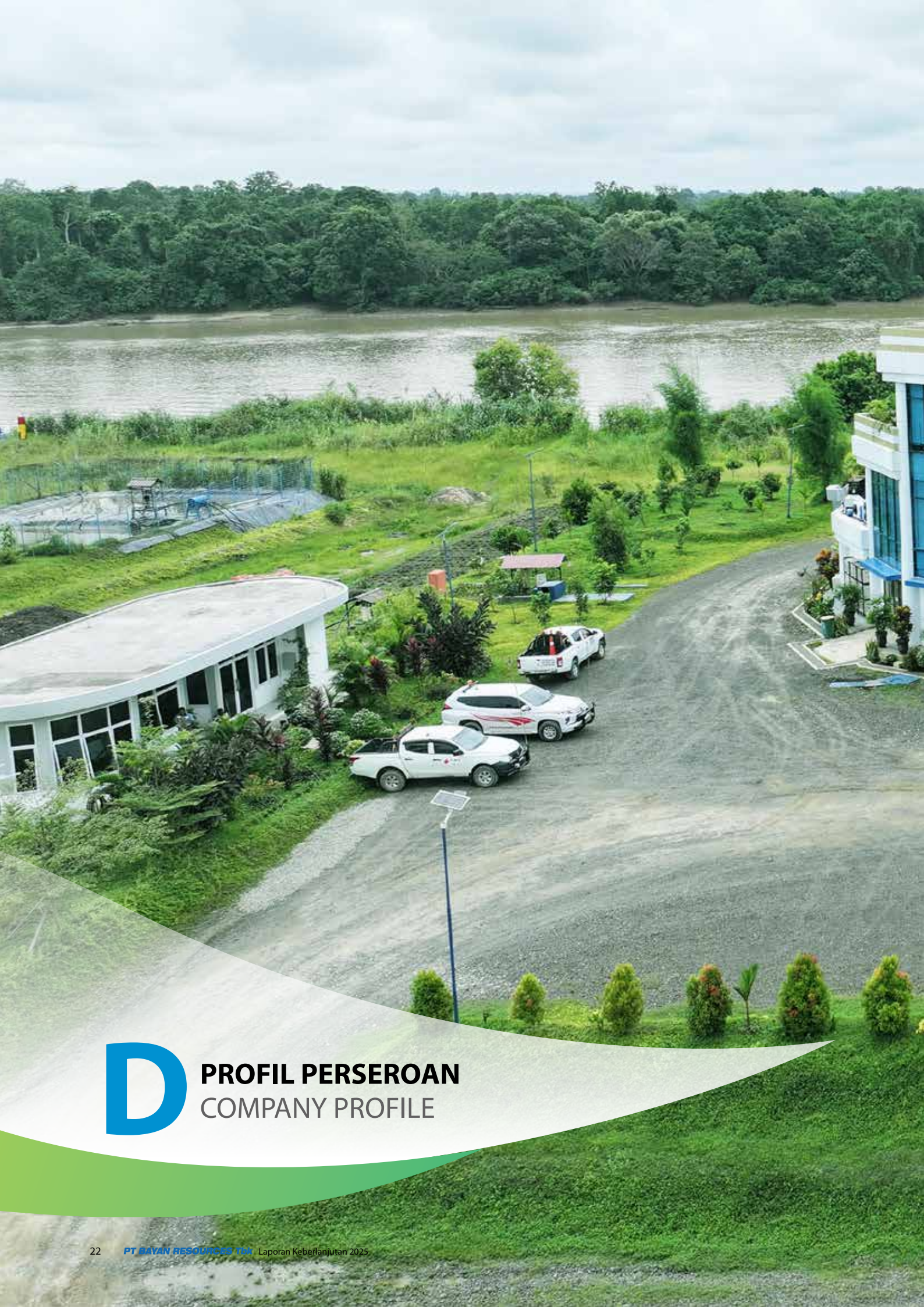
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**PROFIL PERSEROAN**  
COMPANY PROFILE



Tahun 2025 merupakan tahun yang cukup memuaskan bagi Perseroan dengan berbagai kemajuan dan hasil capaian yang diperoleh tahun ini. Perseroan senantiasa berkomitmen terhadap prinsip-prinsip *Good Mining Practices* demi mewujudkan keberlanjutan.

2025 was a quite satisfactory year for the Company with various advancements and achievements being accomplished during this year. Furthermore, the Company is constantly committed to the principles of *Good Mining Practices* to realize sustainability.

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## D.1. Sekilas Perseroan dan BAYAN Group

[GRI 2-1]

Berdiri pada tahun 2004, PT Bayan Resources Tbk. adalah induk dari BAYAN Group, dan BAYAN Group merupakan produsen batubara *sub-bituminous* dan *bituminous* berkadar belerang rendah yang ramah lingkungan. Meski demikian, perjalanan panjang BAYAN Group sesungguhnya telah dimulai sejak tujuh tahun sebelumnya, tepatnya pada bulan November 1997. Kala itu, Dato' DR. Low Tuck Kwong sebagai pemegang saham pendiri, mengakuisisi konsesi tambang batubara PT Gunung Bayan Pratamacoal (GBP) yang berlokasi di Muara Tae, Kalimantan Timur. Sejak saat itu pula, sejumlah konsesi batubara dan perusahaan lain ikut diakuisisi, termasuk PT Indonesia Pratama (IP) sebagai perusahaan jasa pertambangan, PT Dermaga Perkasapratama (DPP) yang merupakan pemilik dan pengelola pelabuhan khusus batubara yang dikenal sebagai Balikpapan Coal Terminal (BCT) dengan kapasitas hingga 24 juta MT per tahun, dan PT Muji Lines (ML) sebagai perusahaan pengangkutan.

Para pemegang saham pendiri kemudian mendirikan PT Bayan Resources Tbk. pada tanggal 7 Oktober 2004 berdasarkan Akta Notaris No. 12 tanggal 7 Oktober 2004 yang dibuat di hadapan Yani Indrawaty Wibawa, S.H., notaris di Jakarta. Selanjutnya, akta tersebut mendapat pengesahan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat Keputusan No. C-30690 HT.01.01.TH.2004 tanggal 21 Desember 2004. Dua tahun berselang, pada tahun 2006, status Perseroan berubah dari perusahaan non-investasi menjadi perusahaan terbatas di bidang investasi dalam negeri berdasarkan Undang-Undang Republik Indonesia.

## D.1. The Company and the BAYAN Group at a Glance [GRI 2-1]

Established in 2004, PT Bayan Resources Tbk is the parent of the BAYAN Group, and the BAYAN Group is a producer of environmentally friendly *sub-bituminous* and *bituminous* coal with low sulfur content. However, the BAYAN Group's long journey actually started seven years earlier, in November 1997 to be exact. At that time, Dato' DR. Low Tuck Kwong as the founding shareholder, acquired the coal mining concession of PT Gunung Bayan Pratamacoal (GBP) located in Muara Tae, East Kalimantan. Over time, several other coal concessions and other companies were acquired, including PT Indonesia Pratama (IP) as a coal mining service company, PT Dermaga Perkasapratama (DPP) which owns and manages a special coal port, known as the Balikpapan Coal Terminal (BCT) with a capacity of up to 24 million MT per year, and PT Muji Lines (ML) as a barging company.

On 7 October 2004, the founding shareholders established PT Bayan Resources Tbk based on Notarial Deed No. 12 dated 7 October 2004 drawn up before Yani Indrawaty Wibawa, S.H., a notary in Jakarta. Subsequently, the deed was approved by the Minister of Law and Human Rights of the Republic of Indonesia with Decision No. C-30690 HT.01.01.TH.2004 dated 21 December 2004. Two years later, in 2006, the status of the Company changed from a non-investment company into a limited liability company in the field of domestic investment based on the Law of the Republic of Indonesia.

Pada tanggal 12 Agustus 2008, Perseroan resmi mencatatkan sahamnya di Bursa Efek Indonesia melalui Penawaran Umum Saham Perdana dengan harga perdana sebesar Rp5.800/saham. Pada tahun yang sama, Perseroan membeli Kalimantan Floating Transshipment Facility 1 (KFT-1) guna melayani tongkang dan kapal berukuran kecil hingga *capsize* di wilayah Kalimantan Selatan. Empat tahun berselang, Perseroan kembali membeli Kalimantan *Floating Transshipment Facility 2* (KFT-2) untuk melayani di wilayah Kalimantan Timur.

Pada tahun 2011, Perseroan mengakuisisi 56% saham Kangaroo Resources Pty Ltd (KRL) yang kala itu merupakan perusahaan terbuka di Australia dan menguasai kepemilikan 13 konsesi pertambangan di Indonesia. Dengan demikian, Perseroan menjadi pemegang saham mayoritas atas KRL. Selanjutnya, pada akhir tahun 2018, Perseroan kembali membeli sisa saham KRL dari publik, sehingga menjadikan Perseroan sebagai pemegang saham tunggal, dan KRL pun dihapus dari Bursa Efek Australia, tepatnya pada tanggal 13 Desember 2018.

Secara umum, batubara yang diproduksi oleh BAYAN Group memiliki tingkat sulfur, nitrogen, dan abu yang sangat rendah, yang menghasilkan pembakaran yang jauh lebih bersih, sehingga mengurangi polutan berbahaya. Seluruh tambang BAYAN Group terletak di dekat pantai atau sungai, sehingga memberikan rantai logistik yang dapat diandalkan untuk mengirim batubara ke para pelanggan.

On 12 August 2008, the Company officially listed its shares on the Indonesia Stock Exchange through an Initial Public Offering at an initial price of IDR5,800 per share. In the same year, the Company purchased the Kalimantan Floating Transshipment Facility 1 (KFT-1) to serve barges and small to *capsize* vessels in the South Kalimantan region. Then, four years later, the Company also purchased the Kalimantan Floating Transshipment Facility 2 (KFT-2) to serve in East Kalimantan.

In 2011, the Company acquired a 56% stake in Kangaroo Resources Pty Ltd (KRL), which was an Australian public company at that time, and through that stake control of 13 mining concessions in Indonesia. With this acquisition, the Company became the majority shareholder of KRL. At the end of 2018, the Company purchased the remaining of KRL's shares from the public; thus, making the Company the sole shareholder, and delisted KRL from the Australian Securities Exchange on 13 December 2018.

In general, the coal produced by the BAYAN Group has very low levels of sulfur, nitrogen, and ash, resulting in a much cleaner combustion, reducing harmful pollutants. All of the BAYAN Group's mines are located near the coast or rivers, thus providing a reliable logistics chain in the delivery of our coal to customers.



**E**

**SURAT DARI DIREKSI**  
A View from the Top

**F**

**TATA KELOLA KEBERLANJUTAN**  
Sustainability Governance

**G**

**KINERJA KEBERLANJUTAN**  
Sustainability Performance

**H**

**TANGGUNG JAWAB PENGEMBANGAN  
PRODUK/JASA BERKELANJUTAN**  
Responsibility for Sustainable Product/Service Development

## D.2. Visi, Misi, dan Nilai Perseroan / Vision, Mission, and Values of the Company

[SEOJK A.1; C.1; F.1]



### VISI / VISION

Menjadi perusahaan pertambangan batubara terkemuka yang berkomitmen untuk menghasilkan produk bermutu, jasa berkualitas tinggi dan pertumbuhan berkesinambungan dalam jangka panjang dengan tetap meminimalkan dampak lingkungan.

To be a highly respected coal mining company committed to delivering premium products, high quality service and sustainable growth in the long term whilst minimizing environmental impact.



### MISI / MISSION

1. Mengoptimalkan nilai pemegang saham melalui pencapaian kinerja terbaik di semua operasi kami;
2. Memaksimalkan kompetensi inti melalui pelaksanaan praktik bisnis terbaik;
3. Menjunjung Tanggung Jawab Sosial Perusahaan dengan fokus pada peningkatan kesejahteraan karyawan, standar kesehatan dan keselamatan yang tinggi, kebijakan lingkungan yang berkesinambungan dan pengembangan masyarakat yang bertanggung jawab.

1. To optimize shareholders value by achieving best performance through all our operations.
2. To maximize core competencies by exercising best business practices.
3. To promote Corporate Social Responsibility with an emphasis on employee welfare, a high standard of health and safety, sustainable environmental policies, and responsible community



## NILAI / VALUES

### **Profesionalitas / Professionalism**

Setiap pegawai diwajibkan dapat meningkatkan kinerjanya dari hari ke hari guna mendapatkan kualitas kerja yang baik dalam rangka mencapai target kinerja Perseroan.

Every employee is required to be able to improve their day to day performance in order to obtain good quality of work to achieve the Company's performance targets.

### **Bertanggung Jawab / Accountability**

Setiap tugas yang diberikan Perseroan dapat dikerjakan sesuai dengan waktu yang diberikan.

Every task assigned by the Company can be completed within the provided timeline.

### **Jujur / Integrity**

Dalam melaksanakan tugas dan tanggung jawab, pegawai harus melaksanakan dengan hati yang bersih, jujur, ikhlas dan semangat, tanpa motif tersembunyi. Employees must carry out their duties and responsibilities with clear conscience, integrity, sincerity, and enthusiasm, without ulterior motives.

### **Disiplin / Discipline**

Melaksanakan tugas dan tanggung jawab harus dengan penuh kehati-hatian dan tepat waktu sesuai dengan arahan yang diberikan.

Duties and responsibilities must be carried out with discretion and in a timely manner in accordance with the directions given.

### **Dinamis / Dynamic**

Berkelakuan dinamis diperlukan dalam setiap aktivitas kerja di perusahaan guna mengikuti perkembangan teknologi dan jaman.

A dynamic attitude is required in all activities and works in order to keep up with the developing era and technology.

### D.3. Data Perseroan / The Company's Data

<b>Nama</b> Name [SEOJK C.2] [GRI 2-1]	<b>PT Bayan Resources Tbk.</b>
<b>Alamat Kantor Pusat</b> Headquarter Address [SEOJK C.2] [GRI 2-1]	Office 8 Building, 37th Floor, Unit A-H Jl. Senopati No. 8B, Senayan, Kebayoran Baru, Jakarta Selatan 12190, Indonesia
<b>Telepon &amp; Faksimili</b> Phone & Facsimile [SEOJK C.2] [GRI 2-3]	(6221) 2935 6888 & (6221) 2935 6999
<b>Email</b> [SEOJK C.2] [GRI 2-3]	corporate.secretary@bayan.com.sg DEPTJKT_marketing@bayan.com.sg
<b>Website</b> [SEOJK C.2] [GRI 2-3]	www.bayan.com.sg
<b>Status Perusahaan</b> Company Status [GRI 2-1]	Perusahaan Publik / Publicly/ Listed Company
<b>Jenis/Badan Hukum Perusahaan</b> Company Type/Legal Entity [GRI 2-1]	Perseroan Terbatas/ Limited Liability Company
<b>Kode Saham</b> Ticker Code	BYAN

### D.4. Skala Usaha Konsolidasi / Consolidated Business Scale

<b>Total Aset</b> Total Assets [SEOJK C.3a]	2025: US\$3,375,044,444 2024: US\$3,521,455,934
<b>Total Kewajiban</b> Total Liabilities [SEOJK C.3a]	2025: US\$680,460,160 2024: US\$1,207,613,523
<b>Pemegang Saham dan Persentase Kepemilikannya</b> Shareholders and Percentage of Ownership [SEOJK C.3c]	40.22% : Dato' DR. Low Tuck Kwong 22.00% : Elaine Low 10.00% : PT Sumber Suryadaya Prima 27.78% : Masyarakat / Public
<b>Jumlah dan Nama Negara Tempat Beroperasi</b> Number and Name of Country of Operation [GRI 2-1]	1 - Indonesia
<b>Wilayah Operasional</b> Location of Operations [SEOJK C.3d]	DKI Jakarta, Kalimantan Timur, Kalimantan Selatan DKI Jakarta, East Kalimantan, South Kalimantan
<b>Jumlah Karyawan</b> Total Employees [SEOJK C.3b] [GRI 2-7]	4,302 karyawan / employees
<b>Izin Usaha</b> Business License	5 Perjanjian Karya Pengusahaan Pertambangan Batubara (PKP2B) dan 13 Izin Usaha Pertambangan (IUP). 5 Coal Contract of Works (PKP2B) and 13 Mining Business Permits (IUP).

# Wilayah Operasional

## Location of Operations [SEOJK C.3d]

DKI Jakarta, Kalimantan Timur, dan Kalimantan Selatan

DKI Jakarta, East Kalimantan, and South Kalimantan



## A

TENTANG LAPORAN INI  
About the Report

## D.5. Komposisi Karyawan BAYAN Group

[SEOJK C.3b] [GRI 2-7]

Sumber daya manusia merupakan aset BAYAN Group yang paling berharga. Karena itu, manajemen berkomitmen untuk senantiasa melakukan peningkatan kompetensi dan pengembangan karir karyawan, serta menjaga lingkungan kerja yang mendukung keselamatan dan kesehatan kerja seluruh karyawan.

Jumlah karyawan BAYAN Group per 31 Desember 2025 adalah 4.302 orang, yang tersebar di Jakarta, Kalimantan Timur, dan Kalimantan Selatan.

## D.5. Composition of the BAYAN Group's Employees [SEOJK C.3b] [GRI 2-7]

Human resources are the BAYAN Group's most valuable asset. Therefore, the management is committed to always improving the competence and developing the career of its employees, as well as maintaining the work environment to support the occupational health and safety of all employees.

The total employees of the BAYAN Group as of 31 December 2025 was 4,302 people, which are spread across Jakarta, East Kalimantan, and South Kalimantan.

## B

STRATEGI KEBERLANJUTAN  
Sustainability Strategies

## Jumlah Karyawan BAYAN Group Berdasarkan Jenis Kelamin

Number of the BAYAN Group's Employees by Gender

[GRI 12.19.6; 405-1]

Jenis Kelamin Gender	Jumlah / Total		
	2025	2024	2023
Laki-Laki / Male	3,805 88.45%	3,666	3,374
Perempuan / Female	497 11.55%	483	445

## Jumlah Karyawan BAYAN Group Berdasarkan Jabatan

Number of the BAYAN Group's Employees by Position

Jabatan Position	Jumlah / Total			
	2025		2024	2023
	Laki-Laki Male	Perempuan Female		
Komisaris / Commissioner	5	-	6	6
Direktur / Director	7	4	11	12
Manajer / Manager	84	19	98	101
Wakil Manajer / Assistant Manager	14	5	12	10
Kepala Bagian / Section Head	57	1	51	50
Pengawas / Supervisor	192	24	215	199
Staff	311	145	422	384
Non-Staff	3,135	299	3,334	3,057

## C

BAYAN GROUP DALAM ANGKA  
BAYAN Group in Figures

## D

PROFIL PERSEORAN  
Company Profile

**Jumlah Karyawan BAYAN Group Berdasarkan Usia**  
Number of the BAYAN Group's Employees by Age

Usia / Age	Jumlah / Total			
	2025		2024	2023
	Laki-Laki Male	Perempuan Female		
18 – 20 tahun / years old	57	25	91	104
21 – 25 tahun / years old	500	135	608	557
26 – 30 tahun / years old	764	140	830	752
31 – 35 tahun / years old	688	71	738	672
36 – 40 tahun / years old	581	48	640	598
41 – 45 tahun / years old	550	35	550	499
46 – 50 tahun / years old	351	17	379	361
51 – 55 tahun / years old	241	18	234	212
≥ 56 tahun / years old	73	8	79	71

**Jumlah Karyawan BAYAN Group Berdasarkan Pendidikan**  
Number of the BAYAN Group's Employees by Education

Pendidikan / Education	Jumlah / Total			
	2025		2024	2023
	Laki-Laki Male	Perempuan Female		
Tidak Sekolah / No Formal Education	-	-	-	1
SD / Primary School	212	10	218	224
SMP / Junior High School	291	7	337	321
SMA / Senior High School	2,431	203	2,542	2,326
D1 / Diploma	238	45	272	249
S1 / Undergraduate Degree	600	223	742	662
S2 / Postgraduate Degree	30	9	34	33
S3 / Doctorate Degree	3	-	4	3

**Jumlah Karyawan BAYAN Group Berdasarkan Status Ketenagakerjaan**  
Number of the BAYAN Group's Employees by Employment Status

Status Ketenagakerjaan / Employment Status	Jumlah / Total			
	2025		2024	2023
	Laki-Laki Male	Perempuan Female		
Tetap / Permanent	3,144	448	3,402	2,940
Kontrak / Contract	661	49	747	886

**E**

**SURAT DARI DIREKSI**  
A View from the Top

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**TATA KELOLA KEBERLANJUTAN**  
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**H**

**TANGGUNG JAWAB PENGEMBANGAN  
PRODUK/JASA BERKELANJUTAN**  
Responsibility for Sustainable Product/Service Development

## A

### Komposisi Karyawan Berdasarkan Jabatan, Jenis Kelamin, dan Usia Tahun 2025

Composition of Employees by Position, Gender, and Age in 2025 [GRI 2-7; 12.19.6; 405-1]

Usia (Tahun) Age (Years old)	Level Jabatan/ Position								Jumlah Pegawai Total Employees
	Entry-Level		Mid-Level		Senior-Level		Executive Level		
									
18-24	415	116	2	0	1	0	0	0	534
25-34	1,407	234	53	3	2	2	0	0	1,701
35-44	1,047	70	99	18	24	7	0	2	1,267
45-54	517	20	93	9	32	5	4	0	680
>55	60	4	16	0	25	5	8	2	120
Total/Total	<b>3,446</b>	<b>444</b>	<b>263</b>	<b>30</b>	<b>84</b>	<b>19</b>	<b>12</b>	<b>4</b>	<b>4,302</b>

### Keberagaman Dewan Direksi dan Komisaris Tahun 2025

Diversity of the Board of Directors and Board of Commissioners in 2025 [GRI 405-1]

Kelompok Usia Age Group	Laki-Laki Male	Perempuan Female	Jumlah Total
<30 Tahun/Years Old	0	0	0
30-50 Tahun/Years Old	3	2	5
>50 Tahun/Years Old	9	2	11
Total Anggota Direksi dan Dewan Komisaris Total Members of Board of Directors and Board of Commissioners	12	4	16
Persentase Terhadap Total Percentage to the Total	75.00%	25.00%	100.00%

## B

## C

## D

#### D.6. Produk, Layanan, dan Kegiatan Usaha Perseroan [SEOJK C.4] [GRI 2-6]

Perseroan memproduksi batubara *sub-bituminous* dan *bituminous* berkadar belerang dan abu rendah yang ramah lingkungan.

Kegiatan usaha Perseroan yang dilaksanakan selama tahun 2025 berdasarkan Anggaran Dasar bergerak dalam bidang aktivitas perusahaan *holding*, pengangkutan dan penjualan batubara, dan pengelolaan terminal khusus batubara.

Kegiatan usaha utama Perseroan adalah sebagai berikut:

- Menjalankan kegiatan perusahaan *holding*. Dalam hal ini, Perseroan menjalankan berbagai kegiatan usaha (melalui anak-anak perusahaannya) di bidang pertambangan, sektor jasa pertambangan, dan kegiatan-kegiatan pendukung lainnya yang berkaitan dengan kegiatan usaha utama. Kegiatan dimaksud termasuk memberikan jaminan kepada anak-anak perusahaan terkait fasilitas pinjaman untuk kegiatan usaha, membeli, menjual, atau mengalihkan saham, serta konsultasi manajemen lainnya.

#### D.6. Products, Services, and Business Activities of the Company [SEOJK C.4] [GRI 2-6]

The Company produces environmentally friendly *sub-bituminous* and *bituminous* coal with low sulfur and ash content.

The Company's business activities that have been carried out in 2025 based on the Articles of Association are to engage in the sector of holding company activities, coal hauling and sales, and management of special coal terminals.

The Company's main business activities are as follows:

- Carrying out holding company activities. In this case, the Company carries out various business activities (through its subsidiaries) in the mining sector, mining services sector and other supporting activities related to the Company's main business activities. The activities include providing securities to its subsidiaries in relation to loan facilities for the business activities, buying, selling, or transferring securities, and other management consulting activities.

- b. Menjalankan kegiatan di sektor perdagangan besar, yaitu perdagangan batubara. Dalam hal ini, Perseroan melakukan perdagangan terkait kegiatan pertambangan baik domestik maupun internasional, dan melakukan kegiatan pembangunan untuk mendukung operasional pertambangan (seperti jalan pengangkutan batubara, conveyor, fasilitas penghancuran dan stockpile, terminal/ pelabuhan batubara, dan fasilitas pemuatan kapal).
- c. Menjalankan kegiatan di bidang pengelolaan terminal khusus batubara, termasuk aktivitas pelayanan kepelabuhanan laut dan aktivitas pelayanan kepelabuhanan sungai.

**Pasar yang Dilayani [GRI 2-6]**

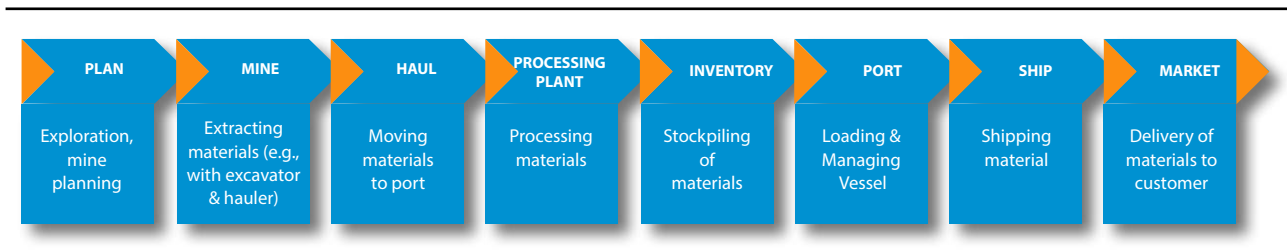
BAYAN Group menangani kegiatan penjualan dan pemasaran dengan menggunakan strategi penjualan yang berkesinambungan dan efektif. BAYAN Group memiliki basis pelanggan yang terdiversifikasi dan terdistribusi secara geografis. Letak lokasi BAYAN Group juga sangat strategis karena berdekatan dengan pasar batubara di Asia yang menjadi mayoritas pelanggannya.

Pada tahun 2025, selain melayani pasar domestik Indonesia, BAYAN Group juga memasarkan produknya ke luar negeri, yang sebagian besar merupakan negara-negara di Asia. Sepanjang tahun 2025, total volume penjualan batubara BAYAN Group mencapai 70,8 juta MT sesuai dengan volume target penjualan sebesar 70-72 juta MT.

**Rantai Pasokan [GRI 2-6]**

BAYAN Group berupaya melakukan pengelolaan rantai pasok yang bertanggung jawab. Selain memperhatikan kualitas produk, reputasi pihak terkait, dan proposal yang diajukan, terdapat beberapa kriteria yang diterapkan dalam pemilihan kontraktor dan pemasok, salah satunya terkait lingkungan. Ke depannya, BAYAN Group akan terus mengembangkan panduan untuk pemilihan kontraktor dan pemasok terkait dengan praktik keberlanjutannya. [GRI 308-1]

Rantai pasokan untuk produk dan/atau jasa yang dihasilkan oleh BAYAN Group mulai dari perencanaan tambang, penambangan, pengangkutan, pengolahan, bongkar muat, stockpiling dan pemuatan ke kapal serta penjualan dapat digambarkan sebagai berikut:



- b. Carrying out activities in the sector of wholesale trade, which is coal trading. In this case, the Company carries out trade related to mining activities both domestically and internationally, carries out construction activities to support the mining operations (e.g., coal hauling roads, conveyors, crushing and stockpile facilities, coal terminals/ ports, and barge loading facilities).
- c. Carrying out activities in the sector of management of special coal terminals, including seaport service activities and river port service activities.

**Markets Served [GRI 2-6]**

The BAYAN Group handles sales and marketing with continuous and effective sales strategies. The BAYAN Group has a diverse and geographically dispersed customer base. The location of the BAYAN Group is also highly strategic due to its proximity to the coal markets in Asia, where the majority of its customers are located.

In 2025, besides serving the Indonesian domestic market, the BAYAN Group also promoted its products abroad, mostly to countries in Asia. In 2025, the total coal sales volume of the BAYAN Group was 70.8 million MT, which was in line with its target sales volume of 70-72 million MT.

**Supply Chain [GRI 2-6]**

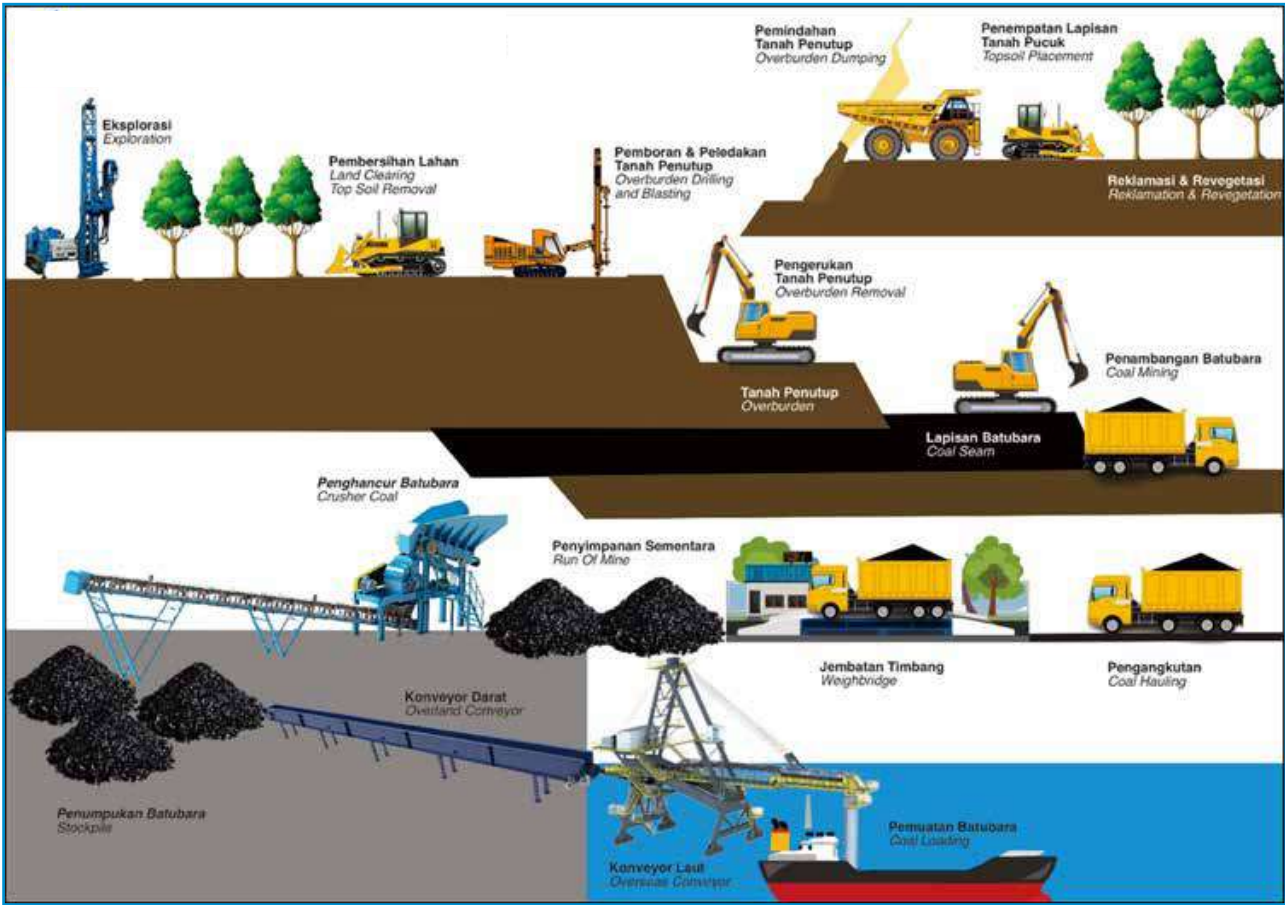
The BAYAN Group strives to manage a responsible supply chain. Besides considering the product quality, reputation, and proposal submitted, there are other criteria applied in selecting contractors and suppliers, one of which is related to environmental criteria. Moving forward, the BAYAN Group will continue to develop a guidance for selecting contractors and suppliers related to their sustainability practices. [GRI 308-1]

The supply chain for the products and/or services produced by the BAYAN Group starting from mine planning, mining, hauling, processing, loading and unloading, stockpiling and loading to the vessels, and sales, can be described as follows:

**A**

TENTANG LAPORAN INI  
About the Report

**Alur Proses Operasi / Operational Process Flow**



**B**

STRATEGI KEBERLANJUTAN  
Sustainability Strategies

**EKSPLORASI**

Departemen Operasional bertanggung jawab untuk menjalankan, mengelola, dan mengembangkan kegiatan eksplorasi untuk mendapatkan data mengenai potensi cadangan dan sumber daya batubara pada konsesi yang dimiliki oleh BAYAN Group maupun konsesi baru lainnya dengan tahapan kegiatan yang dilakukan secara terintegrasi. Untuk penilaian lokasi prospektif dilakukan studi literatur dan geologi regional, pemetaan geologi dan singkapan batubara, serta identifikasi struktur geologi. Selanjutnya dilakukan kegiatan eksplorasi awal dan eksplorasi detail meliputi pemetaan geologi detail, pemetaan topografi detail, pembuatan sumur uji dan parit uji, pengeboran eksplorasi detail, dan *logging* geofisika untuk memastikan ketebalan dan arah kemenerusan batubara, analisis kualitas batubara hasil pengeboran di laboratorium independen, pengeboran geoteknik, studi seismik 2D/3D, dan geohidrologi. Tahap berikutnya adalah verifikasi (pemeriksaan) dan validasi (pengujian) data eksplorasi dilanjutkan pembuatan model geologi dan model kualitas batubara secara 3 dimensi menggunakan perangkat lunak (*software*) pemodelan geologi. Tahap akhir adalah pembuatan Laporan Hasil Eksplorasi dan Estimasi Sumber Daya Batubara sesuai Kode KCMI terbaru maupun JORC (*Joint Ore Reserves Committee*), termasuk Statement Sumber Daya dan Cadangan Batubara oleh CPI (*Competent Person Indonesia*) Perseroan.

**EXPLORATION**

The Operations Department is responsible for carrying out, managing, and developing exploration activities to obtain data on potential coal reserves and resources for the concessions owned by the BAYAN Group and other new concessions with integrated activity stages. Assessments such as prospective locations, regional geological and literature studies, geological mapping and coal outcrops and identification of geological structures are carried out by them. Furthermore, the preliminary exploration and detailed exploration activities carried out include detailed geological mapping, detailed topographic mapping, construction of test wells and test trenches, detailed exploration drilling, geophysical logging to ensure thickness and direction of coal continuity, quality analysis of coal drilled on site with independent laboratories, geotechnical drilling, 2D/3D seismic studies, and geohydrology. The next stage is verification (examination) and validation (testing) of exploration data, followed by the creation of geological models and 3-dimensional coal quality models using geological modeling software. Finally, the last stage is the preparation of the Coal Resource Exploration and Estimation Report according to the latest KCMI Code and JORC (*Joint Ore Reserves Committee*), including the Statement of Coal Resources and Reserves by the Company's CPI (*Competent Person Indonesia*).

**C**

BAYAN GROUP DALAM ANGKA  
BAYAN Group in Figures

**D**

PROFIL PERSEORAN  
Company Profile

## PENAMBANGAN

Sebagai bagian dari estimasi cadangan, perencanaan umur tambang diterbitkan, yang meliputi perencanaan jangka pendek, menengah, sampai akhir tambang. Kegiatan penambangan di area BAYAN Group dilakukan oleh kontraktor menggunakan metode tambang terbuka dengan *truck & shovel mining system* di bawah pengawasan penuh Kepala Teknik Tambang dan tenaga ahli Perseroan agar pelaksanaan kegiatan operasional sesuai kaidah pertambangan yang berlaku, baik dari aspek teknis, K3 maupun lingkungan. Penambangan diawali dengan pembersihan permukaan dari vegetasi dan lainnya (*land clearing*), pemindahan tanah pucuk (*topsoil*) ke area penampungan sementara, pemindahan batuan penutup (*overburden*) ke penampungan di luar area penggalian tambang (*out-pit dump*) dan/atau ke area di mana kegiatan pertambangan telah selesai (*in-pit dump*), pengambilan batubara (*coal extraction*), serta pengangkutan ke stockpile batubara untuk proses pengolahan selanjutnya. Setelah kegiatan penggalian batubara selesai di suatu area, dilakukan penimbunan kembali material *overburden* (*backfilling*) yang dapat dibuang di rongga tambang ini (*in-pit dumps*) dari area pertambangan yang berdekatan atau di luar area lubang tambang (*out-of-pit dumps*). Akhirnya, rehabilitasi di seluruh wilayah kegiatan pertambangan dilakukan menggunakan tanah pucuk, serta reklamasi dan revegetasi dilakukan sesuai peruntukan yang tercantum dalam dokumen Analisis Dampak Lingkungan (AMDAL) dan Rencana Pascatambang (RPT).

## PROSES

Batubara hasil penambangan (ROM Coal) diangkut menggunakan *dump truck* besar menuju ke tempat penampungan sementara (*stockpile*). Batu bara tersebut selanjutnya dimuat ke dalam truk pengangkut dan dikiriskan ke fasilitas pemuatan tongkang, di mana batubara diremukkan dengan ukuran yang seragam (*Crush Coal*) sesuai kebutuhan pasar. Kuantitas batubara yang diangkut truk dihitung menggunakan jembatan timbang (*weighbridge*) pada saat *dump truck* sedang mengangkut batubara dan selanjutnya dilakukan *draft survey* oleh *independent surveyor* saat pemuatan ke tongkang. Untuk mengawasi kualitas batubara, dilakukan analisis secara berkala atas sampel batubara yang diambil dari area pertambangan. Pada saat batubara menuju pemuatan ke tongkang, *magnetic separator* digunakan untuk memisahkan kontaminasi material lain serta mengambil sampel secara otomatis guna dianalisis di laboratorium independen. Dari fasilitas pemuatan tongkang di lokasi proyek, batubara dimuat ke tongkang untuk dikirim langsung ke konsumen pengguna akhir, atau dikirimkan ke KFT1, KFT2, KFT3 serta ke Balikpapan Coal Terminal (BCT) untuk dimuat ke kapal angkut yang besar menuju ke fasilitas pelanggan.

## PEMASARAN

BAYAN Group menangani penjualan dan pemasaran dengan menggunakan strategi penjualan yang berkesinambungan dan efektif.

## MINING

As a part of the reserve estimation, a life of mine plan is generated which includes plans for the short, medium and final stages. The BAYAN Group mining activities are carried out by contractors using the open pit mining method utilizing a truck & shovel mining system under the full supervision of the Head of Mine Engineering and other of the Company's experts. This is done so that operational activities are carried out in accordance with the prevailing mining regulations from technical, OHS, and environmental aspects. Mining activity begins with the clearing the surface of the vegetation, clearing land, transferring topsoil to a temporary storage area, removing overburden to a storage area outside the mining area (out-pit dump) and/or to an area where coal mining has been completed (in-pit dump), extracting the coal, and finally transporting it to a coal stockpile for further processing. After the coal excavation activities are completed in an area, overburden material may be dumped in these mine voids (in-pit dumps) from adjacent mining areas or in out-of-pit dumps. Finally, rehabilitation of the entire mining area is carried out using topsoil as well as reclamation and revegetation according to their designation as stated in the Environmental Impact Assessment (AMDAL) document and Post-mining Plan (RPT).

## PROCESS

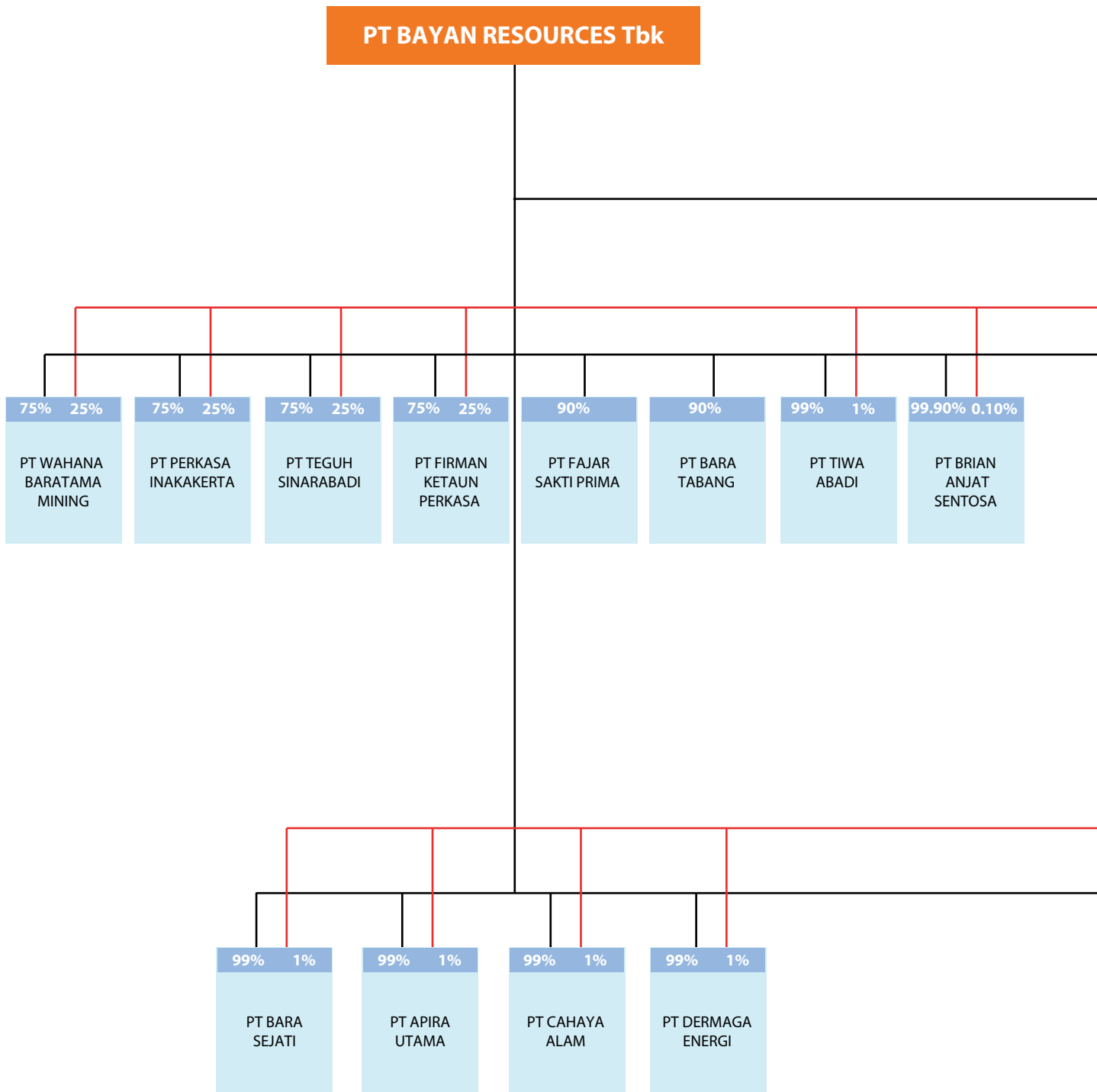
Coal from the mining (ROM Coal) is typically transported by large dump truck to a temporary stockpile where it is loaded onto coal haulage trucks and transported to the barge loading facilities where it is crushed to a uniform size (Crushed Coal) according to the market needs. The quantity of the trucked coal is calculated using a weighbridge when the dump truck is transporting the coal and a draft survey is done by an independent surveyor when loaded onto the barge. To monitor the coal quality, coal samples taken at the mining site are analyzed periodically. When loading coal to barges, magnetic separators are used to separate other material contamination and to take automatic samples to be analyzed at an independent laboratory. From the barge loading facilities at the project site, the coal is loaded onto barges for direct delivery to end-user consumers or to transport it to the KFT1, KFT2, KFT3, and to the Balikpapan Coal Terminal (BCT) for loading onto large vessels to be transported to the customers facilities.

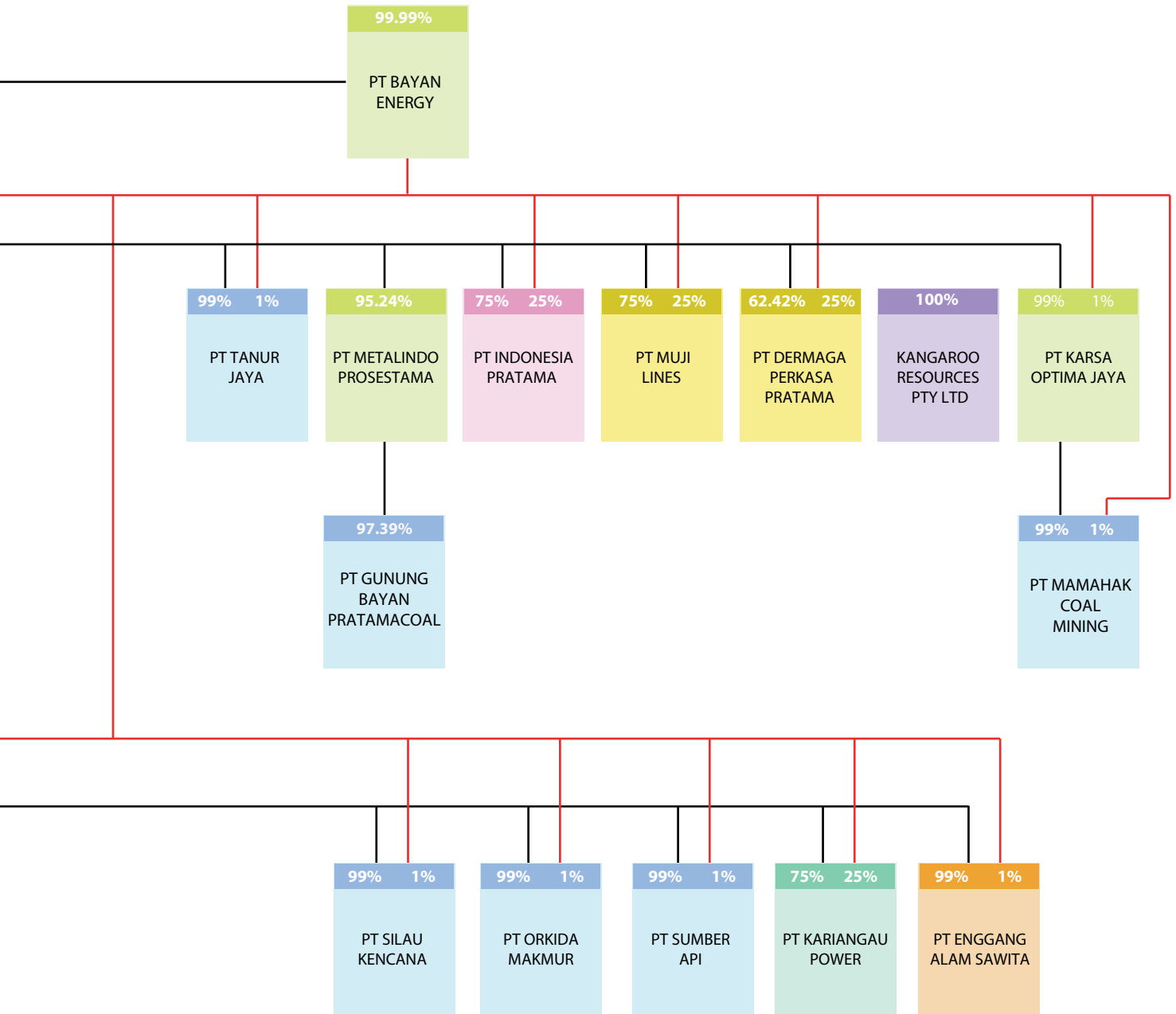
## MARKETING

The BAYAN Group handles sales and marketing with continuous and effective sales strategies.

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## D.7. Struktur BAYAN Group / BAYAN Group's Structure





- Perusahaan Pertambangan Batubara / Coal Mining Company
- Perusahaan Jasa Pengalihmuatan Batubara / Coal Transshipment Services
- Investasi pada Anak Perusahaan / Investment in Subsidiary
- Penyedia Tenaga Listrik / Electric Power Supplier
- Kontraktor Pertambangan / Mining Contractor
- Perkebunan Kelapa Sawit / Oil Palm Plantation

## D.8. Keanggotaan pada Asosiasi [SEOJK C.5] [GRI 2-28]

BAYAN Group berkomitmen untuk berpartisipasi aktif melalui kemitraan strategis dengan berbagai organisasi dan asosiasi industri. Oleh karena itu, BAYAN Group berkolaborasi dengan berbagai asosiasi yang penting di dalam sektor pertambangan, antara lain:



Asosiasi Emiten Indonesia (AEI)  
Indonesian Public Listed  
Companies Association



Asosiasi Pertambangan Batubara  
Indonesia (APBI)  
Indonesian Coal Mining Association



Indonesian National  
Shipowners  
Association (INSA)

## D.9. Penghargaan dan Sertifikat

Selama tahun 2025, BAYAN Group telah menerima sejumlah penghargaan dan/atau sertifikasi dari berbagai institusi terkait beberapa aspek.

Terkait kegiatan CSR yang dilakukan, BAYAN Group kembali meraih Subroto Award 2025 pada 24 Oktober 2025 untuk kategori Stakeholder Terbaik Bidang Pengembangan Kompetensi Sumber Daya Manusia melalui Pendidikan Vokasi. Penghargaan ini merupakan pengakuan atas komitmen Perseroan dalam mendukung peningkatan kapasitas sumber daya manusia melalui Program Beasiswa Lingkar Tambang yang bekerja sama dengan Politeknik Energi dan Pertambangan (PEP) Bandung dan Pusat Pengembangan Sumber Daya Manusia Geologi, Mineral, dan Batubara (PPSDM Geominerba). Program ini telah secara berkelanjutan memperluas akses pendidikan, memperkuat kesiapan tenaga kerja lokal, dan meningkatkan kualitas sumber daya manusia.



Pada tanggal 1 Desember 2025, salah satu anak usaha BAYAN Group, yaitu PT Wahana Baratama Mining, menerima Penghargaan Pendukung Proklim (Program Kampung Iklim) 2025 dari Kementerian Lingkungan Hidup/Badan Pengendalian Lingkungan Hidup. Proklim merupakan program nasional yang mendorong aksi nyata berbasis komunitas untuk memperkuat ketahanan masyarakat terhadap perubahan iklim dan menurunkan emisi gas rumah kaca. Proklim BAYAN Group dilakukan di Desa Al-Kautsar, Kecamatan Satui, Kabupaten Tanah Bumbu, Kalimantan Selatan, sejak tahun 2021 melalui pelatihan dan bimbingan teknis untuk kegiatan-kegiatan ramah lingkungan berbasis kearifan lokal. Kegiatan tersebut mencakup antara lain pembuatan biopori dan embung, pemasangan penerangan solar cell untuk jalan umum, dan pembangunan green house. Saat ini, Proklim di Desa Al-Kautsar telah mencapai predikat tertinggi, yaitu "Lestari" dengan skala nasional.

On 1 December 2025, one of the BAYAN Group's subsidiaries, i.e., PT Wahana Baratama Mining received an Award as a Supporting Partner in Proklim (Climate Village Program) in 2025 from the Ministry of Environment/Environmental Control Agency. Proklim is a national program that encourages community-based real actions to strengthen the community resilience toward climate change and reduce greenhouse gas emissions. BAYAN Group's Proklim has been conducted at Al-Kautsar Village, Satui Subdistrict, Tanah Bumbu Regency, South Kalimantan, since 2021 through trainings and technical guidance for environmentally friendly activities based on local wisdom. The activities consist of making biopore and small retention pond, installing solar cell lighting for public roads, and green house development. Currently, Proklim at Al-Kautsar has achieved the highest predicate, which is Lestari in national scale.

## D.8. Membership of Associations [SEOJK C.5] [GRI 2-28]

The BAYAN Group is committed to actively participating in strategic partnerships with various industry organizations and associations. We collaborate with various important associations in the mining sector, including:

## D.9. Awards and Certificates

Throughout 2025, the BAYAN Group has received a number of awards and/or certifications from various institutions related to several aspects.

In relation to the CSR programs, the BAYAN Group once again received the 2025 Subroto Award on 24 October 2025 for the category of the Best Stakeholder in the Development of Human Resources Competence through Vocational Education. This award is a recognition of the Company's commitment to support human resources capacity development through the Scholarship Program for the Community Around the Mining Area in collaboration with Politeknik Energi dan Pertambangan (PEP) Bandung and Center for Human Resources Development in Geology, Mineral, and Coal (PPSDM Geominerba). This program has continuously expanded educational access, strengthened local labors, and improved human resources quality.



Selain itu, BAYAN Group melalui PT Bara Tabang menerima Naker Award 2025 dari Kementerian Ketenagakerjaan (Kemnaker) Republik Indonesia atas komitmennya dalam mempekerjakan penyandang disabilitas, yang sejalan dengan amanat Undang-Undang Republik Indonesia Nomor 8 Tahun 2016 tentang Penyandang Disabilitas. Keterlibatan penyandang disabilitas ini merupakan hasil dari upaya keberlanjutan BAYAN Group melalui program PPM, BAYAN Peduli Disabilitas, di mana peserta memperoleh pembinaan dan pelatihan untuk mengembangkan keterampilan dan kepercayaan dirinya. Dengan capaian tersebut, BAYAN Group merekrut beberapa peserta sebagai tenaga kerja.

Furthermore, the BAYAN Group through PT Bara Tabang received the 2025 Naker Award from the Ministry of Manpower of the Republic of Indonesia in recognition of its commitment to employing persons with disabilities, which is also a mandate of Law of the Republic of Indonesia Number 8 of 2016 regarding Persons with Disabilities. Such engagement is the result of the BAYAN Group's ongoing efforts through its comdev program, BAYAN Peduli Disabilitas, in which the participants are guided and trained to develop their skills and self-confidence. With this achievement, BAYAN Group recruited some participants as part of its workforce.

Secara lengkap, penghargaan lain diterima oleh BAYAN Group, sebagai berikut:

The following are the complete awards received by the BAYAN Group:

No.	Penghargaan dan Sertifikasi <i>Awards and Certifications</i>	Perusahaan yang Menerima <i>Receiving Company</i>	Perusahaan atau Institusi yang Memberikan <i>Awarding Companies or Institutions</i>	Tanggal <i>Date</i>
1	Piagam Penghargaan dengan Kategori Gold untuk Program Pencegahan dan Penanggulangan HIV & AIDS di Tempat Kerja <i>Gold Rating Award for HIV/AIDS Prevention and Control Programs at Workplace</i>	PT Bara Tabang, PT Fajar Sakti Prima	Gubernur Kalimantan Timur <i>Governor of East Kalimantan</i>	26 Juni 2025 <i>26 June 2025</i>
2	Piagam Penghargaan dengan Kategori Platinum untuk Program Pencegahan dan Penanggulangan HIV & AIDS di Tempat Kerja <i>Platinum Rating Award for HIV/AIDS Prevention and Control Programs at Workplace</i>	PT Tiwa Abadi	Gubernur Kalimantan Timur <i>Governor of East Kalimantan</i>	26 Juni 2025 <i>26 June 2025</i>
3	Piagam Penghargaan dengan Kategori Silver untuk Program Penanggulangan Tuberkulosis di Tempat Kerja <i>Silver Rating Award for Tuberculosis Control Programs at Workplace</i>	PT Fajar Sakti Prima, PT Tanur Jaya, PT Tiwa Abadi	Gubernur Kalimantan Timur <i>Governor of East Kalimantan</i>	26 Juni 2025 <i>26 June 2025</i>
4	Piagam Penghargaan Kecelakaan Nihil ( <i>Zero Accident</i> ) <i>Zero Accident Award</i>	PT Bara Tabang PT Kariangau Power	Gubernur Kalimantan Timur <i>Governor of East Kalimantan</i>	26 Juni 2025 <i>26 June 2025</i>
5	Subroto Award 2025 Kategori Stakeholder Terbaik Bidang Pengembangan Sumber Daya Manusia melalui Pendidikan Vokasi <i>Subroto Award 2025 for the Category of the Best Stakeholder in the Development of Human Resources Competence through Vocational Education</i>	PT Bara Tabang	Kementerian Energi dan Sumber Daya Mineral <i>Ministry of Energy and Mineral Resources</i>	24 Oktober 2025 <i>24 October 2025</i>
6	Ucapan Terima Kasih Sponsorship Awarding RT CGH dan Eco Office Kota Balikpapan Tahun 2025 <i>Appreciation for the Sponsorship Awarding of RT CGH and Eco Office of Balikpapan in 2025</i>	PT Dermaga Perkasapratama	Walikota Balikpapan <i>Mayor of Balikpapan</i>	04 November 2025 <i>04 November 2025</i>
7	Sertifikat atas Dukungan pada Pelatihan Teknis Pemeriksaan Barang Ekspor Curah Padat Berupa Batu Bara dengan Metode Draught Survey <i>Certificate for the Support in Technical Training on Examination of Solid Bulk Export Cargo with Draught Survey Method</i>	PT Dermaga Perkasapratama	Kantor Wilayah Direktorat Jenderal Bea dan Cukai Kalimantan Bagian Timur <i>Regional Office of Directorate General of Customs and Excise in East Kalimantan</i>	21 November 2025 <i>21 November 2025</i>
8	Penghargaan Perusahaan Sedang Terbaik Kedua dalam Kategori Perusahaan yang Telah Mempekerjakan Tenaga Kerja Penyandang Disabilitas (TKPD) <i>Award for the Second-Best Medium-Sized in the category of Companies Employing Persons with Disabilities</i>	PT Bara Tabang	Kementerian Ketenagakerjaan Republik Indonesia <i>Ministry of Manpower of the Republic of Indonesia</i>	25 November 2025 <i>25 November 2025</i>

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No.	Penghargaan dan Sertifikasi <i>Awards and Certifications</i>	Perusahaan yang Menerima <i>Receiving Company</i>	Perusahaan atau Institusi yang Memberikan <i>Awarding Companies or Institutions</i>	Tanggal <i>Date</i>
9	Piagam Penghargaan Pendukung Proklim 2025 <i>Award as a Supporting Partner in the Proklim 2025</i>	PT Wahana Baratama Mining	Kementerian Lingkungan Hidup/Badan Pengendalian Lingkungan Hidup <i>Ministry of Environment/ Environmental Control Agency</i>	01 Desember 2025 01 December 2025
10	Penghargaan atas Dukungan dan Pelaksanaan Kegiatan Donor Darah Sukarela "PMI Idaman" <i>Appreciation for the Support and Implementation of Voluntary Blood Donation "PMI Idaman"</i>	PT Tiwa Abadi	Unit Donor Darah PMI Kabupaten Kutai Kartanegara <i>PMI Blood Donation Unit for Kutai Kartanegara Regency</i>	08 Desember 2025 08 December 2025
11	Penghargaan sebagai Mitra Pendukung Proklim Tahun 2025, atas dukungannya untuk Program Kampung Iklim dalam melaksanakan Aksi Adaptasi dan Mitigasi Perubahan Iklim di Tingkat Tapak <i>Award as a Supporting Partner in the Proklim 2025, for its support in the Climate Village Program in implementing the Climate Change Adaptation and Mitigation Action at Village Level</i>	PT Wahana Baratama Mining	Gubernur Kalimantan Selatan <i>Governor of South Kalimantan</i>	Desember 2025 December 2025
12	Peringkat BIRU untuk Program Penilaian Kinerja dalam Pengelolaan Lingkungan Hidup Provinsi Kalimantan Timur Periode 2024-2025 <i>BLUE Rating Award for Corporate Performance Rating Program in Environmental Management in East Kalimantan for the Period of 2024-2025</i>	PT Tiwa Abadi, PT Tanur Jaya	Gubernur Kalimantan Timur <i>Governor of East Kalimantan</i>	2024-2025
13	Peringkat HIJAU untuk Program Penilaian Kinerja dalam Pengelolaan Lingkungan Hidup Provinsi Kalimantan Timur Periode 2024-2025 <i>GREEN Rating Award for Corporate Performance Rating Program in Environmental Management in East Kalimantan for the Period of 2024-2025</i>	PT Bara Tabang, PT Fajar Sakti Prima	Gubernur Kalimantan Timur <i>Governor of East Kalimantan</i>	2024-2025
14	Penghargaan sebagai Mitra Aktif Program Bapak Asuh Anak Stunting (BAAS) dalam Percepatan Penurunan Stunting di Kabupaten Kutai Barat <i>Award as an Active Partner in Foster Father for Children with Stunting Program to Accelerate Stunting Reducing in Kutai Barat Regency</i>	PT Fajar Sakti Prima	Gubernur Kalimantan Timur <i>Governor of East Kalimantan</i>	2025
15	Penghargaan sebagai Mitra Aktif Program Bapak Asuh Anak Stunting (BAAS) dalam Percepatan Penurunan Stunting di Kabupaten Kutai Kartanegara <i>Award as an Active Partner in Foster Father for Children with Stunting Program to Accelerate Stunting Reducing in Kutai Kartanegara Regency</i>	PT Tanur Jaya	Badan Kependudukan dan Keluarga Berencana Nasional Kalimantan Timur <i>National Population and Family Planning Board of East Kalimantan</i>	2025
16	Penghargaan sebagai Mitra Aktif Program Bapak Asuh Anak Stunting (BAAS) dalam Percepatan Penurunan Stunting di Provinsi Kalimantan Timur <i>Award as an Active Partner in Foster Father for Children with Stunting Program to Accelerate Stunting Reducing in East Kalimantan</i>	PT Bara Tabang, PT Tiwa Abadi	Badan Kependudukan dan Keluarga Berencana Nasional Republik Indonesia <i>National Population and Family Planning Board of the Republic of Indonesia</i>	2025
17	Sertifikat Memenuhi Persyaratan Keselamatan Kebakaran <i>Certificate of Compliance with Fire Safety Requirements</i>	PT Kariangau Power	Badan Penanggulangan Bencana Daerah Kota Balikpapan <i>Agency for Disaster Countermeasure in Balikpapan</i>	30 Mei 2024-30 Mei 2025 30 May 2024-30 May 2025

## B

STRATEGI KEBERLANJUTAN  
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## C

BAYAN GROUP DALAM ANGKA  
BAYAN Group in Figures

## D

PROFIL PERSEORAN  
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### D.10. Perubahan Signifikan [SEOJK C.6]

Selama tahun 2025, Perseroan tidak mengalami perubahan yang signifikan berdasarkan SEOJK-16.

### D.10. Significant Changes [SEOJK C.6]

During 2025, there was no significant change in the Company based on SEOJK-16.



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[SEOJK D] [GRI 2-22]





## **Dato' DR. Low Tuck Kwong**

Direktur Utama  
President Director

## Para Pemangku Kepentingan yang Terhormat,

Tahun 2025 kembali menjadi tahun rekor bagi Perseroan dalam berbagai hal, termasuk volume produksi dan penjualan batubara, serta rekor dalam hal kontribusi kami kepada masyarakat dan inisiatif ESG (*environment/lingkungan, social/sosial, dan governance/tata kelola*) secara umum. Kami tidak hanya berkontribusi dalam bentuk jumlah donasi yang memecahkan rekor dari inisiatif CSR dan BAYAN Peduli kami, tapi kami juga mendukung sejumlah program beasiswa bagi banyak siswa, jam pelatihan bagi karyawan kami, serta menghasilkan sumber energi ramah lingkungan dari fasilitas PLTS kami. Pencapaian ini membuat kami sangat bangga akan hal yang telah berhasil diperoleh sejauh ini dan kami berkomitmen untuk pengembangan lebih lanjut dalam bidang ini pada tahun-tahun mendatang.

Salah satu contoh topik yang terkait erat dengan filosofi Perseroan adalah pendidikan. Kami percaya dengan memberikan kesempatan bagi mereka yang belum dapat mengenyam pendidikan akan dapat mengangkat Indonesia secara keseluruhan. Sehubungan dengan hal ini, pada akhir tahun 2025, BAYAN Peduli telah bermitra dengan 15 universitas di kota besar di Jawa dan Kalimantan, termasuk tiga universitas di Kalimantan dan dua universitas yang memiliki program beasiswa disabilitas. Bidang studi yang dipelajari mencakup spektrum yang luas dan berbeda termasuk: (i) Keberlanjutan; (ii) Kesehatan Masyarakat, Lingkungan, dan Nutrisi; (iii) Teknik, Ekonomi, Hukum, dan Sosial; (iv) Pertanian, Maritim, dan Kehutanan; (v) Teknologi Informasi; (vi) Pertambangan, dan (vii) Pendidikan Guru. Hingga saat ini, kami telah memberikan lebih dari 4,000 beasiswa bagi siswa.

Kami memiliki lebih banyak program dan proyek menarik di mana kami terlibat dan yang sedang diluncurkan, yang diharapkan dapat semakin memperkuat komitmen Perseroan atas praktik keberlanjutan.

## Nilai-nilai Keberlanjutan

Dalam jangka waktu 10 tahun terakhir, produksi batubara Perseroan telah tumbuh lebih dari 400%. Pertumbuhan ini didukung oleh budaya Perseroan, yang mencakup keberlanjutan, profesionalitas, bertanggung jawab, jujur, disiplin, dan dinamis. Berdasarkan nilai dan budaya perusahaan tersebut, Perseroan selalu menerapkan kode etik, yang merupakan pedoman bagi semua karyawan di Perseroan dalam berinteraksi dengan para pemangku kepentingan. Untuk memastikan bahwa bisnis dilakukan sesuai dengan kode etik ini, Perseroan terus-menerus menanamkan nilai-nilai tersebut melalui berbagai kegiatan pelatihan.

## Dear Stakeholders,

2025 was again a record year for the Company in many respects including in terms of coal production and sales volumes but it was also a record in terms of our contributions back to the community and ESG (*environment, social, and governance*) initiatives. Not only did we contribute a record amount of donations under our CSR and BAYAN Peduli initiatives but we supported a record number of scholarships for students, training hours for our employees and generation of green power from our solar facility. These achievements make us very proud of what we have been able to accomplish to date, and we are committed to strive for further progress in these areas in coming years.

For example, one of the topics dear to the Company's philosophy is education; we believe in giving opportunities for education to those that may not necessarily have that opportunity otherwise and that this will lift Indonesia as a whole. In this regard, at the end of 2025, BAYAN Peduli had partnered with 15 universities across major cities in Java and Kalimantan, including three universities in Kalimantan and two universities which have disability scholarship programs. The subjects studied cover a wide and diverse spectrum including: (i) Sustainability; (ii) Community Health, Environment, and Nutrition; (iii) Engineering, Economy, Law and Social; (iv) Agriculture, Maritime, and Forestry; (v) Information Technology; (vi) Mining; and (vii) Teacher Education. To date we have granted over 4,000 scholarships for students.

We have many more exciting programmes and projects that we are getting involved with and being rolled out that we expect will only strengthen the Company's commitment to sustainability practices.

## Sustainability Values

When we talk about economic development, coal is undeniably one of the fundamental elements to the development of modern society. As the world's most reliable energy sources, coal has been helping humanity in building our civilization and paving our way towards a more sustainable future. Coal helped us to get where we are today by providing the energy that enabled all the technological advantages for renewable and sustainable energy to flourish.

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### Berperan dalam Pembangunan Sosial Ekonomi

Ketika kita berbicara tentang pembangunan ekonomi, tidak dapat dipungkiri bahwa batubara merupakan salah satu elemen fundamental bagi perkembangan masyarakat modern. Batubara sebagai sumber energi paling andal di dunia telah membantu umat manusia dalam membangun peradaban dan membuka jalan menuju masa depan yang lebih berkelanjutan. Batubara membantu masyarakat mencapai kemajuan seperti saat ini dengan menyediakan energi yang mendukung semua keunggulan teknologi menuju pengembangan energi terbarukan dan berkelanjutan.

BAYAN Group berperan dalam memenuhi permintaan batubara nasional dan global secara bertanggung jawab dan berkelanjutan. Untuk tahun 2025, BAYAN Group mencapai total produksi sebesar 68,0 juta MT dan penjualan sebesar 70,8 juta MT, di mana sekitar 25,7% dari hasil tersebut diperuntukkan bagi pasar domestik. Kami juga dengan senang hati melaporkan bahwa kinerja keuangan kami yang kuat telah memungkinkan kami untuk mengejar agenda pertumbuhan berkelanjutan kami. Kami mencatatkan laba tahun berjalan sebesar US\$0,78 miliar, setelah dikurangi dengan gabungan beban pajak badan dan royalti sebesar sekitar US\$0,50 miliar. Selama 5 tahun terakhir, total beban pajak badan dan royalti gabungan kami lebih dari US\$3,24 miliar yang secara langsung dikontribusikan bagi ekonomi Indonesia.

Pada tahun 2025, keberlanjutan semakin terintegrasi dengan kuat dalam strategi bisnis BAYAN Group melalui beberapa proyek yang telah kami jelaskan sebelumnya serta area-area lainnya. Hal ini bukan hanya benar untuk dilakukan, tetapi juga menciptakan nilai bisnis dengan mendorong solusi inovatif untuk tantangan operasional sekaligus mengurangi risiko bisnis.

Untuk program Pengembangan dan Pemberdayaan Masyarakat, serta inisiatif BAYAN Peduli, Perseroan telah mengeluarkan dana sekitar Rp223,9 miliar pada tahun 2025, yang meningkat sekitar 80% dari 2024. Sebagaimana yang dilaporkan pada tahun sebelumnya, kami telah menyelesaikan jalan umum sepanjang 85 km dari KM90 ke Desa Abit, termasuk 6 jembatan yang dibuka untuk umum. Berikutnya kami berencana untuk melakukan pengaspalan jalan umum ini, sehingga dapat meningkatkan akses ke area pedalaman terkait.

Beberapa pencapaian utama dari program Pengembangan dan Pemberdayaan Masyarakat dan proyek BAYAN Peduli saat ini dan sebelumnya mencakup:

- Rumah sakit apung, RSK BAYAN Peduli I, diluncurkan pada Juli 2025 dan telah mengunjungi tiga lokasi di Kutai Timur, Kalimantan Timur dan melayani 2.472 pasien. Rumah sakit apung kedua, BAYAN Peduli II, saat ini dibangun dan diperkirakan mulai beroperasi pada semester kedua tahun 2026.

## B

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BAYAN GROUP DALAM ANGKA  
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PROFIL PERSEROAN  
Company Profile

### Playing Our Part for Socio-Economic Development

When we talk about economic development, coal is undeniably one of the fundamental elements to the development of modern society. As the world's most reliable energy sources, coal has been helping humanity in building our civilization and paving our way towards a more sustainable future. Coal helped us to get where we are today by providing the energy that enabled all the technological advantages for renewable and sustainable energy to flourish.

The BAYAN Group is playing our part in meeting the national and global demand for coal in a responsible and sustainable way. For 2025, BAYAN Group's total production was 68.0 million MT and our sales were 70.8 million MT, of which 25.7% was provided to the domestic market. We are also pleased to report that our strong financial performance enabled us to pursue our sustainable growth agenda. We recorded profit for the year of US\$0.78 billion which is after deducting combined corporate tax and royalty expenses of approximately US\$0.50 billion. Indeed, over the past 5 years we have had a combined corporate tax and royalty expenses of over US\$3.24 billion which directly benefits the Indonesian economy.

In 2025, sustainability has been even more firmly integrated in the BAYAN Group's business strategy through some of the projects we have highlighted above and in other areas as well. Not only is it the right thing to do, it creates business value by encouraging innovative solutions to operational challenges while mitigating business risk.

Between its Community Development programs and its BAYAN Peduli initiative, the Company spent approximately IDR223.9 million in 2025, an increase of approximately 80% over 2024. As reported last year, we have completed a 85km public road from KM90 to Abit village including 6 bridges which is open to the public. Going forward we plan to asphalt this public road which will further improve access to this remote area.

Some of the key achievements from its past and present Community Development and Bayan Peduli projects include:

- The RSK BAYAN Peduli I floating hospital was launched in July 2025 and has already visited three locations in Kutai Timur, East Kalimantan serving 2,472 patients. A second floating hospital, BAYAN Peduli II, is currently under construction and is expected to commence operations in 2nd half 2026;

- BT menerima “Naker Award 2025” dari Kementerian Ketenagakerjaan untuk kontribusinya dalam kategori Perusahaan yang Mempekerjakan Penyandang Disabilitas;
- WBM menerima “Penghargaan Pendukung ProKlim 2025” dari Kementerian Lingkungan Hidup karena komitmennya terhadap keberlanjutan dan penghargaan dari Gubernur Kalimantan Selatan untuk dukungannya dalam Program Kampung Iklim.
- Perseroan terus mendukung atlet penyandang disabilitas Indonesia melalui pembangunan Pusat Pelatihan Paralimpik Nasional khusus pertama di Asia Tenggara, yang berlokasi di Karanganyar, Jawa Tengah. Pusat pelatihan ini diakui sebagai yang terbaik di kawasan Asia Tenggara dan mampu menjadi tempat pelaksanaan acara paralimpik internasional di masa depan. Pada akhir tahun 2025, proses penyelesaian pekerjaan konstruksi telah mencapai 80%.
- Pada 2025, Perseroan menjadi sponsor KONI-BAYAN Championship yang mencakup 4 cabang olahraga dalam satu turnamen, yaitu Taekwondo, Pencak Silat, Karate, dan Sepakbola, dengan total 6.840 atlet berpartisipasi dalam acara ini.
- Partisipasi 9.000 orang dalam kegiatan Bayan Run for Charity di Jakarta pada November 2025, yang berhasil menggalang dana sebesar Rp4,0 miliar bagi Lembaga Perlindungan Anak Indonesia (LPAI) yang akan digunakan untuk perlindungan anak, pencegahan pelecehan, kekerasan, dan eksploitasi anak. Kegiatan ini mencatat rekor jumlah donasi terbesar dari acara lari di Indonesia.

## Menjamin Kesehatan dan Keselamatan Karyawan Kami dan Masyarakat Lokal

BAYAN Group berkomitmen kuat untuk menjaga kesehatan dan keselamatan karyawan kami dan berkontribusi positif bagi kehidupan ekonomi masyarakat lokal dimanapun kami beroperasi.

BAYAN Group dan kontraktornya mencatat total jam kerja aman sebanyak 52,8 juta jam pada tahun 2025. Angka ini merupakan peningkatan yang signifikan dari jam kerja aman pada tahun 2024. Di Tabang, karyawan BAYAN Group dan kontraktornya telah tumbuh hingga lebih dari 20.000 orang di area site pada akhir tahun 2025 sehingga kemungkinan terjadinya insiden sangat meningkat. Namun demikian, keselamatan adalah prioritas utama kami dan setiap insiden yang terjadi menjadi perhatian kami. Dalam hal ini, kami terus berupaya untuk meningkatkan keselamatan melalui pelatihan yang dikembangkan, prosedur yang lebih baik, dan teknologi yang semakin maju.

- BT was presented with the “Naker Award 2025” by the Ministry of Manpower for its contribution in the category of Companies Employing Persons with Disabilities;
- WBM was presented with the “2025 ProKlim Supporting Award” from the Ministry of the Environment for demonstrating its commitment to sustainability and an award from the Governor of South Kalimantan for supporting the Climate Village program.
- The Company continues to support Indonesian para-athletes through the development of the first dedicated National Paralympic Training Centre in Southeast Asia, located in Karanganyar, Central Java. The training centre is recognized as the region’s best that is capable to host future international paralympic events. At the end of 2025, the construction work was 80% complete.
- In 2025, the Company sponsored the KONI-BAYAN Championship covering 4 different sporting disciplines at a combined tournament: Taekwondo, Pencak Silat, Karate, and Soccer with 6,840 athletes participating in this event.
- The participation of 9,000 people in our Bayan Run for Charity in Jakarta in November 2025 which raised IDR 4.0 billion for the Indonesian Child Protection Agency (LPAI) to be used for child protection, preventing abuse, violence and exploitation. This event achieved the record for the highest amount raised for charity from a running event in Indonesia.

## Ensuring the Health and Safety of Our People & the Local Community

The BAYAN Group has a strong commitment to the health and safety of our people and contributing positively to the livelihoods of the local communities wherever we operate.

The BAYAN Group and its contractors recorded a total of 52.8 million safe working hours in 2025. This is a significant improvement from the safe working hours achieved in 2024. At Tabang, the BAYAN Group and its contractor’s employees have grown to more than 20,000 people onsite by the end of 2025 obviously the chances of incidents occurring has greatly increased. Nevertheless, safety is our number one priority and even one incident is not satisfactory. In this regard, we are continually looking at ways to improve our safety through improved training, better procedures, and the latest technology.

**E**

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**A**TENTANG LAPORAN INI  
About the Report**Mengelola dan Mengurangi Dampak Lingkungan Kami**

BAYAN Group terus berfokus pada pengelolaan dan pengurangan dampak terhadap lingkungan hidup. Para pemangku kepentingan kami juga terus berupaya meningkatkan transparansi terkait cara kami mengelola aspek lingkungan hidup. Kami secara bertahap mengungkapkan kinerja kami sesuai dengan ketentuan peraturan yang berlaku di Indonesia, dan mengikuti praktik-praktik terbaik nasional dan global.

Pengelolaan lingkungan tersebut mencakup analisis potensi risiko lingkungan dari operasional kami, termasuk revegetasi, efisiensi energi, pengendalian polusi, intensitas emisi gas rumah kaca (GRK), konsumsi air, pengelolaan limbah, dan perlindungan keanekaragaman hayati.

Dapat kami laporkan bahwa sepanjang tahun 2025, BAYAN Group senantiasa memenuhi semua regulasi terkait lingkungan yang berlaku, baik secara lokal ataupun di tingkat nasional sesuai dengan prosedur pemantauan lingkungan yang diatur oleh Kementerian Lingkungan Hidup dan Kehutanan dan regulasi terkait lain yang berlaku di sektor pertambangan batubara.

Beberapa pencapaian signifikan kami mencakup:

- Pada tahun 2025, PLTS berkapasitas 1,5 mWp di dekat fasilitas barge loading Senyuir di Kalimantan Timur, yang mencakup area dengan luas sekitar 1 hektar dan terdiri dari 2.700 panel surya, memasok energi ramah lingkungan sebesar 425.954 Kwh ke fasilitas *barge loading* kami, naik sebesar 175% dari tahun 2024.
- 100% dari sekitar 600 juta liter bahan bakar yang dibakar pada tahun 2025 diperoleh dari biosolar;
- Pada akhir tahun 2025, kami telah mulai melakukan rehabilitasi atas sekitar 6.732 hektar bakau di daerah aliran sungai dengan sekitar 2.471 hektar telah diserahkan kepada pemerintah; dan
- Perseroan mengakuisisi PT Enggang Alam Sawita ("EAS") pada tahun 2024, yang pada saat itu memproduksi sekitar 1.000 mt minyak sawit/bulan. Pada 2025, kami melakukan pekerjaan perbaikan untuk meningkatkan akses, drainase, dan pemupukan dan kami melaporkan bahwa hasil panen pada Desember 2025 telah meningkat menjadi 1.400 mt/bulan. Kami memperkirakan nilai ini akan meningkat pada tahun 2026 dan ke depannya.

**B**STRATEGI KEBERLANJUTAN  
Sustainability Strategies**C**BAYAN GROUP DALAM ANGKA  
BAYAN Group in Figures**D**PROFIL PERSEORAN  
Company Profile**Managing and Mitigating Our Environmental Impacts**

The BAYAN Group continues to focus on managing and reducing our impact on the environment. Our stakeholders continue to seek increased transparency on our approach to managing our environmental footprint. In response we are progressively disclosing our performance in alignment with all the prevailing regulations in Indonesia and with national and global best practices.

This includes analysis of the potential environmental risks of our operations, including revegetation, energy efficiency, pollution control, greenhouse gas (GHG) emissions intensity, water consumption, waste management, and the protection of biodiversity.

We can report that throughout 2025, the BAYAN Group continued to comply with all prevailing relevant regulations concerning the environment, both locally and nationally as stipulated by the environmental procedures of the Ministry of Environment and Forestry and other relevant regulations in the coal mining sector.

Some of our key achievements include:

- In 2025, our 1.5 mWp solar farm near our Senyuir barge loading facility in East Kalimantan, covering an area of approximately 1 hectare and consisting of 2,700 solar panels, supplied our barge loading facility with 425,954 Kwh of green power, a 175% increase over 2024.
- 100% of the over 600 million litres of fuel we burned in 2025 is sourced from biosolar;
- As at the end of 2025, we had commenced the rehabilitation of approximately 6,732 hectares of mangroves in watershed areas with approximately 2,471 hectares already handed over to the government; and
- The Company acquired PT Enggang Alam Sawita ("EAS") in 2024 which at the time was producing around 1,000 mt of palm oil/month. In 2025, we performed remedial works on improving access, drainage and fertilizing and we are pleased to report that the crop yield in December 2025 had risen to over 1,400 mt/month. We expect this to improve in 2026 and beyond.

## Pengalaman Kerja yang Berharga Bagi Karyawan Kami

Karyawan kami merupakan aset penting bagi kesuksesan BAYAN Group. Pada tahun 2025, Sistem Manajemen Sumber Daya kami diperkuat untuk membantu Perseroan bekerja secara optimal, serta untuk mencapai agenda keberlanjutan kami.

Kami ingin karyawan kami memiliki karir yang sukses, di mana mereka sepenuhnya terlibat dan dikembangkan di BAYAN Group. Kami menyadari bahwa budaya inklusif dan nilai-nilai kuat kami merupakan fundamental dalam pencapaian ini. Kami mempertahankan komitmen kami untuk membangun lingkungan kerja yang beragam dan inklusif sehingga dapat meningkatkan kekuatan Perseroan dan terus meningkatkan kinerja kami dalam mencapai tujuan dan visi Perseroan. Pendekatan ini merupakan upaya untuk membangun jaringan yang kuat dari beragam talenta. Kami juga terus meningkatkan jumlah jam pelatihan kami menjadi 20.320 jam pada tahun 2025, dengan jumlah 941 orang. Hal ini menunjukkan komitmen kami terhadap pengembangan karyawan kami melalui identifikasi kemampuan yang kurang atau perlu dikembangkan agar dapat meningkatkan performa kerja mereka dan kemudian memberikan pelatihan yang diperlukan pada bidang tersebut.

Terkait hak asasi manusia, kami sangat menghormati dan berusaha untuk melindungi hak asasi manusia para pemangku kepentingan kami melalui komitmen terhadap standar-standar industri yang berlaku dan melalui tindakan kami sehari-hari. Kami sepenuhnya mematuhi peraturan yang berlaku dalam melindungi hak asasi manusia di area tempat kami beroperasi.

## Manajemen Risiko

Untuk mencapai target keberlanjutan, Perseroan menyadari pentingnya manajemen risiko, termasuk risiko keuangan, ekonomi, lingkungan, dan sosial. Perseroan secara berkala melakukan proses identifikasi, analisis, mitigasi, evaluasi, dan pengawasan berkelanjutan atas risiko operasional bisnis yang berpotensi mengganggu Perseroan dalam mencapai tujuannya. Lebih lanjut, Perseroan juga memperhatikan risiko operasional di sektor sosial dan lingkungan yang dapat mengancam keberlanjutan usaha dan reputasi Perseroan.

## Kesempatan dan Prospek Usaha

Dalam hal pengembangan usaha, kami menyadari bahwa batubara adalah industri yang berada di senja kala dan secara aktif mengkaji kesempatan untuk memanfaatkan arus kas kami yang kuat dalam melakukan diversifikasi ke industri lain. Mengingat tujuan kami untuk meningkatkan produksi batubara dalam waktu dekat, mungkin diperlukan waktu sebelum proyek-proyek alternatif tersebut dapat berkontribusi secara material pada arus kas kami. Namun, kami berkomitmen dalam pergerakan maju menuju keberlanjutan tersebut, kami akan sudah memiliki bisnis alternatif saat cadangan batubara kami habis.

## A Rewarding Working Experiences for Our People

Our people are critical to the BAYAN Group's success. In 2025, our Human Capital Management System was strengthened to help us work optimally, and to achieve our sustainability agenda.

We want our people to have successful careers where they are fully engaged and empowered at the BAYAN Group. We recognise that our inclusive culture and strong values are fundamental to achieving this. We foster our commitment to build a diverse and inclusive working environment to leverage our strengths and continue to improve the Company's performance to meet our goals and vision. This approach builds a strong pipeline of diverse talent. We significantly increased our training hours to over 20,320 hours in 2025 which covered 941 people. This shows our commitment to the betterment of our employees through identifying what skills are lacking or require improvement to improve their work performance and then providing the required training in that area.

In the area of human rights, we respect and strive to protect the human rights of our stakeholders through our commitments to industry standards and through our everyday actions. We are striving to fully comply with the prevailing regulations in protecting human rights in all areas of operations.

## Risk Management

To achieve the sustainability targets, the Company realizes the importance of risk management, including financial, economic, environmental and social risks. The Company periodically conducts the process of identification, analysis, mitigation, evaluation and ongoing monitoring on business operational risks that have the potential to obstruct the Company from achieving its goals. Furthermore, the Company also pays attention to operational risks in social and environmental sector that may threaten the business sustainability and the Company's reputation.

## Business Opportunities and Prospects

In terms of business development, we recognize that coal is a sunset industry and are actively reviewing opportunities to utilise our strong cashflows to diversify into other industries. Given our aspirations to increase our coal production in the immediate future, it may be some time before such alternate projects contribute materially to our cashflows, however we are committed in our move towards sustainability such that when our coal reserves are depleted we have alternate businesses in place.

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*Sustainability Governance***G****KINERJA KEBERLANJUTAN**  
*Sustainability Performance***H****TANGGUNG JAWAB PENGEMBANGAN  
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## A

TENTANG LAPORAN INI  
About the Report

### Situasi Ekonomi, Lingkungan, dan Sosial Eksternal yang Berpotensi Memengaruhi Keberlanjutan Perseroan

Dengan mempertimbangkan faktor eksternal, seperti fluktuasi harga komoditas, perubahan nilai tukar, peningkatan biaya energi, dan lainnya, Perseroan telah menerapkan sejumlah strategi untuk memitigasi dampak negatif dari faktor-faktor tersebut. Fasilitas solar cell kami yang telah menghasilkan listrik bagi fasilitas *barge loading* Senyuir dan 531 unit lampu penerangan tenaga surya yang telah dipasang di camp Tabang kami adalah contoh utama hal tersebut, di mana kami telah mengganti sumber tenaga listrik yang menghasilkan CO2 dengan energi ramah lingkungan. Pada 2026, kami akan menyelesaikan pembangunan fasilitas solar cell kedua kami yang lebih besar di Muara Pahu, yang akan memperbesar produksi energi terbarukan ramah lingkungan kami. Saat ini, kami sedang mencari kesempatan lain untuk mengembangkan program ini.

## B

STRATEGI KEBERLANJUTAN  
Sustainability Strategies

### Melangkah ke Depan

Kami mengakui bahwa masih banyak pekerjaan yang harus kami lakukan dalam perjalanan kami menuju keberlanjutan. Perbaikan secara terus-menerus dalam pendekatan dan kegiatan operasional merupakan suatu keharusan. Dalam melakukannya, BAYAN Group akan berkolaborasi dengan masyarakat dan membuka dialog dengan semua pemangku kepentingan.

Kami percaya bahwa bersama-sama dengan seluruh pemangku kepentingan, BAYAN Group akan menemukan solusi untuk setiap tantangan baru dan memperkuat hubungan kami. Kami akan terus mendengarkan dan bertindak atas apa yang menjadi perhatian bagi semua pemangku kepentingan kami, terutama saat kami bekerja dengan mereka.

Atas nama Direksi dan tim manajemen BAYAN Group, kami berterima kasih kepada semua orang yang terlibat dalam bisnis kami yang secara kolektif telah menunjukkan nilai-nilai kami pada tahun yang luar biasa ini. Keberhasilan kami yang secara keseluruhan ditunjukkan dalam laporan ini merupakan bukti kerja keras dan kontribusi mereka.

## C

BAYAN GROUP DALAM ANGKA  
BAYAN Group in Figures

## D

PROFIL PERSEROAN  
Company Profile

### External economic, environmental, and social situation that potentially affect the Company's sustainability

By considering external factors, such as fluctuation of commodity prices, changes in exchange rates, increasing energy costs and others, the Company has applied a number of strategies to mitigate the negative impact of such factors. Our solar cell facility powering our Senyuir barge loading facility as well as the 531 units of solar powered lighting that we have installed in our Tabang camps are prime examples of this whereby we have substituted a CO2 producing power source with green energy. In 2026, we will complete construction of our second, larger, solar cell facility at Muara Pahu which will further expand our renewable energy power generation. We are currently looking at other opportunities to expand this program.

### Moving Forward

We fully acknowledge that there is still a lot of work that we need to do in our journey towards sustainability. Continuous improvement in our approach and operations is a must. In doing so, the BAYAN Group will collaborate with and have open dialogue with all stakeholders.

We believe that together with our stakeholders, the BAYAN Group will navigate solutions to new challenges and strengthen our existing relationships. We continue to listen to and act on what is important to all our stakeholders as we work with them.

On behalf of the Board and the BAYAN Group's management team, we thank everyone involved in our business who, collectively, have demonstrated our values through an extraordinary year. Our overall success demonstrated in this report is a testament to their hard work and contribution.

Jakarta, 28 April 2026



**Dato' DR. Low Tuck Kwong**  
Direktur Utama  
President Director



**E**

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## Lembar Persetujuan Laporan Keberlanjutan

Dewan Komisaris menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Bayan Resources Tbk tahun 2025 telah diperiksa, disetujui, dan dimuat secara lengkap dan sesuai dengan POJK No. 51/POJK.03/2017 dan kami bertanggung jawab, mengetahui, serta menjamin kebenaran isi Laporan Keberlanjutan ini.

## Approval Sheet of Sustainability Report

The Board of Commissioners hereby declares that all information in the 2025 Sustainability Report of PT Bayan Resources Tbk has been reviewed, approved, and presented in its entirety and is in compliance with POJK No. 51/POJK.03/2017 and we are accountable for, have knowledge of, and ensure the accuracy of the contents of this Sustainability Report.

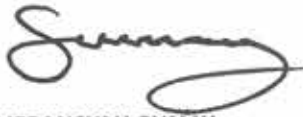
Demikian pernyataan ini dibuat dengan sebenar-benarnya.  
This statement is duly made in all truthfulness.

Jakarta, 28 April 2026

### DEWAN KOMISARIS BOARD OF COMMISSIONERS



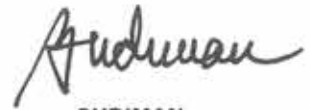
**HENDARMAN SOEPANDJI**  
Komisaris Utama Independen  
Independent President Commissioner



**LIFRANSYAH GUMAY**  
Komisaris  
Commissioner



**MOERMAHADI SOERJA DJANEGARA**  
Komisaris  
Commissioner



**BUDIMAN**  
Komisaris Independen  
Independent Commissioner



**TIMUR PRADOPO**  
Komisaris Independen  
Independent Commissioner

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This statement is duly made in all truthfulness.

Jakarta, 28 April 2026

**DIREKSI**  
**BOARD OF DIRECTORS**



**DATO' DR. LOW TUCK KWONG**  
Direktur Utama  
President Director



**JENNY QUANTERO**  
Direktur  
Director



**LIM CHAI HOCK**  
Direktur  
Director



**LOW YI NGO**  
Direktur  
Director



**ALASTAIR MCLEOD**  
Direktur  
Director



**RUSSELL NEIL**  
Direktur  
Director



**ALEXANDER ERY WIBOWO**  
Direktur  
Director



**OLIVER KHAW KAR HENG**  
Direktur  
Director



**MERLIN**  
Direktur  
Director



**ULINA FITRIANI**  
Direktur  
Director



**SIYOUNG PARK**  
Direktur  
Director



**TATA KELOLA KEBERLANJUTAN**  
SUSTAINABILITY GOVERNANCE



Perseroan memandang penerapan tata kelola perusahaan yang baik (*Good Corporate Governance/GCG*) sebagai hal yang penting untuk memperkuat Perseroan menuju keberlanjutan. Perseroan selalu mengedepankan prinsip-prinsip GCG dengan menjunjung tinggi etika dan transparansi dalam kegiatan usaha. Prinsip tersebut menjadi pedoman bagi setiap karyawan dalam menjalankan aktivitas operasional serta dalam berinteraksi dengan para pemangku kepentingan.

The Company views the implementation of Good Corporate Governance (GCG) as essential to strengthening the Company towards sustainability. The Company always prioritizes GCG principles by upholding ethics and transparency in business. These principles serve as a guideline for every employee in carrying out operational activities and interacting with stakeholders.

**A****TENTANG LAPORAN INI**  
About the Report

Perseroan memiliki komitmen tinggi untuk terus mengedepankan praktik pertambangan yang baik (*Good Mining Practice*) dengan memperkuat tata kelola keberlanjutan, memperkuat ketangguhan ekonomi, terus menjaga lingkungan hidup dan meningkatkan kinerja sosial, serta terus melakukan penciptaan nilai-nilai (*values*) bagi pemangku kepentingan termasuk bangsa Indonesia pada umumnya.

Perseroan telah menjalankan tata kelola perusahaan yang baik (*good corporate governance*) berdasarkan prinsip-prinsip transparansi (*transparency*), akuntabilitas (*accountability*), tanggung jawab (*responsibility*), independensi (*independency*), dan kesetaraan dan kewajaran (*fairness*). Selanjutnya, Perseroan juga mengikuti pedoman penerapan tata kelola perusahaan terbuka sebagaimana diatur di POJK Nomor 21/POJK.04/2014 dan SEOJK Nomor 32/SEOJK.04/2015.

The Company is highly committed to continuously promoting Good Mining Practices by strengthening the sustainability governance, strengthening economic resilience, continuing to protect the environment, and improving social performance as well as creating values for stakeholders including Indonesian people in general.

The Company has implemented good corporate governance based on the principles of transparency, accountability, responsibility, independency, and fairness. Furthermore, the Company also complies with the guidelines for the implementation of corporate governance in public companies as regulated in POJK Number 21/POJK.04/2014 and SEOJK Number 32/SEOJK.04/2015.

**B****STRATEGI KEBERLANJUTAN**  
Sustainability Strategies

Struktur tata kelola perusahaan berupa organ Rapat Umum Pemegang Saham (RUPS), Direksi, Dewan Komisaris termasuk Komisaris Independen, Komite Audit, Komite Remunerasi dan Nominasi, Komite Manajemen Risiko dan Tata Kelola, serta karyawan telah dilaksanakan dengan baik dalam Perseroan. Selanjutnya, infrastruktur serta proses tata kelola berupa implementasi tata kelola dengan mengacu pada pedoman, kebijakan, dan aturan-aturan yang ada telah dilaksanakan dengan baik oleh Perseroan. Keseluruhan penerapan prinsip-prinsip, struktur, serta proses tata kelola menghasilkan tata kelola yang baik untuk Perseroan baik di kantor pusat maupun di lokasi-lokasi tambang batubara.

The corporate governance structure, consisting of the General Meeting of Shareholders (GMS), Board of Directors, Board of Commissioners including Independent Commissioner, Audit Committee, Remuneration and Nomination Committee, Risk Management and Governance Committee, and the employees, has been well implemented within the Company. Moreover, the infrastructure and the governance process in the form of governance implementation by referring to the prevailing guidelines, policies, and regulations have been properly conducted by the Company. The overall implementation of governance principles, structures, and process results in good governance for the Company, both at the headquarter and the coal mining sites.

**C****BAYAN GROUP DALAM ANGKA**  
BAYAN Group in Figures**D****PROFIL PERSEROAN**  
Company Profile

## PRINSIP-PRINSIP TATA KELOLA PERUSAHAAN YANG BAIK (GCG) PERSEROAN

### THE COMPANY'S PRINCIPLES OF GOOD CORPORATE GOVERNANCE (GCG)



#### KETERBUKAAN TRANSPARENCY

Menyediakan informasi tentang kondisi Perseroan secara akurat kepada para pemangku kepentingan. Informasi tersebut mudah diakses dan selalu diperbarui secara berkala.  
Provide accurate information about the condition of the Company to stakeholders. The information should be easily accessible and always updated regularly.



#### PERTANGGUNGJAWABAN RESPONSIBILITY

Mematuhi peraturan perundang-undangan serta melaksanakan tanggung jawab terhadap masyarakat dan lingkungan sehingga kesinambungan usaha dalam jangka panjang dapat terpelihara.  
Comply with the prevailing laws and regulations and carry out the responsibilities to the community and the environment so that long-term business continuity can be maintained.



#### AKUNTABILITAS ACCOUNTABILITY

Mempertanggungjawabkan kinerja secara transparan dan wajar. Diperlukan adanya kejelasan fungsi hak, kewajiban, wewenang, dan tanggung jawab antara Pemegang Saham, Dewan Komisaris, dan Direksi.  
Accountability for performance in a transparent and fair manner. It is necessary to have clarity on the functions of rights, obligations, authorities, and responsibilities among the Shareholders, Board of Commissioners, and Board of Directors.



#### INDEPENDENSI INDEPENDENCY

Mengharuskan Perseroan dikelola secara independen dan profesional sehingga masing-masing organ perusahaan tidak saling mendominasi dan tidak dapat diintervensi oleh pihak lain.  
The Company is required to be managed independently and professionally so that every part of the corporate organ does not dominate each other and cannot be intervened by other parties.



#### KEWAJARAN DAN KESETARAAN FAIRNESS

Perseroan senantiasa memperhatikan kepentingan pemegang saham dan pemangku kepentingan lainnya berdasarkan asas kewajaran dan kesetaraan baik yang timbul karena perjanjian atau perundang-undangan yang berlaku.  
The Company always pays attention to the interests of shareholders and other stakeholders based on the principles of fairness, whether arising from agreements or the prevailing laws.

Dalam mewujudkan tata kelola yang baik, Perseroan mengacu pada peraturan dan regulasi terkait penerapan GCG yang berlaku.

### Struktur Tata Kelola Perusahaan [GRI 2-9; 2-11]

Struktur Tata Kelola Perusahaan Perseroan mengacu pada Undang-Undang Nomor 40 tahun 2007 tentang Perseroan Terbatas serta mematuhi POJK serta SEOJK. RUPS mengikuti POJK Nomor 15/POJK.04/2020 tentang Rencana dan Penyelenggaraan RUPS Perusahaan Terbuka. RUPS adalah organ Perseroan yang mempunyai wewenang yang tidak diberikan kepada Direksi atau Dewan Komisaris serta mekanisme pengambilan keputusan tertinggi di Perseroan. Selanjutnya organ Direksi dan Dewan Komisaris juga telah mengikuti POJK Nomor 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik.

Organ Dewan Komisaris yang memiliki fungsi pengawasan atas pelaksanaan operasional Perseroan dan Direksi yang bertanggung jawab atas pengurusan dan pelaksanaan operasional Perseroan.

Untuk mendukung Dewan Komisaris dalam menjalankan tugas dan fungsi pengawasan, Perseroan membentuk beberapa komite, yakni Komite Audit sesuai POJK Nomor 55/POJK.04/2015, Komite Nominasi dan Remunerasi sesuai POJK Nomor 34/POJK.04/2014, serta Komite Manajemen Risiko dan Tata Kelola Perusahaan. Sedangkan Direksi memiliki wewenang dalam memutuskan hal-hal terkait aspek ekonomi, lingkungan hidup, dan sosial.

Struktur tata kelola Perseroan berdasarkan POJK Nomor 33/SEOJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik telah menunjukkan adanya pemisahan fungsi yang jelas antara Dewan Komisaris dan Direksi Perseroan sesuai dengan tata kelola yang baik.

To achieve good governance, the Company refers to the prevailing rules and regulations concerning GCG implementation.

### Corporate Governance Structure [GRI 2-9; 2-11]

The Company's Corporate Governance structure refers to Law Number 40 of 2007 concerning Limited Liability Companies and complies with the related POJK and SEOJK. GMS refers to POJK Number 15/POJK.04/2020 concerning Plan and Implementation of GMS in Public Companies. GMS is the Company's organ that has the authority not granted to the Board of Directors or the Board of Commissioners as well as the highest decision-making mechanism in the Company. Then, the organs of the Board of Directors and the Board of Commissioners also have complied with POJK Number 33/POJK.04/2014 concerning Board of Directors and Board of Commissioners or Issuers or Public Companies.

The function of the Board of Commissioners is to supervise the implementation of the Company's operations, and the Board of Directors is responsible for the management and implementation of the Company's operations.

To support the Board of Commissioners in carrying out their supervisory duties and functions, the Company has established several committees, namely the Audit Committee based on POJK Number 55/POJK.04/2015, Nomination and Remuneration Committee based on POJK Number 34/POJK.04/2014, as well as Risk Management and Corporate Governance Committee. Meanwhile, the Board of Directors has the authority to decide matters on economic, environmental, and social topics.

The Company's governance structure based on POJK Number 33/SEOJK.04/2014 concerning Board of Directors and Board of Commissioners or Issuers or Public Companies has indicated clear separation of functions between the Board of Commissioners and Board of Directors in accordance with GCG practice.



E

SURAT DARI DIREKSI  
A View from the Top

F

TATA KELOLA KEBERLANJUTAN  
Sustainability Governance

G

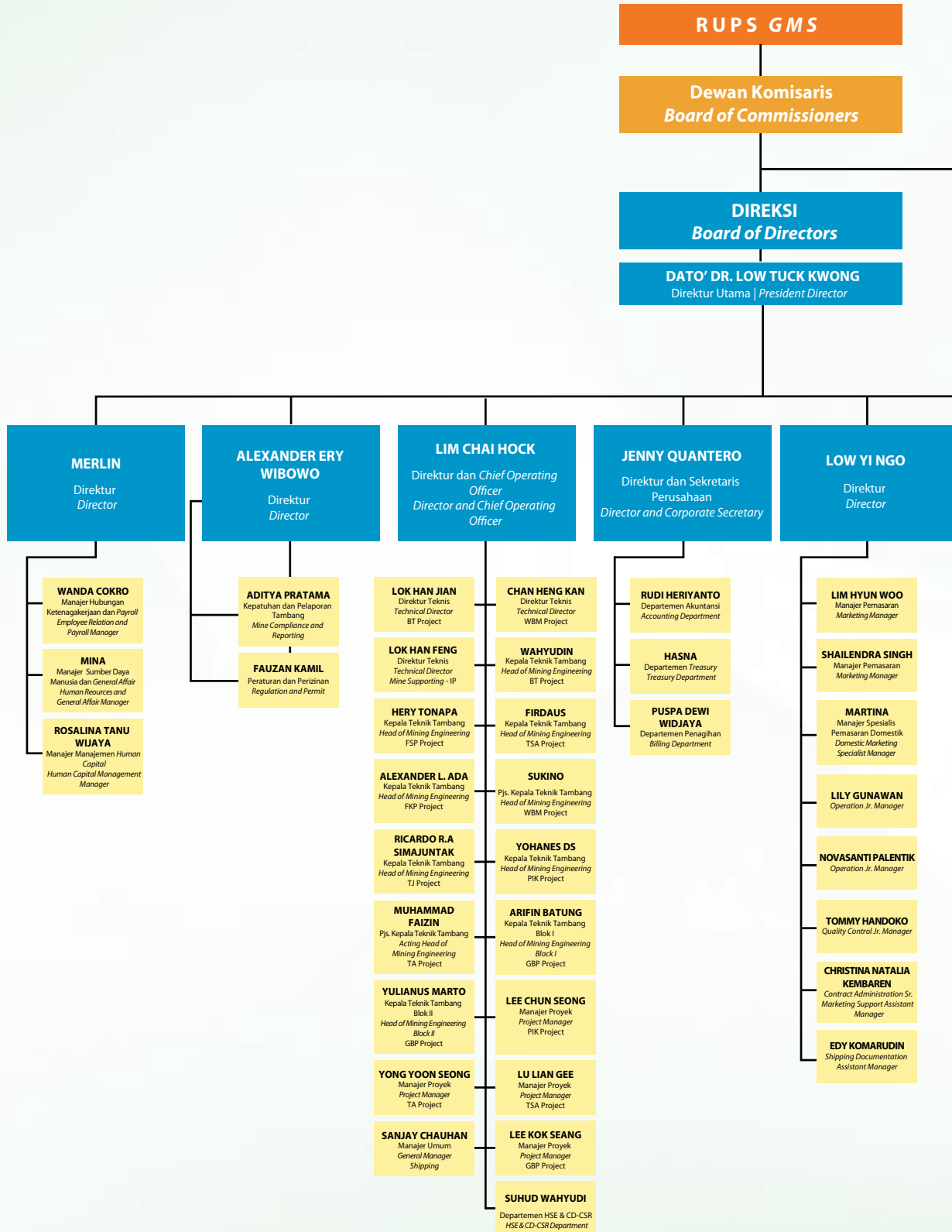
KINERJA KEBERLANJUTAN  
Sustainability Performance

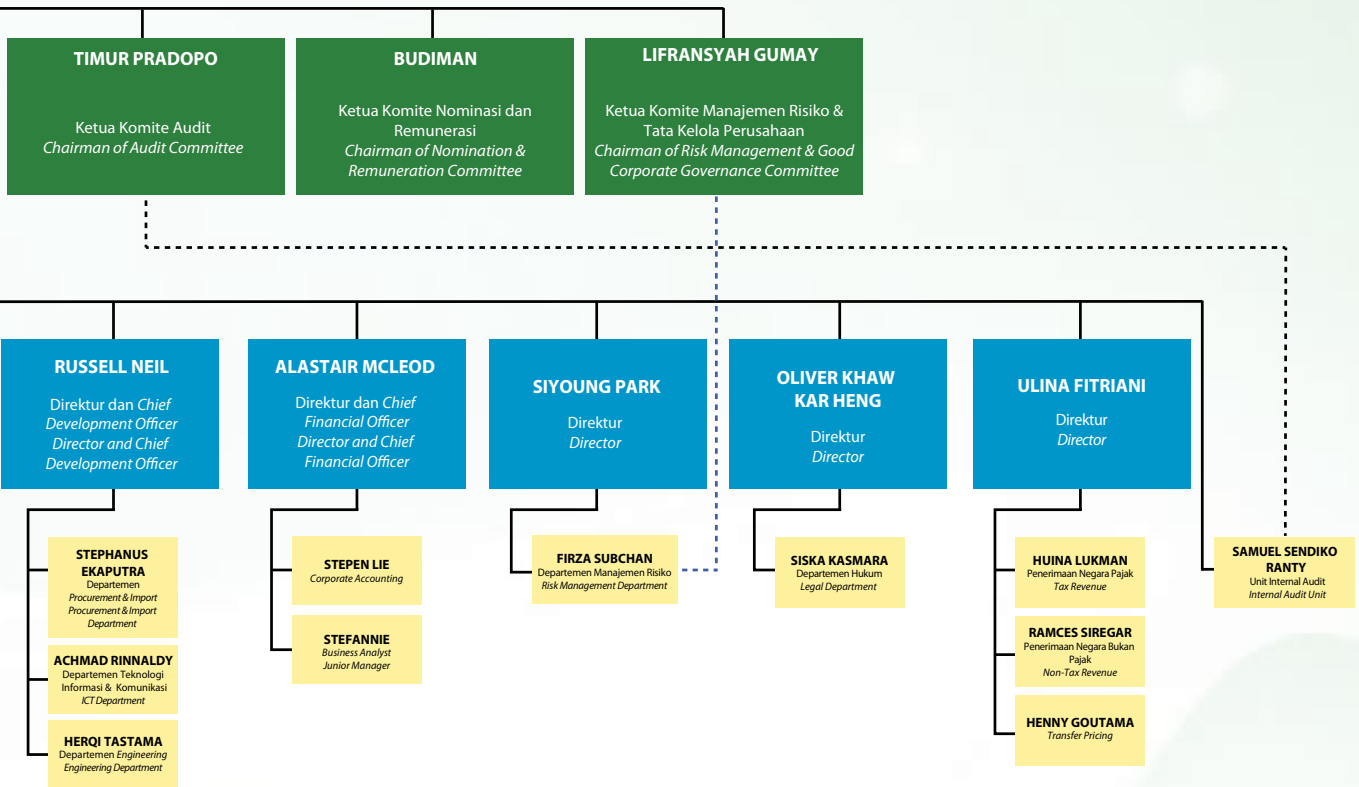
H

TANGGUNG JAWAB PENGEMBANGAN  
PRODUK/JASA BERKELANJUTAN  
Responsibility for Sustainable Product/Service Development

# Struktur Organisasi / Organizational Structure

[GRI 2-9]





## F.1. Penanggung Jawab Penerapan Keuangan Berkelanjutan

[SEOJK E.1]

Pembahasan topik-topik berkelanjutan, seperti topik ekonomi, lingkungan hidup, dan sosial di Perseroan berada di bawah tanggung jawab dan pengawasan Direktur Utama. Direksi, termasuk Direktur Utama, juga bertanggung jawab dalam meninjau dan menyetujui informasi yang dilaporkan dalam Laporan Keberlanjutan. [GRI 2-12; 2-14]

Selanjutnya, program keberlanjutan dilaksanakan oleh departemen terkait yang dipimpin oleh masing-masing direktur terkait. Secara spesifik di Perseroan, terdapat departemen yang bertanggung jawab terhadap topik lingkungan hidup dan sosial, yaitu Departemen HSE & CD-CSR yang berada langsung di bawah Direktur Operasi, serta Manajer Sumber Daya Manusia yang berada di bawah Direktur Sumber Daya Manusia. [GRI 2-13]

## F.2. Pengembangan Kompetensi Terkait Keuangan Berkelanjutan

[SEOJK E.2]

Pada tahun 2025, beberapa pelatihan untuk pengembangan kompetensi terkait dengan bidang lingkungan dan sosial dilakukan oleh Departemen HSE & CD-CSR, seperti *basic safety awareness*, pelatihan dan inspeksi K3, *hazard identification, risk assessment and determining control* (HIRADC), dan lainnya.

Selain itu, badan kelola tertinggi Perseroan, dalam hal ini Direksi, juga mengikuti beberapa pelatihan eksternal pada tahun 2025 terkait keberlanjutan, antara lain:

1. *Workshop Sustainability Reporting: Standards & Implementation*, Ikatan Akuntan Indonesia;
2. Sosialisasi ESG Reporting, PT Bursa Efek Indonesia;
3. Seminar *ESG Disclosures: How to Identify Nature-Related Risks and Opportunities for Companies*, PT Bursa Efek Indonesia;
4. Seminar *Elevating ESG: A Dive into MSCI's Methodologies, Tools & Insights on Financial Performance*;
5. Seminar *Navigating ESG & Sustainability: Strategies for Long-Term Success*;
6. *PWC's Academy Public Training: IFRS S1 & S2 Workshop*. [GRI 2-17]

Selanjutnya, kompetensi terkait aspek-aspek keberlanjutan akan menjadi bagian dari program pelatihan dan pengembangan karyawan Perseroan yang disesuaikan dengan jenis pekerjaan, tugas dan tanggung jawab terkait masing-masing aspek ESG yang dikelola oleh Departemen Sumber Daya Manusia Perseroan.

## F.3. Penilaian Risiko atas Penerapan Keuangan Berkelanjutan

[SEOJK E.3]

Perseroan melalui Departemen Manajemen Risiko melakukan serangkaian prosedur dalam mengidentifikasi, mengukur, memantau, dan mengendalikan risiko atas penerapan usaha keberlanjutan terkait aspek ekonomi, lingkungan hidup, dan sosial. Identifikasi dilakukan dengan mengenal sumber-sumber risiko serta mengetahui jenis-jenis risiko. Kemudian dilakukan pengukuran risiko berdasarkan dampak dan kemungkinan risiko yang terjadi. Pengendalian risiko dilakukan melalui sosialisasi dan penerapan kode etik, budaya dan nilai perusahaan, upaya antikorupsi, dan mekanisme pengawasan melalui *Whistleblowing System*.

## F.1. The Party Being Responsible for the Implementation of Sustainable Finance

[SEOJK E.1]

The discussion of sustainable topics, such as economic, environmental, and social topics, at the Company is under the responsibility of the President Director. Directors, including the President Director, is also responsible for reviewing and approving the information stated in the Sustainability Report [GRI 2-12; 2-14]

Furthermore, sustainability programs are carried out by the relevant departments led by the related directors. In particular, the Company has departments that are responsible for the environmental and social topics, i.e., HSE & CD-CSR Department which is directly under the Director of Operations, and Manager of Human Resources which is directly under the Director of Human Resources. [GRI 2-13]

## F.2. Competency Development Related to Sustainable Finance

[SEOJK E.2]

In 2025, a number of training programs were held by the HSE & CD-CSR Department for competency development related to environmental and social areas, such as basic safety awareness, OHS training and inspection, hazard identification, risk assessment and determining control (HIRADC), and others.

Moreover, the highest governance body of the Company, in this case the Board of Directors, joined several external trainings in 2025 related to sustainability, among others:

1. *Workshop Sustainability Reporting: Standards & Implementation*, Ikatan Akuntan Indonesia;
2. Sosialisasi ESG Reporting, PT Bursa Efek Indonesia;
3. Seminar *ESG Disclosures: How to Identify Nature-Related Risks and Opportunities for Companies*, PT Bursa Efek Indonesia;
4. Seminar *Elevating ESG: A Dive into MSCI's Methodologies, Tools & Insights on Financial Performance*;
5. Seminar *Navigating ESG & Sustainability: Strategies for Long-Term Success*;
6. *PWC's Academy Public Training: IFRS S1 & S2 Workshop*. [GRI 2-17]

As the next step, competencies related to sustainability aspects will be embedded as part of the Company's employees training and development programs, which will be further adjusted based on job description, duties, and responsibilities of each employee towards every ESG aspect, which will be organized and managed by the Company's Human Resources Department.

## F.3. Risk Assessment on Sustainable Finance Implementation

[SEOJK E.3]

The Company through the Risk Management Department conducts a range of procedures to identify, measure, monitor, and control the risks to the implementation of sustainable business related to economic, environmental, and social aspects. The identification is carried out by recognizing the risk sources and types of risks. Then, the risk measure is based on the impact, and the possibility of the risk occurring. Risk control is conducted through dissemination and implementation of code of ethics, corporate culture and values, anti-corruption action, and monitoring mechanism through its *Whistleblowing System*.

Terkait identifikasi, analisis, dan pengendalian risiko tersebut, Departemen Manajemen Risiko melakukan analisis atas isu-isu internal berdasarkan laporan rutin serta diskusi dengan departemen lain yang terkait. Identifikasi risiko diawali dengan kuesioner yang dikirimkan ke masing-masing departemen. Kuesioner tersebut memuat risiko dan dampak yang dihadapi, serta aksi mitigasinya. Kemudian, Departemen Manajemen Risiko akan menilai dan menyusun risiko tersebut berdasarkan signifikansinya.

Aksi mitigasi atas risiko secara prinsip dilakukan oleh masing-masing departemen terkait. Sementara untuk risiko-risiko yang tergolong signifikan, aksi mitigasinya akan dibahas lebih lanjut dengan manajemen. [GRI 2-25]

Selain itu, Departemen Manajemen Risiko juga mengkaji isu-isu eksternal dan mengidentifikasi parameternya berdasarkan berita dan laporan institusi terkait. Dalam bidang ekonomi, Departemen Manajemen Risiko menganalisis beberapa laporan dan data makroekonomi secara global dan regional, fluktuasi harga batubara dan minyak, nilai tukar, suku bunga, serta isu-isu terkait kebijakan pembatasan pembiayaan bagi industri pertambangan batubara. Sementara untuk aspek lingkungan dan sosial, Departemen HSE & CD-CSR menangani sebagian besar isu dan risiko terkait dengan mengacu pada peraturan yang berlaku.

#### i. Tinjauan Manajemen Risiko

Pertumbuhan ekonomi dunia diperkirakan melambat dari 3,3% pada tahun 2024 menjadi 3,2% pada tahun 2025, yang kemudian terus menurun hingga 3,1% pada tahun 2026. Pertumbuhan diperkirakan naik menjadi 3,2% pada tahun 2027.

Risiko utama dalam pertumbuhan ekonomi global mencakup volatilitas pasar keuangan yang terus terjadi sehingga mendorong pengetatan kondisi keuangan, khususnya di negara berkembang; disinflasi global yang lebih lambat daripada yang diperkirakan; kontraksi berkepanjangan di sektor properti Tiongkok; dan peningkatan kebijakan proteksionis, yang turut memperburuk tekanan perdagangan global.

Cuaca, harga bahan bakar, dan keputusan kebijakan adalah faktor kunci yang membentuk konsumsi batubara global pada tahun 2025, mendorong perubahan permintaan yang seringkali berlawanan dengan tren negara atau regional terkini. Pembangkit listrik tenaga batubara diperkirakan anjlok di bawah tingkat tahun 2021 pada akhir dekade ini.

Energi menjadi inti pada tekanan geopolitik yang terjadi saat ini, dengan risiko tradisional atas pasokan bahan bakar yang juga bersamaan dengan pembatasan yang memengaruhi pasokan mineral kritis. Sektor kelistrikan juga semakin rentan terhadap bahaya terkait siber, operasional, dan cuaca.

Pertumbuhan permintaan listrik yang masif untuk pusat data dan AI terkonsentrasi di negara-negara maju dan Tiongkok, yang juga mungkin meningkatkan permintaan listrik dan juga batubara.

With respect to the risk identification, analysis, and control, the Risk Management Department analyzes internal issues based on regular reports and discussions with the other related departments. Risk identification begins when questionnaires are sent to each department. The questionnaires will cover the risks and impact, as well as the mitigation. Then, the Risk Department will assess and rank the risks based on the significance.

The mitigation actions on the risks are mainly carried out by each related department. Meanwhile, the mitigation actions for any significant risks will be discussed further with the management. [GRI 2-25]

Furthermore, the Risk Management Department also reviews external issues and identifies the parameters based on news and reports of other relevant institutions. In terms of economic aspect, the Risk Management Department analyzes several reports and data on global and regional macroeconomy, coal and oil price fluctuation, currency exchange, interest rate, and issues related to financing restriction policy for coal mining industry. Meanwhile for environmental and social aspects, the HSE & CD-CSR Department handles the majority related issues and aspects by referring to the prevailing regulations.

#### i. Overview of Risk Management

The world economic growth is forecasted to slow from 3.3% in 2024 to 3.2% in 2025 with a further slowing to 3.1% in 2026. Growth is expected to pick up to 3.2% in 2027.

Key risks include further financial market volatility prompting tighter financial conditions, especially in developing economies; a slower-than-expected global disinflation path; extended contraction in China's property sector; and an increase in protectionist policies, exacerbating global trade tensions.

Weather, fuel prices and policy decisions are all key factors which shaped global coal consumption in 2025, driving changes in demand that often ran counter to recent country or regional trends. Global power generation from coal is forecast to sink below its 2021 level by the end of this decade.

Energy is at the heart of today's geopolitical tensions, with traditional risks to fuel supply now accompanied by restrictions affecting supplies of critical minerals. The electricity sector is also increasingly vulnerable to cyber, operational and weather-related hazards.

Explosive growth in electricity demand for data centers and AI is concentrated in advanced economies and China, which might further increase demand of electricity and also for coal.

E

SURAT DARI DIREKSI  
A View from the Top

F

TATA KELOLA KEBERLANJUTAN  
Sustainability Governance

G

KINERJA KEBERLANJUTAN  
Sustainability Performance

H

TANGGUNG JAWAB PENGEMBANGAN  
PRODUK/JASA BERKELANJUTAN  
Responsibility for Sustainable Product/Service Development

## A

### TENTANG LAPORAN INI About the Report

Perseroan telah menerapkan Sistem Manajemen Risiko sejak 2009, awalnya dengan dimulainya Komite Manajemen Risiko (saat ini, Komite Manajemen Risiko dan Tata Kelola Perusahaan). Preferensi risiko Perseroan menunjukkan respon Perseroan terhadap manajemen risiko dengan mempertimbangkan visi, misi, rencana, dan tujuan Perseroan, serta pilihan tindakan penanggulangan dalam sistem manajemen risiko, yang mencakup identifikasi risiko, penilaian risiko, pengendalian dan mitigasi risiko.

#### ii. Pengelolaan Risiko [GRI 201-2; 12.2.2]

Sebagai perusahaan tambang, Perseroan menyadari risiko kerja terkait kegiatan operasional. Untuk itu, Perseroan secara proaktif melakukan manajemen risiko dalam menghadapi dan mengelola risiko yang terjadi dalam kegiatan operasional secara efektif dan efisien. Pengelolaan risiko bertujuan agar setiap kegiatan operasional berjalan dengan baik dan aman serta berkelanjutan melalui penerapan praktik-praktik terbaik di bidang pertambangan.

Untuk meningkatkan nilai korporasi dan menjamin pertumbuhan jangka panjang secara efektif dan efisien, sistem manajemen risiko akan disesuaikan dengan ketentuan yang berlaku, budaya, dan kebijakan Perseroan.

Perseroan mengelola informasi mengenai risiko utama yang diperbarui dan objektif terkait kondisi internal, situasi eksternal, dan mempertimbangkan dampak faktor yang mungkin menjadi kekuatan dan kelemahan Perseroan, serta mempertimbangkan kemungkinan ancaman atau kesempatan dari situasi terkait.

Beberapa risiko utama di bawah ini terkait dengan kegiatan Perseroan, termasuk:

- Cuaca ekstrim.
- Fluktuasi harga batubara.
- Pergeseran permintaan dan perdagangan batubara regional dan global.
- Ketersediaan dan penggunaan perlengkapan utama dan penunjang.
- Pengangkutan batubara.
- Hubungan sosial dan masyarakat.
- Perubahan kebijakan pemerintah.
- Kepatuhan terhadap peraturan.
- Arus kas keuangan.
- Kinerja kontraktor.
- Kesehatan, keselamatan, dan lingkungan.
- Peralihan energi menjadi teknologi yang lebih bersih.

## B

### STRATEGI KEBERLANJUTAN Sustainability Strategies

## C

### BAYAN GROUP DALAM ANGKA BAYAN Group in Figures

## D

### PROFIL PERSEROAN Company Profile

The Company has implemented a Risk Management System since 2009, initially by the commencement of the Risk Management Committee (currently: Risk Management & Good Corporate Governance Committee). The Company's risk preference shows the Company's response to risk management by considering the Company's vision, mission, plans, and objectives, as well as options for countermeasures in the risk management system, which include risk identification, risk assessment, risk control and mitigation.

#### ii. Risk Management [GRI 201-2; 12.2.2]

As a mining company, the Company is aware of the work risks associated with its operational activities. To that end, the Company proactively carries out risk management in dealing with and managing risks that occur in its operational activities effectively and efficiently. Risk management aims to ensure that every operational activity is carried out properly and safely and sustainably through the implementation of best practices in the mining sector.

To increase the corporate values and ensure long-term growth, the risk management system is continuously adapted to the prevailing provisions, culture, and policies of the Company.

The Company maintains an up-to-date and objective information of main risks related to internal conditions, external situations, and considers the impacts of the factors that might become the strengths and weaknesses to the Company, and also considers the possibility of threats or opportunities from the related situations.

Some of the main risks below are related to the Company's activities, including:

- Extreme weather.
- Coal price fluctuation.
- Regional and global coal demand and trade shift.
- Availability and utilization of main and supporting equipment.
- Coal transport.
- Social and community relations.
- Changes in government policy.
- Compliance with regulations.
- Financial cash flows.
- Contractors' performance.
- Health, safety, and environment.
- Energy switch to cleaner technology.

**Risiko dan Manajemen Risiko Perseroan / The Company's Risks and Risk Management [GRI 201-2; 12.2.2]**

Risiko Risks	Peristiwa Risiko Risk Event	Manajemen Risiko Risk Management
<p>1. Risiko Cuaca Ekstrem Risk of Extreme Weather [EM-CO-420a.3]</p>	<p>Cuaca ekstrem berupa hujan (di semua area pertambangan) dapat menyebabkan tanah longsor dan banjir, yang akan memengaruhi kegiatan pertambangan, seperti <i>overburden removal</i>, pengambilan dan pengangkutan batubara, dll.</p> <p>Cuaca musim kering ekstrem secara umum baik untuk kegiatan pertambangan, namun dapat memengaruhi kegiatan pengangkutan tongkang di sungai kecil karena rendahnya tingkat air.</p> <p>Di sisi lain, cuaca ekstrem di beberapa negara dapat meningkatkan konsumsi listrik, yang kemudian dapat mendorong kenaikan konsumsi dan harga batubara.</p> <p>Extreme weather of high rainfall may cause slippery, landslide and flood, which could stop or decrease mining activities, e.g., overburden removal, coal getting and coal hauling, etc.</p> <p>Extreme weather of dry season generally will be beneficial for mining activities; however, this might affect barging activities on small rivers due to low water level.</p> <p>On the other hand, extreme weather in some countries might increase electricity consumption, which furthermore could also increase coal consumption and boosting coal price.</p>	<ol style="list-style-type: none"> <li>Melakukan studi geologi atau tanah yang komprehensif, khususnya atas area pertambangan yang mungkin dipengaruhi atau terpapar curah hujan ekstrem.</li> <li>Melakukan pengeboran geoteknis di beberapa area tambang untuk memperoleh pemahaman yang lebih baik selama tahap perancangan area tambang.</li> <li>Untuk Proyek Tabang, jalan angkut batubara sepanjang 101 km dibangun langsung ke Sungai Mahakam untuk memitigasi risiko tingkat air sungai yang rendah, yang dapat mengganggu operasional tongkang.</li> <li>Untuk Proyek Tabang, tongkang berukuran lebih kecil digunakan selama tingkat air sungai rendah untuk menjaga operasional pengangkutan batubara.</li> </ol> <ol style="list-style-type: none"> <li>Comprehensive geological or soil studies are conducted, particularly on some mining areas that are affected or exposed to extreme rainfall.</li> <li>Geotechnical drilling is carried out in several mining areas to obtain a better understanding during the mining area design stages.</li> <li>For Tabang project, the 101-km coal hauling road (CHR) is constructed direct to Mahakam River to mitigate the risk of low river level, which may interrupt barging operations.</li> <li>For Tabang project, smaller barges are utilized during low water level on river to maintain coal hauling operations.</li> </ol>
<p>2. Risiko pasar: fluktuasi atas harga komoditas (batubara &amp; minyak) Market risk: fluctuations on commodity prices (coal &amp; oil)</p>	<p>Risiko ini dapat terjadi terutama karena:</p> <ol style="list-style-type: none"> <li>Penurunan harga batubara secara signifikan hingga di bawah biaya produksi.</li> <li>Kenaikan harga minyak secara signifikan tentunya menyebabkan peningkatan biaya produksi.</li> </ol> <p>Harga batubara pada tahun 2025 umumnya menunjukkan tren penurunan perlahan dibandingkan tren kenaikan tahun 2022-2023.</p> <p>This risk may occur mainly due to:</p> <ol style="list-style-type: none"> <li>The massive drop of coal price to below production cost.</li> <li>The massive hike of oil price will certainly increase production cost.</li> </ol> <p>Coal prices in 2025 generally indicated gradual downtrend compared to 2022-2023 uptrend price.</p>	<ol style="list-style-type: none"> <li>Kontrak jangka panjang pasokan batubara dioptimalkan berdasarkan berbagai struktur harga, seperti harga tetap, harga yang terkait dengan indeks (mengacu pada beberapa indeks), dan harga gabungan, dengan pembeli batubara yang kredibel untuk proporsi penjualan batubara yang besar. Hal ini akan mengurangi risiko terkait fluktuasi harga dan ketersediaan pembeli.</li> <li>Biaya produksi batubara diawasi secara reguler dan operasional pertambangan disesuaikan sesuai kebutuhan untuk mengurangi dampak peningkatan biaya.</li> </ol> <ol style="list-style-type: none"> <li>Long-term contracts of coal supply are optimized based on a variety of price structures, such as fixed price, index linked price (to a variety of indexes), and mixed price, with credible coal buyers for a large proportion coal sales. This will reduce the risk related to price fluctuation and availability of buyers.</li> <li>Coal production cost is monitored on a regular basis and the mining operations are adjusted as necessary to reduce the impact of cost increases.</li> </ol>
<p>3. Risiko ketersediaan dan penggunaan perlengkapan utama Risk of main equipment availability and utilization</p>	<p>Risiko ini dapat terjadi dalam hal terbatasnya pilihan pemasok, kualitas suku cadang yang buruk, keterlambatan suku cadang, pengiriman suku cadang yang tidak sesuai, serta masalah &amp; prosedur logistik pasokan.</p> <p>Risiko ini dapat menyebabkan kerugian yang lebih besar apabila terjadi gangguan lebih lanjut atas kegiatan operasional.</p> <p>The risk may occur in the event of limited supplier option, poor quality of parts, spare parts delay, delivery of non-suitable parts, and logistics supply problems &amp; procedures.</p> <p>This risk may cause larger loss in case of further interruption on operational activities</p>	<ol style="list-style-type: none"> <li>Pemeliharaan reguler dan perbaikan telah dijadwalkan atas semua perlengkapan dan aset yang rusak.</li> <li>Pengadaan dan investasi atas perlengkapan dan suku cadang baru dilakukan melalui pembelian, sewa, dan/ atau konsinyasi persediaan.</li> <li>Ketersediaan dan penggunaan perlengkapan utama harus dijaga pada tingkat optimum melalui vendor, pemasok, dan subkontraktor afiliasi.</li> </ol> <ol style="list-style-type: none"> <li>Regular maintenance and repairment have been scheduled on any damaged equipment and assets.</li> <li>Procurement and investment on new equipment and spare parts is done through purchase, rental, and/or consignment stock.</li> <li>The availability and utilization of main equipment must be maintained at an optimum level through affiliated vendors, suppliers, and subcontractors.</li> </ol>

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<p>4. Risiko pengangkutan batubara Risk of coal transportation</p>	<p>Musim kering yang panjang dapat menyebabkan rendahnya tingkat air di sungai kecil, yang kemudian akan memengaruhi operasional tongkang.</p> <p>Long dry season might cause low water level on small rivers which will affect barging operations</p>	<p>Perseroan telah membangun jalan pengangkutan batubara sepanjang 101 km yang langsung ke Sungai Mahakam dan juga menggunakan tongkang lebih kecil dan metode pengalihmuatan batubara selama tingkat air sungai rendah dan mengoptimalkan stockpile di area tambang dan BCT.</p> <p>The Company has constructed new 101-km coal hauling road (CHR) direct to Mahakam River and also utilized smaller barges and coal transshipment method during the low water level of river and optimizing stockpiles at mining sites and BCT.</p>
<p>5. Risiko sosial dan masyarakat Risk of social and community [GRI 12.9.3; 413-2]</p>	<p>Risiko ini dapat terjadi dalam hal:</p> <ol style="list-style-type: none"> <li>Insiden dan kecelakaan terkait kegiatan operasional.</li> <li>Keluhan dari masyarakat mengenai operasional pertambangan.</li> </ol> <p>The risk may occur in the event of:</p> <ol style="list-style-type: none"> <li>Incidents and accidents related to operational activities.</li> <li>Complaints from the community regarding mining operations.</li> </ol>	<ol style="list-style-type: none"> <li>Komunikasi yang efektif dijaga dengan masyarakat sekitar dan pemegang kepentingan terkait. Penjelasan mengenai dampak dan risiko pertambangan dan kegiatan operasional harus diberikan dan upaya yang memadai dilakukan untuk meminimalkannya.</li> <li>Terkait dengan pengangkutan batubara oleh tongkang di beberapa sungai kecil, kapal Perseroan dan kontraktor tongkang mengurangi kecepatannya saat melalui beberapa area sungai yang dekat dengan masyarakat.</li> <li>Perseroan telah mengalokasikan bantuan dan donasi untuk program pengembangan dan pemberdayaan masyarakat sekitarnya.</li> </ol> <ol style="list-style-type: none"> <li>Effective communication is maintained with the surrounding communities and related stakeholders. Explanation on the impact and risks of mining and operational activities must be provided, and sufficient efforts are done to minimize them.</li> <li>Related to the transportation of coal by barges on some small rivers, the Company's boats and barging contractors reduce their speed when passing through some areas of the river that are near the community.</li> <li>The Company has budgeted grants and donations for community development program for the surrounding community.</li> </ol>
<p>6. Risiko peraturan dan kebijakan pemerintah Risk of government regulations and policies</p>	<p>Perseroan menghadapi risiko yang relatif tinggi terkait perubahan peraturan dan kebijakan pemerintah karena pertambangan batubara adalah industri yang diatur secara ketat dan beberapa peraturan dapat diubah tanpa pemberitahuan sebelumnya.</p> <p>The Company is exposed to a relatively high risk related to the changes of government regulations and policies as the coal mining is a strictly regulated industry and some regulations may be amended without prior notification.</p>	<ol style="list-style-type: none"> <li>Perseroan telah mendirikan Departemen Kepatuhan sejak awal 2022 untuk memitigasi risiko terkait kepatuhan dan perizinan.</li> <li>Departemen Kepatuhan melakukan <i>Focus Group Discussion</i> (FGD) bulanan, yang biasanya dihadiri departemen lain dan perwakilan dari <i>site</i>, untuk mendiskusikan semua peraturan baru terkait dan untuk mengukur celah dan dampak terhadap kegiatan usaha Perseroan.</li> <li>Semua departemen didorong untuk mencari informasi terbaru mengenai peraturan baru terkait dan mengukur celah dan dampak terhadap kegiatan usaha.</li> </ol> <ol style="list-style-type: none"> <li>The Company has established the Compliance Department since early 2022 to mitigate any risks related to compliance and permit.</li> <li>The Compliance Department conducts regular Focus Group Discussions (FGD) meetings which usually attended by other departments and also representatives from mining sites on monthly basis to discuss any new related regulations and to measure the gaps and impacts towards the Company's business activities.</li> <li>All departments are encouraged to search for any updates on new related regulations and to measure the gaps and impacts towards the business activities.</li> </ol>

Risiko Risks	Peristiwa Risiko Risk Event	Manajemen Risiko Risk Management
7. Risiko keuangan Financial risk	<p>Risiko keuangan terkait dengan risiko arus kas, risiko nilai tukar, risiko suku bunga, dan risiko kredit.</p> <p>Financial risk is related to the cashflow risk, foreign exchange risk, interest rate risk, and credit risk.</p>	<ol style="list-style-type: none"> <li>Sebagian besar transaksi keuangan yang dilakukan oleh perusahaan pertambangan batubara dalam Grup BAYAN secara fungsional dikaitkan dengan Dolar AS.</li> <li>Secara keseluruhan, Perseroan memiliki jumlah kas yang memadai dan tidak bergantung pada pinjaman yang besar.</li> <li>Risiko kredit timbul terutama dari penjualan batubara. Semua penjualan ekspor oleh Perseroan dijamin menggunakan <i>Letter of Credit (L/C)</i> dalam Dolar AS, yang mengurangi kemungkinan jumlah yang tidak tertagih.</li> </ol> <ol style="list-style-type: none"> <li>Most of the financial transactions conducted by the coal mining companies within the BAYAN Group are generally linked to US Dollars.</li> <li>Overall, the Company has sufficient amount of cash and does not depend on any material debts.</li> <li>Credit risk arises primarily from sales of coal. All export sales by the Company are secured using Letters of Credit (L/C) in US Dollars, which reduces the risk of uncollectible amounts.</li> </ol>
8. Risiko kinerja kontraktor Risk of contractor performance	<p>Risiko ini dapat terjadi dalam hal proses manajemen kontraktor tidak efektif dan tidak efisien, khususnya terkait pencapaian target atas konstruksi proyek, <i>overburden removal</i> dan pengangkutan, pengambilan &amp; pengangkutan batubara, tongkang dan pengiriman, dll.</p> <p>The risk may occur in the event of ineffective and inefficient management processes by contractors, especially related to target achievement on project construction, <i>overburden removal</i> &amp; its hauling, coal getting &amp; its hauling, barging and shipment, etc.</p>	<p>Perseroan dan anak perusahaannya melakukan rapat reguler dengan semua kontraktor untuk memeriksa dan mengawasi kegiatan kontraktor, terutama proyek atau pekerjaan khusus yang mungkin ditunda atau mengeluarkan biaya signifikan (contoh: <i>demurrage</i>) atau memiliki efek domino yang signifikan terhadap kegiatan lain.</p> <p>Perseroan memiliki beberapa kontraktor di Proyek Tabang sehingga tidak ada kontraktor yang mendominasi, dan memungkinkan adanya fleksibilitas dan cadangan bagi Perseroan.</p> <p>The Company and its subsidiaries held regular meetings with all contractors to review and control the contractors' activities, especially on specific projects or works that are likely to be delayed or to incur significant cost implication (e.g., <i>demurrage</i>) or to have a significant domino effect to other activities.</p> <p>The Company has multiple contractors at the Tabang Project so that no contractor dominates, allowing more flexibility and back-up.</p>
9. Risiko keamanan jaringan ICT dan data Risk of ICT network and data security	<p>Keamanan jaringan ICT dan data dapat menjadi target serangan dunia maya (<i>malware &amp; hacker</i>).</p> <p>ICT Network and data security may be a target of cyber attack (<i>malware &amp; hacker</i>).</p>	<p>Departemen ICT telah mempersiapkan keamanan IT khusus, dan juga membuat skenario pemulihan spesifik atas data dan jaringan ICT apabila terjadi beberapa hal, seperti serangan dunia maya, kebakaran besar dan gempa bumi, bangunan runtuh, atau kecelakaan pesawat.</p> <p>Departemen ICT bekerja sama dengan konsultan pihak ketiga dalam melakukan uji penetrasi untuk mengidentifikasi area kelemahan dan memperbaiki area yang rentan.</p> <p>The ICT Department has prepared dedicated IT security for the network and data, and also has prepared specific recovery scenario on ICT data and network in case of some incidents, such as cyber attack, big fire and earthquake, building collapse, or airplane crash.</p> <p>The ICT Department has engaged third-party consultants to perform penetration tests to identify areas of weakness and remedy the vulnerabilities.</p>
10. Risiko Kesehatan dan keselamatan Risk of health and safety	<p>Risiko ini dapat terjadi dalam hal:</p> <ol style="list-style-type: none"> <li>Terjadinya kecelakaan berat dan fatal.</li> <li>Adanya gangguan dan kerusakan lingkungan.</li> </ol> <p>Adanya masalah kesehatan dan keselamatan yang berat dapat menyebabkan pihak yang berwenang menghentikan kegiatan operasional.</p> <p>The risk may occur in the event of:</p> <ol style="list-style-type: none"> <li>Major and fatal accidents.</li> <li>Disturbance and damage to the environment.</li> </ol> <p>Major health and safety issues may cause the operation stopped by the authorities.</p>	<p>Departemen HSE-CD khusus telah didirikan untuk mengelola standar dan prosedur terkait kesehatan, keamanan, dan lingkungan.</p> <p>A dedicated HSE-CD Department has been established to manage a comprehensive standard and procedure related to Health, Safety, and Environment (HSE).</p>



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11. Risiko lingkungan Risk of environment	Masalah lingkungan yang berat dapat menyebabkan pihak yang berwenang menghentikan kegiatan operasional.  Major environment issues may cause the operation stopped by the authorities.	Departemen HSE-CD khusus telah didirikan untuk mengelola standar dan prosedur terkait kesehatan, keamanan, dan lingkungan.  A dedicated HSE-CD Department has been established to manage a comprehensive standard and procedure related to Health, Safety, and Environment (HSE).
12. Risiko preferensi global/ peralihan ke energi yang lebih bersih Risk of global preference/ switch to cleaner energy	Risiko peralihan energi dari pembangkit listrik batubara ke energi yang lebih bersih dapat mengurangi konsumsi batubara untuk energi.  Dalam jangka panjang, produsen energi global akan meninggalkan energi batubara ketika penurunan LCOE (Levelized Cost of Electricity) dari energi yang lebih bersih menjadi lebih menarik.  Risk of energy switch from coal power plant to cleaner energy might decrease coal consumption for energy.  In the long run, global power producers will leave coal power as soon as the decreasing LCOE (Levelized Cost of Electricity) of cleaner energies are becoming more attractive.	Risiko ini tidak dapat dihindari karena sebagian besar negara, termasuk Indonesia, telah berkomitmen untuk mengurangi dan menghentikan penggunaan energi dari bahan bakar fosil (termasuk pembangkit listrik tenaga batubara) di masa mendatang.  Namun, kenaikan konsumsi listrik, terutama karena permintaan baru dari stasiun pengisian kendaraan listrik dan pusat data baru, tidak dapat langsung dipenuhi oleh energi yang lebih bersih. Pembangkit listrik tenaga batubara mungkin masih diperlukan untuk mengisi kebutuhan tersebut, khususnya, apabila terjadi cuaca ekstrim yang biasanya meningkatkan permintaan energi.  This risk is inevitable as most countries, including Indonesia, has committed to reducing and stopping fossil fuel power (including coal power plant) in the future.  However, the rise of electricity consumption mainly due to new demand from electric vehicle charging station and new data centers, cannot be easily fulfilled by cleaner energy. Coal power plants might still be needed to fill the gap, especially if there were extreme weather that usually increase the power demand.

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**iii. Pemantauan dan Evaluasi Risiko**

Departemen Manajemen Risiko menyajikan informasi terbaru mengenai sistem manajemen risiko dan beberapa risiko utama yang berpotensi memiliki dampak signifikan terhadap operasional pertambangan dan bisnis secara umum, dalam rapat Direksi setiap bulan dan juga rapat gabungan antara Direksi dan Dewan Komisaris. Para anggota Direksi dan Dewan Komisaris dapat memberikan hasil tinjauan dan advis selama rapat tersebut terkait prosedur manajemen risiko dan efektivitasnya.

Departemen Manajemen Risiko menjaga koordinasi yang baik dengan Komite Manajemen Risiko yang dibentuk oleh Dewan Komisaris, untuk terus meningkatkan Sistem Manajemen Risiko dalam Perseroan dan perusahaan afiliasinya.

Rapat koordinasi yang melibatkan Departemen Manajemen Risiko dan Komite Manajemen Risiko diadakan secara berkala sekurang-kurangnya 4 kali dalam setahun. Komite Manajemen Risiko akan mengevaluasi, mengawasi, dan memberikan masukan kepada Departemen Manajemen Risiko mengenai penerapan Manajemen Risiko oleh Perseroan dan memberikan rekomendasi untuk meningkatkan sistem manajemen risiko. Hasil dari rapat ini akan dilaporkan kepada Dewan Komisaris.

**iii. Risk Monitoring and Evaluation**

The Risk Management Department presents an update of the risk management system and main risks that potentially have a significant impact on mining operations and general business, in the meetings of the Board of Directors on a monthly basis and also joint meetings between the Board of Directors and Board of Commissioners. Members of the Board of Directors and Board of Commissioners may give their review results and advice during the meeting regarding the risk management procedures and effectiveness.

The Risk Management Department maintains a good coordination with the Risk Management Committee established by the Board of Commissioners, to provide continuous improvement of the Risk Management System in the Company and its affiliated companies.

Coordination meetings involving the Risk Management Department and the Risk Management Committee are held regularly at least 4 times a year. The Risk Management Committee will evaluate, monitor, and provide feedback to the Risk Management Department regarding the implementation of Risk Management by the Company and give recommendations for improving the risk management system. The meeting result will be reported to the Board of Commissioners.

Rapat koordinasi tersebut merupakan mekanisme internal untuk memperoleh persetujuan dan saran dari para direktur, komisioner, dan Komite Manajemen Risiko, dengan mengawasi dan mengevaluasi penerapan dan efektivitas sistem manajemen risiko.

Untuk memastikan efektivitas sistem Pengendalian Internal di Perseroan, pelaksanaan audit operasional dijalankan oleh Unit Audit Internal. Unit Audit Internal merupakan unit kerja yang menjalankan kegiatan konsultasi yang bersifat independen dan objektif dengan menggunakan pendekatan yang sistematis dan disiplin untuk mengevaluasi dan meningkatkan efektivitas proses tata kelola, manajemen risiko dan pengendalian untuk mencapai tujuan Perseroan.

#### iv. Upaya Antikorupsi [GRI 12.20.2; 205-1]

Perseroan mendukung program Pemerintah dalam rangka mencegah tindakan korupsi di seluruh wilayah Indonesia. Untuk menciptakan iklim usaha yang sehat, Perseroan menghindari tindakan, perilaku, atau perbuatan-perbuatan yang dapat menimbulkan konflik kepentingan, seperti korupsi, penyuapan, dan pelanggaran lainnya di seluruh wilayah operasional Perseroan. Perseroan berupaya meningkatkan dan memperbaiki setiap proses bisnis dengan menerapkan kebijakan maupun prosedur yang berbasis antikorupsi, penyuapan, dan/atau pelanggaran peraturan perundang-undangan yang berlaku untuk memperkaya diri sendiri atau kelompok. Terkait kebijakan tersebut, pada tahun 2024, Perseroan telah mengeluarkan Pedoman Pengelolaan dan Pengendalian Gratifikasi. [GRI 12.20.2; 205-1]

Perseroan telah melakukan sosialisasi kebijakan antikorupsi kepada karyawan di kantor pusat Jakarta untuk memperkuat upaya pencegahan dan pemberantasan korupsi. Perseroan juga akan menindak tegas apabila ada karyawan atau mitra kerja yang tidak mematuhi kebijakan Perseroan yang berlaku. [GRI 12.20.3; 205-2]

Pada tahun 2025, tidak ada kasus korupsi yang dilaporkan, baik secara internal maupun eksternal yang melibatkan Perseroan ataupun karyawannya. [GRI 12.20.4; 205-3]

#### v. Sistem Whistleblowing

Pada tahun 2024, Perseroan melakukan perumusan dan sosialisasi kebijakan *whistleblowing* baru sebagai upaya memperkuat mekanisme pelaporan pelanggaran. *Whistleblowing* adalah sistem yang dibuat sebagai sarana bagi semua pihak untuk melaporkan tindakan dugaan pelanggaran sesuai dengan kategori tindakan pelanggaran yang ditetapkan dalam kebijakan terkait.

These coordination meetings are some of the internal mechanisms to get approval and advice from directors, commissioners, and the Risk Management Committee, by monitoring and evaluating the implementation and effectiveness of the risk management system.

To ensure the effectiveness of the Internal Control System in the Company, an operational audit is carried out by the Internal Audit Unit. The Internal Audit Unit is a work unit that carries out independent and objective consulting activities using a systematic and disciplined approach to evaluate and improve the effectiveness of governance, risk management, and control processes to support the achievement of the Company's objectives.

#### iv. Anti-Corruption Action [GRI 12.20.2; 205-1]

The Company supports the Government's program to prevent any corruption acts throughout Indonesia. To create a healthy business climate, the Company avoids any acts, behaviours, or actions that may cause conflict of interest, such as corruption, bribery, and other violations in the entire operational areas of the Company. The Company strives to increase and improve every business process by implementing the policies on anti-corruption, bribery, and/or violations of the prevailing laws and regulations to enrich a certain person or group. Related to the policy, in 2024, the Company issued Guidelines for Gratuity Management and Control. [GRI 12.20.2; 205-1]

The Company has disseminated the anticorruption policy to all employees in Jakarta head office in order to strengthen the corruption prevention and eradication action. The Company will also take firm actions if there are any employees or business partners who do not comply with the Company's prevailing policy. [GRI 12.20.3; 205-2]

In 2025, there were no reported cases of corruption both internally and externally that involved the Company or any of its employees. [GRI 12.20.4; 205-3]

#### v. Whistleblowing System

In 2024, the Company formulated and disseminated the new whistleblowing policy as the effort to enhance the violation reporting mechanism. Whistleblowing is a system built to facilitate all parties to report suspected acts of violation in accordance with the categories of violation act as specified in the policy.

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## Sistem Whistleblowing / Whistleblowing System [GRI 2-26]

<p>Ruang Lingkup Scope</p>	<p>Sistem <i>whistleblowing</i> berlaku untuk seluruh karyawan, <i>officer</i>, direksi, kontraktor, <i>supplier</i>, dan pemangku kepentingan lainnya pada unit bisnis BAYAN Group. The whistleblowing system is applicable for all employees, officers, directors, contractors, suppliers, and other stakeholders in business units of BAYAN Group.</p>
<p>Susunan Tim <i>Whistleblowing</i> dan WIPO Composition of Whistleblowing Team and WIPO</p>	<p>Dalam rangka melaksanakan program pelaporan pelanggaran, dibentuk Tim <i>Whistleblowing</i> dengan susunan sebagai berikut: In implementing the violation reporting program, the Company formed the Whistleblowing Team with the following composition:  <b>Penanggung jawab</b> : Direktur Utama                  Person-in-charge : President Director  <b>Pengarah I</b> : Direktur Legal                  Director I : Legal Director  <b>Pengarah II</b> : Direktur HRD                  Director II : HRD Director  <b>Ketua</b> : Manager Audit Internal                  Head : Internal Audit Manager  <b>Sekretaris</b> : <i>Corporate Secretary</i>                  Secretary : Corporate Secretary                  Sebagai bagian dari Tim <i>Whistleblowing</i>, Perseroan juga menunjuk <i>Whistleblower Investigation and Protection Officer</i> (WIPO) untuk melakukan investigasi atas adanya dugaan pelanggaran perilaku dan memastikan pelapor <i>whistleblowing</i> dilindungi oleh Perseroan dari tindakan pembalasan atau ancaman. Adapun susunan WIPO adalah perwakilan dari Departemen Legal, Audit Internal, dan HR.                  As part of the Whistleblowing Team, the Company also assigns Whistleblower Investigation and Protection Officer (WIPO) to investigate alleged violation of conduct and to ensure whistleblower protection by the Company against retaliation or threats. The composition of WIPO is the representative of Legal, Internal Audit, and HR Department.</p>
<p>Saluran Pelaporan Reporting Channels</p>	<p>Situs web: <a href="https://www.bayan.com.sg/whistle-blowing-system">https://www.bayan.com.sg/whistle-blowing-system</a>                  Website: <a href="https://www.bayan.com.sg/whistle-blowing-system">https://www.bayan.com.sg/whistle-blowing-system</a>                  Surel: <a href="mailto:whistleblowing@bayan.com.sg">whistleblowing@bayan.com.sg</a>                  E-mail: <a href="mailto:whistleblowing@bayan.com.sg">whistleblowing@bayan.com.sg</a>                  Hotline, SMS, dan panggilan via Whatsapp: +62 811-1050-9001                  Hotline, SMS, and Whatsapp Call: +62 811-1050-9001                  Surat ditandai sebagai rahasia dapat dikirimkan ke:                  Letter marked as confidential delivered to:                  PT Bayan Resources Tbk, Office 8 Building, 37th floor, Unit A - H, Jalan Senopati No. 8B, Senayan, Kebayoran Baru, Administration City of Jakarta Selatan, DKI Jakarta 12190, Indonesia, phone: (62-21) – 2935 6888, Attention: <i>Whistleblowing Team</i>.</p>
<p>Anonimitas Anonymity</p>	<p>Pelapor dapat memilih untuk membuat pelaporan tanpa mencantumkan identitas diri. The whistleblower may choose to file a report without his/her identity (anonymous).</p>
<p>Alur Pelaporan Reporting Flow</p>	<p>Setiap laporan yang masuk akan diterima dan ditindaklanjuti oleh Tim <i>Whistleblowing</i>. Kemudian, akan dilakukan peninjauan awal dalam waktu 1-2 minggu. Jika peninjauan awal tersebut menunjukkan bahwa laporan valid, Tim <i>Whistleblowing</i> akan menunjuk WIPO untuk melakukan investigasi menyeluruh, dengan melibatkan investigator internal atau eksternal, yaitu pihak di luar BAYAN Group tergantung sifat dan kompleksitas laporan. Temuan dari hasil investigasi akan dilaporkan oleh WIPO kepada Tim <i>Whistleblowing</i>. Hasil dari tindak lanjut yang diperlukan akan diambil berdasarkan temuan yang ada. Every report filed will be received and followed up by the Whistleblowing Team. Then, the initial review process will be carried out within 1-2 weeks. In the event of the initial review confirming the report validity, the Whistleblowing Team will assign WIPO to conduct a thorough investigation, by involving internal or external investigators, who are parties outside of the BAYAN Group depending on the nature and complexity of the report. The findings of the investigation will be reported by WIPO to the Whistleblowing Team. The required follow-up actions will be taken based on existing findings.</p>
<p>Perlindungan terhadap Pelapor Protection for Whistleblowers</p>	<p>BAYAN Group melarang keras segala bentuk tindakan balasan terhadap pelapor, serta berkomitmen penuh untuk melindungi identitas pelapor serta kerahasiaan isi pelaporan pelanggaran. Semua laporan <i>whistleblowing</i> akan ditangani dengan sangat hati-hati dan rahasia. The BAYAN Group strictly prohibits any form of retaliation against the whistleblower and is fully committed to protecting the identity of the whistleblower and the confidentiality of the whistleblowing report content. All whistleblowing reports will be handled with utmost care and confidentiality.</p>

Selama tahun 2025, Perseroan tidak menerima laporan pelanggaran dari masyarakat, mitra kerja, ataupun karyawan Perseroan. [GRI 12.9.4]

During 2025, the Company did not receive any reports of violation from the public, business partners, or employees of the Company. [GRI 12.9.4]

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**vi. Peran Direksi dan Dewan Komisaris dalam Proses Manajemen Risiko Perseroan [GRI 2-15]**

Penerapan sistem manajemen risiko di lingkungan Perseroan adalah untuk memastikan bahwa tidak ada karyawan, Direksi, Dewan Komisaris, atau anggota keluarganya baik secara langsung maupun tidak langsung menggunakan wewenang pengambilan keputusan untuk keuntungan pribadi. Apabila ditemukan pelanggaran terkait hal ini, Perseroan akan menindak tegas sesuai dengan peraturan perusahaan dan hukum yang berlaku.

**F.4. Hubungan dengan Pemangku Kepentingan [SEOJK E.4] [GRI 2-29]**

Bagi Perseroan, pemangku kepentingan memiliki peranan penting dalam keberlanjutan dan keberhasilan Perseroan mewujudkan visinya. Perseroan secara berkala mengidentifikasi dan menganalisis aspirasi, kebutuhan, kekhawatiran, serta masukan para pemangku kepentingan dalam kegiatan usaha Perseroan. Hasil proses identifikasi tersebut menjadi dasar bagi Perseroan dalam pelibatan pemangku kepentingan untuk pengelolaan isu, dan merumuskan program yang sesuai dengan konteks dan kebutuhan pemangku kepentingan.

**i. Metode Identifikasi Kelompok Pemangku Kepentingan**

Metode Identifikasi Kelompok Pemangku Kepentingan berdasarkan AA1000 *Stakeholder Engagement Standard* (2015) dengan uraian sebagai berikut:

**Ketergantungan (Dependency) - D**

Perseroan memiliki ketergantungan pada seseorang atau sebuah organisasi, atau sebaliknya.

**Tanggung Jawab (Responsibility) - R**

Perseroan memiliki tanggung jawab hukum, komersial, atau etika terhadap seseorang atau sebuah organisasi.

**Tekanan (Tension) - T**

Seseorang atau sebuah organisasi memiliki pengaruh terhadap Perseroan terkait isu ekonomi, sosial, atau lingkungan tertentu.

**Pengaruh (Influence) - I**

Seseorang atau sebuah organisasi memiliki pengaruh terhadap Perseroan atau strategi atau kebijakan pemangku kepentingan lain.

**Keragaman Perspektif (Diverse Perspective) - DP**

Seseorang atau sebuah organisasi memiliki pandangan yang berbeda yang dapat memengaruhi situasi dan mendorong adanya aksi yang tidak ada sebelumnya.

**Kedekatan (Proximity) - P**

Seseorang atau sebuah organisasi memiliki kedekatan geografis dan operasional dengan Perseroan.

**vi. Role of the Board of Directors and Board of Commissioners in the Company's Risk Management Process [GRI 2-15]**

The implementation of the risk management system within the Company is to ensure that no employees, Board of Directors, Board of Commissioners, or members of their families either directly or indirectly use the decision-making authority for personal gain. If a violation is found regarding this matter, the Company will take a firm action in accordance with the Company's regulations and the prevailing laws.

**F.4. Relationship with Stakeholders [SEOJK E.4] [GRI 2-29]**

For the Company, stakeholders have an important role in the sustainability and success of the Company in realizing its vision. The Company regularly identifies and analyses the aspirations, needs, concerns, and input of stakeholders in the Company's business activities. The results of the identification process become the basis for the Company to involve stakeholders in managing issues and formulating programs that are in accordance with the context and their needs.

**i. Identification Method of Stakeholders**

The identification method of stakeholders based on AA1000 Stakeholder Engagement Standard (2015) is elaborated as follows:

**Dependency - D**

The Company has dependencies on a person or an organization, or vice versa.

**Responsibility - R**

The Company has legal, commercial or ethical responsibilities towards a person or an organization.

**Tension - T**

A person or an organization has influence over the Company regarding certain economic, social, or environmental issues.

**Influence - I**

A person or organization has influence over the Company or the strategies or policies of other stakeholders

**Diverse Perspective - DP**

A person or an organization has a different view that can influence a situation and encourage action that did not exist before.

**Proximity - P**

A person or an organization has geographical and operational proximity to the Company.

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**Ikhtisar Basis Identifikasi, Topik, dan Metode Pelibatan Pemangku Kepentingan 2025 / Summary of Identification Bases, Topics, and Methods of Stakeholder Engagement in 2025 [GRI 2-29]**

Pemangku Kepentingan Stakeholders	Basis Identifikasi Identification Basis	Topik Utama Main Topic	Metode Pendekatan Approach Methods
1. Investor/Pemegang Saham Investors/ Shareholders	D, R, I	<ul style="list-style-type: none"> <li>Pertanggungjawaban kinerja ekonomi, lingkungan hidup, dan sosial Perseroan</li> <li>Accountability for the Company's economic, environmental, and social performance</li> </ul>	<p><b>Pemberian Informasi dan Pelibatan</b></p> <ul style="list-style-type: none"> <li>Publikasi rutin (Laporan Tahunan, Laporan Keuangan Kuartalan dan Tahunan, dan <i>website</i>);</li> <li>Penyelenggaraan RUPS, minimal 1 kali dalam setahun.</li> </ul> <p><b>Provision of Information and Involvement</b></p> <ul style="list-style-type: none"> <li>Regular publications (Annual Reports, Quarterly and Annual Financial Reports, and websites);</li> <li>Holding GMS at least once a year.</li> </ul>
2. Karyawan dan Serikat Pekerja Employee & Labor Union	D, R, T, I	<ul style="list-style-type: none"> <li>Kinerja K3</li> <li>Kesejahteraan karyawan</li> <li>OHS performance</li> <li>Employee welfare</li> </ul>	<p><b>Pemberian Informasi, Konsultasi, Negosiasi, dan Pelibatan</b></p> <ul style="list-style-type: none"> <li>Komunikasi melalui <i>email</i>, intranet, dan <i>website</i>;</li> <li>Penyusunan dan penetapan perjanjian kerja bersama (PKB) untuk jangka waktu tertentu.</li> </ul> <p><b>Provision of Information, Consultation, Negotiation, and Involvement</b></p> <ul style="list-style-type: none"> <li>Communication via email, intranet, and website;</li> <li>Preparation and stipulation of a collective work agreement (PKB) for a certain period</li> </ul>
3. Pemerintah Pusat dan Daerah Central and Regional Government	D, R, T, I, DP, P	<ul style="list-style-type: none"> <li>Pemberdayaan masyarakat melalui program CSR</li> <li>Pemenuhan kewajiban kepada negara</li> <li>Community empowerment through CSR programs</li> <li>Fulfilment of obligations to the government</li> </ul>	<p><b>Pembinaan Hubungan dengan Pemangku Kepentingan</b></p> <ul style="list-style-type: none"> <li>Pelaporan rutin (AMDAL, RKTTL, Rencana Pascatambang, laporan rutin dan insidentil ke OJK, BEI, dan lainnya) dan <i>website</i>;</li> <li>Konsultasi kepada kementerian dan lembaga, serta dinas, konsultasi publik;</li> <li>Musyawaharah Perencanaan Pembangunan (Musrenbang) dengan pemerintah daerah;</li> <li>Pelaporan pajak, PNPB, dan kewajiban lainnya kepada negara.</li> </ul> <p><b>Stakeholder Relationship Development</b></p> <ul style="list-style-type: none"> <li>Routine reporting (AMDAL, RKTTL, Post-Mining Plan, routine and incidental reports to OJK, BEI, etc.) and website;</li> <li>Consultation with ministries and institution, and agencies, public consultation;</li> <li>Development Planning Deliberation (Musrenbang) with local governments;</li> <li>Reporting of taxes, PNPB and other obligations to the Government.</li> </ul>
4. Industri, Pelaku Usaha Pertambangan, & Asosiasi Usaha Industry, Mining Businesses, & Business Associations	D, R, T, I, P	<ul style="list-style-type: none"> <li>Penerapan praktik pertambangan yang baik</li> <li>persepsi pihak lain terhadap sektor pertambangan</li> <li>Implementation of Good Mining Practices</li> <li>Perception from other parties towards the mining sector</li> </ul>	<p><b>Advokasi, Pemberian Informasi, Konsultasi, dan Kolaborasi</b></p> <ul style="list-style-type: none"> <li><i>Website</i>;</li> <li>Ikut serta dalam berbagai seminar, konferensi, dan lain-lain.</li> </ul> <p><b>Advocacy, Provision of Information, Consultation, and Collaboration</b></p> <ul style="list-style-type: none"> <li>Website;</li> <li>Taking part at various seminars, conferences, etc.</li> </ul>

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5. Konsumen Customers	D, R, I, P	Kualitas produk dan pelayanan Products and services quality	<p><b>Pemberian Informasi dan Konsultasi</b></p> <ul style="list-style-type: none"> <li>Pembuatan kontrak komersial penjualan produk dengan jaminan kualitas produk, kesinambungan pasokan dan ketepatan pengiriman, dilakukan sesuai kebutuhan;</li> <li>Survei kepuasan pelanggan.</li> </ul> <p><b>Provision of Information and Consultation</b></p> <ul style="list-style-type: none"> <li>Making commercial contracts for the sale of products with assurance of product quality, continuity of supply and on time delivery, which are carried out as needed;</li> <li>Customer satisfaction surveys.</li> </ul>
6. Lembaga Swadaya Masyarakat Non-Governmental Organization	T, I, DP	<ul style="list-style-type: none"> <li>Sosialisasi Program Kemitraan dan Program PPM</li> <li>Penyusunan AMDAL</li> <li>Dissemination of Partnership and Community Development Programs</li> <li>Development of AMDAL</li> </ul>	<p><b>Pemberian Informasi, Konsultasi, dan Kolaborasi</b></p> <ul style="list-style-type: none"> <li>Sosialisasi Program PPM;</li> <li>Konsultasi publik untuk AMDAL.</li> </ul> <p><b>Provision of Information, Consultation, and Collaboration</b></p> <ul style="list-style-type: none"> <li>Dissemination of Community Development Program;</li> <li>Public consultation regarding AMDAL.</li> </ul>
7. Masyarakat/Komunitas Lokal Society/Local Community	D, R, T, I, DP, P	<ul style="list-style-type: none"> <li>Sosialisasi implementasi program PPM</li> <li>Pendampingan dan pemberdayaan masyarakat</li> <li>Pengelolaan dampak ekonomi, lingkungan hidup, dan sosial</li> <li>Dissemination of the implementation of Community Development Programs</li> <li>Community assistance and empowerment</li> <li>Management of economic, environmental, and social impacts</li> </ul>	<p><b>Pemberian Informasi, Transaksi, Konsultasi, Negosiasi, Pelibatan, Kolaborasi, dan Pemberdayaan</b></p> <ul style="list-style-type: none"> <li>Sosialisasi AMDAL;</li> <li>Pertemuan rutin dengan warga masyarakat;</li> <li>Penyelenggaraan PPM;</li> <li>Menerima masukan masyarakat dalam proses AMDAL;</li> <li>Rencana Pascatambang partisipasi dalam Musyawarah Perencanaan Pembangunan (Musrenbang) dengan masyarakat dan pemerintah daerah;</li> <li>Pelibatan masyarakat dalam perencanaan, pelaksanaan, <i>monitoring</i> dan evaluasi program PPM;</li> <li>Kerja sama dalam berbagai inisiatif multi-pemangku kepentingan dengan masyarakat lokal, universitas, dan pemerintah daerah, serta kemitraan dengan berbagai lembaga.</li> </ul> <p><b>Provision of Information, Transaction, Consultation, Negotiation, Engagement, Collaboration, and Empowerment</b></p> <ul style="list-style-type: none"> <li>Dissemination of AMDAL;</li> <li>Regular meetings with community members;</li> <li>Implementation of Community Development Programs;</li> <li>Receiving the community input in the AMDAL process;</li> <li>Post-mining plan to participate in the Development Planning Deliberation (Musrenbang) with the community and local government;</li> <li>Community involvement in planning, implementing, monitoring, and evaluating the Community Development Program;</li> <li>Cooperation in various multi-stakeholder initiatives with local communities, universities, and local governments, as well as partnerships with various institutions.</li> </ul>

Pemangku Kepentingan Stakeholders	Basis Identifikasi Identification Basis	Topik Utama Main Topic	Metode Pendekatan Approach Methods
8. Pemasok Suppliers	D, R, T, I	<ul style="list-style-type: none"> <li>Kontrak kerja sama</li> <li>Proses pengadaan</li> <li>Kesempatan bagi pemasok lokal</li> <li>Cooperation contract</li> <li>Procurement process</li> <li>Opportunities for local suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Pertemuan berkala</li> <li>Renegosiasi kontrak</li> <li>Sistem pengadaan</li> <li>Regular meetings</li> <li>Contract Renegotiation</li> <li>Procurement Systems</li> </ul>
9. Kontraktor Contractors	D, R, T, I	<ul style="list-style-type: none"> <li>Kontrak Kerja Sama</li> <li>Forum komunikasi</li> <li>Koordinasi operasional</li> <li>Keselamatan dan Kesehatan Kerja</li> <li>Cooperation contract</li> <li>Communication forums</li> <li>Operational coordinations</li> <li>Occupational Health and Safety</li> </ul>	<ul style="list-style-type: none"> <li>Pertemuan berkala</li> <li>Morning Briefing</li> <li>Renegosiasi kontrak</li> <li>Regular meeting</li> <li>Morning Briefings</li> <li>Contract Renegotiation</li> </ul>

## Catatan / Note:

Selain berdasarkan AA1000 Stakeholder Engagement Standard (2015), ikhtisar basis identifikasi, topik, dan metode pelibatan pemangku kepentingan juga berdasarkan jurnal internasional Stakeholder Engagement, Social Auditing and Corporate Sustainability (Gao and Zhang, 2006) serta Assessing Stakeholder Engagement (Bruce and Shelley, 2010). Besides based on AA1000 Stakeholder Engagement Standard (2015), the summary of identification bases, topics, and methods of stakeholder engagement is also according to the Stakeholder Engagement, Social Auditing and Corporate Sustainability (Gao and Zhang, 2006), and Assessing Stakeholder Engagement (Bruce and Shelley, 2010).

### F.5. Permasalahan dalam Penerapan Keuangan Berkelanjutan [SEOJK E.5]

Sebagian besar permasalahan yang dihadapi dalam area keuangan berkelanjutan terutama disebabkan oleh faktor-faktor eksternal, seperti fluktuasi harga, permintaan batubara, cuaca ekstrim, dan perubahan peraturan atau kebijakan pemerintah. Isu potensial yang signifikan ke depannya adalah kecenderungan dari bank dan institusi keuangan lainnya yang lebih memilih untuk mendanai proyek ramah lingkungan dan mengurangi dukungan terhadap industri bahan bakar fosil. Terkait isu tersebut, Perseroan melakukan pengawasan secara intensif dan analisis untuk mengukur dampak keuangan yang dapat ditimbulkan dan akan terus melanjutkannya.

Selain itu, tantangan lain terkait dengan faktor internal, seperti proses integrasi prinsip keberlanjutan ke dalam kebijakan, prosedur, dan sistem pengelolaan risiko yang telah berjalan, serta penguatan sistem pengumpulan, pengelolaan, dan pelaporan data terkait aspek keberlanjutan. Dalam hal ini, Perseroan terus melakukan evaluasi dan penyesuaian internal dengan prinsip keuangan keberlanjutan agar implementasinya dapat berjalan lancar dan mendukung keberlanjutan usaha dalam jangka panjang.

### F.5. Issues in the Implementation of Sustainable Finance [SEOJK E.5]

Most of the issues faced in the area of sustainable finance are mainly caused by external factors, such as price fluctuation, coal demand, extreme weather, and changes of government regulations or policies. A potential significant issue moving forward would be the general direction of banks and other financial institutions preferring to fund green projects and reducing support for the fossil fuel industry. Related to the issues, the Company has intensively monitored and analyzed them to measure the financial impact that may incur and will continue doing so.

In addition, other challenges are related to internal factors, such as the process of integrating sustainability principles into existing policies, procedures, and risk management systems, as well as strengthening the systems for collecting, managing, and reporting data related to sustainability aspects. In this regard, the Company continuously conducts internal evaluations and alignment with sustainable finance principles to ensure smooth implementation and to support long-term business sustainability.



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**KINERJA KEBERLANJUTAN**  
SUSTAINABILITY PERFORMANCE  
[SEOJK F]



BAYAN Group terus berupaya untuk melakukan kegiatan operasional yang mengacu pada nilai-nilai keberlanjutan internal, yaitu profesionalitas, bertanggung jawab, jujur, disiplin, dan dinamis.

The BAYAN Group continuously strives to perform its operational activities by referring to the internal sustainability values, i.e., professionalism, accountability, integrity, discipline, and dynamic.

## G.1. Kegiatan Membangun Budaya Berkelanjutan [SEOJK F.1]

Sebagai wujud nyata perhatian BAYAN Group terhadap isu keberlanjutan ini, BAYAN Group terus menerapkan praktik pertambangan yang baik (*Good Mining Practice*) sebagai salah satu cara untuk menciptakan keberlanjutan di masa depan. Praktik tersebut mengacu pada praktik pertambangan yang bertanggung jawab dan berkelanjutan. Oleh karena itu, kegiatan penambangan dilakukan dengan memperhatikan aspek keselamatan kerja, lingkungan, efisiensi sumber daya, serta kesejahteraan masyarakat sekitar.

Lebih lanjut, komitmen BAYAN Group diimplementasikan dengan pemenuhan berbagai standar baik nasional maupun internasional, di antaranya ISO 9001:2015 Sistem Manajemen Mutu, ISO 14001:2015 Sistem Manajemen Lingkungan dalam pengelolaan lingkungan termasuk pengelolaan limbah yang bertujuan untuk meminimalkan dampak negatif di bidang lingkungan akibat kegiatan operasional, OHSAS 18001:2007 Sistem Manajemen Keselamatan dan Kesehatan Kerja yang ditingkatkan menjadi ISO 45001:2018, Sistem Manajemen Keselamatan Pertambangan sesuai Keputusan Menteri ESDM No. 1827 K/30/MEM/2018 tentang Pedoman Pelaksanaan Kaidah Teknik Pertambangan yang Baik, dan Peraturan Menteri ESDM No. 26 Tahun 2018 tentang Pelaksanaan Kaidah Pertambangan yang Baik dan Pengawasan Pertambangan Mineral dan Batubara.

## G.2. Kinerja Ekonomi [GRI 3-3; 12.8.1]

### i. Target dan Pencapaian Ekonomi BAYAN Group pada Tahun 2025

Kinerja ekonomi BAYAN Group tahun 2025 tercatat relatif baik, terutama terkait peningkatan volume produksi menjadi 68,0 juta MT. Terlepas dari penurunan harga jual yang signifikan akibat merosotnya harga pasar, BAYAN Group tetap mampu mencatatkan laba yang sehat. Harga jual rata-rata batubara pada tahun 2025 adalah US\$48,4/MT. Sementara itu, pendapatan BAYAN Group tercatat sebesar US\$3,4 miliar dengan realisasi laba sebesar US\$0,78 miliar.

Untuk tahun 2025, anggaran belanja modal (*Capital Expenditure/CAPEX*) BAYAN Group diperkirakan antara US\$200-300 juta, yang terutama untuk mendanai berbagai proyek ekspansi di Proyek Tabang dan belanja modal penggantian rutin. Pengeluaran aktual tercatat sebesar US\$181,7 juta, lebih tinggi 13,1% dari US\$160,7 juta yang dikeluarkan pada tahun 2024. Sebagian besar anggaran CAPEX tahun 2025 digunakan untuk kelanjutan ekspansi proyek Tabang.

Kinerja ekonomi yang relatif baik tersebut tak lepas dari andil para karyawan BAYAN Group dan mitra kerja yang telah memberikan kontribusinya. Performa keuangan dan operasional berhasil dikelola dengan baik oleh beberapa departemen di bawah pengawasan jajaran Direksi.

## G.1. Sustainable Culture Development Activities [SEOJK F.1]

As a realization of the BAYAN Group's concern over the sustainability issue, the BAYAN Group constantly applies Good Mining Practices in order to achieve sustainability in the future. The practice refers to accountable and sustainable mining practices. Therefore, the mining activities are carried out by considering the work safety, environmental, resources efficiency, and local community welfare aspects.

Furthermore, the BAYAN Group's commitment is implemented by fulfilling a range of both national and international standards, among others ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System in managing the environment including waste management which aims to minimize negative impacts on the environment due to operational activities, OHSAS 18001:2007 Occupational Health and Safety Management System which was upgraded to ISO 45001:2018, Mining Safety Management System according to Decision of the Minister of Energy and Mineral Resources No. 1827 K/30/MEM/2018 concerning Guidelines for Implementing Good Mining Engineering Rules, and Regulation of the Minister of Energy and Mineral Resources No. 26 of 2018 concerning Implementation of Good Mining Rules and Supervision of Mineral and Coal Mining.

## G.2. Economic Performance [GRI 3-3; 12.8.1]

### i. Economic Target and Achievement of BAYAN Group's in 2025

The BAYAN Group recorded a relatively good economic performance in 2025, particularly related to the increasing production volume to 68.0 million MT. Regardless of the significant decline in the selling price due to the drop in market prices, BAYAN Group was still able to record a healthy profit. The average selling price in 2025 was US\$48.4/MT. Meanwhile, the BAYAN Group's revenue was recorded at US\$3.4 billion with the realization of profit amounting to US\$0.78 billion.

For 2025, the BAYAN Group estimated that the Capital Expenditure (CAPEX) budget would be in the range of US\$200-300 million, which mainly was to fund various expansion projects at Tabang Project and routine replacement CAPEX. The actual expenditure was US\$181.7 million, which was 13.1% higher than the US\$160.7 million spent in 2024. A significant portion of the 2025 CAPEX budget was utilised to continue the expansion of the Tabang project.

The relatively good economic performance cannot be separated from the contribution of the BAYAN Group's employees and partners. The financial and operational performance was successfully managed by several departments under the supervision of the Board of Directors.

**Perbandingan Target dan Realisasi Produksi, Pendapatan, dan Laba / Comparison of Target and Realization of Production, Revenue, and Profit** [SEOJK F.2] [GRI 12.8.2; 12.21.2; 201-1]

Tahun Year	Perbandingan Target dan Realisasi Produksi Comparison of Production Target and Realization		Perbandingan Target dan Realisasi Pendapatan Comparison of Revenue Target and Realization		Perbandingan Target dan Realisasi Laba Comparison of Profit Target and Realization	
	Target	Realisasi Realization	Target	Realisasi Realization	Target	Realisasi Realization
2025	69 – 72 juta/million MT	68.0 juta/million MT	US\$3.1 – 4.4 miliar/billion	US\$3.4 miliar/billion	US\$1.1 miliar/billion	US\$0.78 miliar/billion
2024	55 – 57 juta/million MT	56.9 juta/million MT	US\$3.3 – 3.6 miliar/billion	US\$3.4 miliar/billion	US\$0.92 miliar/billion	US\$0.94 miliar/billion
2023	42 – 48 juta/million MT	49.7 juta/million MT	US\$3.5 – 4.0 miliar/billion	US\$3.6 miliar/billion	US\$1.8 miliar/billion	US\$1.28 miliar/billion

Pada tahun 2025, BAYAN Group mencatatkan pendapatan bersih dan laba bersih masing-masing sebesar US\$3,4 miliar dan US\$0,78 miliar. Pendapatan bersih relatif stabil, sedangkan laba bersih mengalami penurunan sebesar 17,0% dibandingkan dengan tahun 2024.

Pendapatan usaha BAYAN Group berasal dari penjualan produk batubara dan pendapatan lainnya, tanpa bantuan finansial dari pemerintah dalam bentuk keringanan pajak atau insentif lain. [GRI 12.21.3; 201-4]

Keberlanjutan usaha BAYAN Group tidak lepas dari dukungan para pelanggannya. BAYAN Group memiliki pelanggan yang setia dengan komitmen kontrak jangka panjang yang signifikan hingga maksimum 25 tahun. Kontrak-kontrak ini menggunakan berbagai mekanisme penetapan harga untuk merefleksikan harga pasar dan mengacu pada berbagai indeks, di antaranya Newcastle, ICI, Harga Batubara Acuan (HBA), dan beberapa harga tetap yang telah dinegosiasikan.

Dalam hal kustomisasi produk, sesuai dengan permintaan pasar, BAYAN Group memanfaatkan sepenuhnya keunggulan sejumlah produk batubaranya dengan nilai kalori yang berbeda sehingga BAYAN Group dapat memenuhi kebutuhan khusus pelanggan yang berbeda-beda.

In 2025, the BAYAN Group recorded net revenue and net profit of US\$3.4 billion and US\$0.78 billion, respectively. The net revenue was relatively stable, while the net profit declined by 17.0% compared to 2024.

The BAYAN Group's operating revenue is generated from the sales of coal and other revenue streams, without any financial aid from the government in the form of tax relief or other incentives. [GRI 12.21.3; 201-4]

The sustainability of the BAYAN Group's business cannot be separated from the support of its customers. The BAYAN Group has loyal customers with a significant number of long-term contract commitments up to a maximum of 25 years. These contracts have a variety of pricing mechanism to reflect the market price and are referenced to a number of indexes, including Newcastle, ICI, Coal Price Benchmark (HBA), and some fixed prices have been negotiated.

In terms of product customization, based on the market demand, the BAYAN Group takes full advantage of its range of coal products with different calorific values, so that the BAYAN Group is able to meet different customer needs.

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Responsibility for Sustainable Product/Service Development

## A

TENTANG LAPORAN INI  
About the Report

## Penjualan Berdasarkan Industri / Sales by Industry

Jenis Industri Type of Industry	Kuantitas Penjualan (MT) Quantity of Sales (MT)		
	2025	2024	2023
Listrik dalam Negeri / Domestic Electricity	9,155,054	7,900,936	7,928,578
Industri Umum dalam Negeri / Domestic General Industry	8,887,268	5,024,435	3,889,142
Industri Luar Negeri / Overseas Industry	52,749,721	43,324,102	35,403,185
Total / Total	<b>70,792,043</b>	<b>56,249,473</b>	<b>47,220,905</b>

## Penjualan Berdasarkan Negara Tahun 2023-2025 / Sales by Country in 2023-2025

Negara Countries	Kuantitas Penjualan (MT) Quantity of Sales (MT)		
	2025	2024	2023
Tiongkok / China	22,991,051	11,212,159	3,990,246
Indonesia	18,166,902	12,925,371	11,817,720
Filipina / Philippines	13,087,122	15,113,046	14,687,236
India	5,691,989	4,718,511	3,227,978
Malaysia	2,729,747	3,854,096	2,609,869
Vietnam	2,576,574	2,751,406	1,951,757
Korea Selatan / South Korea	2,158,562	2,226,445	4,654,681
Bangladesh	1,649,611	2,077,013	2,632,745
Lain-Lain / Others	1,740,485	1,371,426	1,648,673
Total	<b>70,792,043</b>	<b>56,249,473</b>	<b>47,220,905</b>

## B

STRATEGI KEBERLANJUTAN  
Sustainability Strategies

## Nilai Ekonomi yang Ditahan / Retained Economic Value [GRI 12.8.2; 12.21.2; 201-1]

Nilai Ekonomi/ Economic Value	2025	2024	2023
<b>Nilai Ekonomi yang Dihasilkan (US\$) / Economic Value Produced (US\$)</b>			
Pendapatan batubara / Coal revenue	3,407,490,692	3,425,060,528	3,572,081,723
Pendapatan non-batubara / Non-coal revenue	20,085,793	21,154,426	9,293,680
Penghasilan keuangan / Finance income	27,953,090	27,805,486	25,388,234
Pendapatan non-operasional, bersih / Non-operational income, net	-	-	7,036,615
<b>Total / Total</b>	<b>3,455,529,575</b>	<b>3,474,020,440</b>	<b>3,613,800,252</b>
<b>Nilai Ekonomi yang Didistribusikan (US\$) / Distributed Economic Value (US\$)</b>			
Biaya operasional / Operational cost	1,869,737,242	1,671,489,002	1,299,524,490
Biaya pegawai / Employee cost	139,120,500	156,606,695	177,864,056
Biaya non-operasional, bersih / Non-operational cost, net	9,609,227	17,177,673	-
Beban keuangan / Financial cost	8,699,105	17,838,242	6,630,453
Dividen kepada pemegang saham / Dividends to shareholders	700,000,035	800,000,040	1,800,000,090
Beban pajak, royalti, iuran produksi, dan PBB / Tax, royalty, production fee, and land & building tax	506,360,107	551,003,718	770,896,290
Biaya untuk kegiatan sosial* / Social activities cost*	5,033,446	2,799,975	2,762,361
<b>Total / Total</b>	<b>3,238,559,662</b>	<b>3,216,915,345</b>	<b>4,057,677,740</b>
<b>Nilai Ekonomi Dipertahankan (US\$) / Retained Economic Value (US\$)</b>	<b>216,969,913</b>	<b>257,105,095</b>	<b>(443,877,488)</b>

\*) Biaya untuk kegiatan sosial mencakup biaya untuk PPM / Social activities cost include the costs for community development.

## C

BAYAN GROUP DALAM ANGKA  
BAYAN Group in Figures

## D

PROFIL PERSEORAN  
Company Profile

Mayoritas nilai ekonomi yang telah dihasilkan oleh BAYAN Group didistribusikan kepada para pemangku kepentingan, termasuk pemerintah, pemegang saham, karyawan, dan masyarakat lokal. Kepada pemerintah, BAYAN Group berkontribusi melalui pembayaran pajak, royalti, iuran produksi, dan PBB, yang secara gabungan mencakup 17,2% dari seluruh nilai ekonomi yang didistribusikan BAYAN Group pada tahun 2025.

BAYAN Group berkomitmen tinggi terhadap pemenuhan seluruh kewajiban kepada pemerintah, termasuk pajak, penerimaan negara bukan pajak (PNBP), dan pajak daerah lain yang berlaku. Oleh karena itu, BAYAN Group terus mengikuti perkembangan peraturan baru yang akan dikeluarkan oleh otoritas yang terkait. Sehubungan dengan hal tersebut, BAYAN Group berupaya menjalankan komunikasi yang efektif dengan otoritas perpajakan dan pihak terkait lainnya. [GRI 12.21.4; 12.21.6; 207-1; 207-3]

Pengelolaan penerimaan negara dalam BAYAN Group, baik berupa pajak dan bukan pajak, menjadi tanggung jawab Departemen Pajak yang dibawah langsung oleh Direktur Penerimaan Negara. [GRI 12.21.5; 207-2]

Pada tahun 2025, BAYAN Group telah memenuhi kewajiban perpajakannya, termasuk menyerahkan Laporan Per Negara sesuai peraturan yang berlaku di Indonesia. [GRI 12.21.7; 207-4]

Bagi para pemegang saham, BAYAN Group melakukan pembagian dividen sesuai dengan laba yang diperoleh. Sementara itu, bagi karyawan, nilai ekonomi didistribusikan dalam bentuk gaji, bonus, tunjangan hari raya (THR), dan tunjangan, seperti BPJS Kesehatan, BPJS Ketenagakerjaan, dan lainnya. Bentuk lain distribusi nilai ekonomi BAYAN Group bagi masyarakat lokal adalah berbagai proyek pembangunan infrastruktur, seperti jalan, jembatan, *underpass*, dan melalui kegiatan sosial serta program pengembangan dan pemberdayaan masyarakat.

**ii. Target dan Investasi Proyek Berwawasan Lingkungan [SEOJK F.3; F.4]**

Sebagai bagian komitmennya untuk mendukung transisi energi bersih dan pembangunan berkelanjutan, BAYAN Group telah berinvestasi pada solar panel yang digunakan sebagai sumber energi sebagian di fasilitas pemuatan tongkang dan penerangan jalan dengan *solar cell* di mes karyawan, serta untuk masyarakat sekitar.

**Perbandingan Target dan Realisasi Investasi Solar Panel di Lingkungan Masyarakat / Comparison of Target and Realization of Solar Panel Investment for Public Environment**

Tahun Year	Target	Realisasi Realization
2025	± Rp3.2 miliar/billion	± Rp3 miliar/billion
2024	± Rp1.9 miliar/billion	± Rp1.9 miliar/billion
2023	± Rp4.5 miliar/billion	± Rp4.4 miliar/billion

The majority of the economic value generated by the BAYAN Group has been distributed to the stakeholders, including the government, shareholders, employees, and local communities. To the government, the BAYAN Group contributes by paying taxes, royalties, production fees, and land and building tax, which collectively accounted for 17.2% of the entire distributed economic value of the BAYAN Group in 2025.

The BAYAN Group is strongly committed to fulfilling all obligations to the government, including taxes, non-tax state revenues, and other applicable regional taxes. Therefore, the BAYAN Group closely monitors the development of new regulations from relevant authorities. Related to such matter, the BAYAN Group maintains effective communication with the taxation authority and other related parties. [GRI 12.21.4; 12.21.6; 207-1; 207-3]

The management of state revenues within the BAYAN Group, both tax and non-tax, is the responsibility of the Tax Department, which reports directly to the Director of State Revenue. [GRI 12.21.5; 207-2]

In 2025, the BAYAN Group has fulfilled its taxes obligations, including submitting the Country-by-Country Report based on the prevailing regulations. [GRI 12.21.7; 207-4]

To the shareholders, the BAYAN Group distributes dividends based on the profit earned. Meanwhile, to the employees, the economic value is distributed in the form of salary, bonus, holiday allowance (THR), and other allowances, such as health insurance (BPJS Kesehatan), employment security (BPJS Ketenagakerjaan), and others. The distribution of economic value to the local communities is done through various infrastructure construction projects, such as roads, bridges, *underpasses*, and through social activities, as well as community development and empowerment programs.

**ii. Comparison of Targets and Investment in Green Projects [SEOJK F.3; F.4]**

As part of its commitment to advancing the clean energy transition and promoting sustainable development, the BAYAN Group has invested in solar panels to partially power the Company's barge loading facilities and solar street lighting at its camps and for the surrounding communities.

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BAYAN Group menggunakan solar farm berkapasitas 1,5 mWp yang berlokasi dekat dengan fasilitas barge loading Senyur, Kalimantan Timur. Fasilitas ini terletak di lahan sebesar sekitar 1 hektar dengan 2.700 unit panel surya yang digunakan dan mampu menghasilkan listrik bagi fasilitas barge loading Senyur.

Selain itu, BAYAN Group melakukan elektrifikasi secara hibrid pada alat berat untuk kegiatan produksi, menggunakan kendaraan listrik di wilayah operasional, baik Kantor Jakarta, dan Kantor Balikpapan, meningkatkan rasio penggunaan *biofuel*, meningkatkan sistem otomatisasi dan modifikasi SOP untuk meningkatkan efisiensi penggunaan bahan bakar.

The BAYAN Group uses the solar farm with the capacity of 1.5 mWp, which is located near Senyur barge loading facility, East Kalimantan. The facility is situated on approximately 1-hectare of land with 2,700 solar panels used and is able to supply electricity to Senyur barge loading facility.

In addition, the BAYAN Group has implemented hybrid electrification on heavy equipment used in production activities and deployed electric vehicles across its operational areas, including the Jakarta Office and the Balikpapan Office, increased the biofuel utilization ratio, enhanced automation systems, and revised standard operating procedures (SOPs) to improve fuel efficiency.

### G.3. Kinerja Lingkungan Hidup [GRI 3-3]

BAYAN Group memiliki komitmen yang kuat dalam mengelola dampak lingkungan dari kegiatan pertambangan sebagai respon untuk memelihara kelestarian lingkungan hidup serta menghadapi perubahan iklim. Pengelolaan dampak lingkungan dilaksanakan sejak tahap awal operasional sampai dengan tahap pascatambang. Dengan memiliki pengelolaan dampak lingkungan yang baik, BAYAN Group berharap dapat menyeimbangkan operasionalnya dengan lingkungan.

Sebagai perusahaan yang bergerak dalam bidang pertambangan, keberadaan BAYAN Group memberikan dampak lingkungan hidup yang cukup signifikan di wilayah operasionalnya. Hal ini menjadi perhatian BAYAN Group untuk senantiasa melakukan pengelolaan dampak lingkungan dengan cara yang profesional, terukur, dan akuntabel. Pengelolaan limbah, pencegahan dan penanganan pencemaran, hingga upaya pelestarian endemik lokal merupakan beberapa upaya BAYAN Group sebagai bentuk tanggung jawab terhadap lingkungan hidup.

Seluruh kewajiban serta kegiatan pengelolaan dan pemantauan lingkungan tertuang dalam dokumen AMDAL yang selanjutnya terintegrasi dengan implementasi ISO 14001:2015 Sistem Manajemen Lingkungan. Lebih lanjut, BAYAN Group juga telah merancang program pemeliharaan atau pengelolaan lingkungan antara lain:

1. Pengukuran dampak negatif dari operasional terhadap lingkungan seperti tingkat pencemaran air, udara, dan kontaminasi tanah,
2. Reklamasi dan revegetasi,
3. Pemeliharaan kelestarian lingkungan dan hewan,
4. Konservasi flora dan fauna.

Komitmen BAYAN Group dalam upaya pengelolaan lingkungan telah diimplementasikan ke dalam Kebijakan Mutu, Lingkungan dan Keselamatan Pertambangan (MLKP). Hal ini menjadi panduan bagi seluruh karyawan dan manajemen BAYAN Group dalam menjalankan setiap kegiatan operasional.

Hal tersebut telah memperoleh apresiasi dari pemerintah, di antaranya penghargaan PROPER Nasional, PROPER Daerah, dan Penilaian Lingkungan Pertambangan. Penghargaan tersebut merupakan penilaian dari pemangku kepentingan, dalam hal ini pemerintah, terhadap pengelolaan dan pemantauan lingkungan hidup yang dilakukan BAYAN Group.

### G.3. Environmental Performance [GRI 3-3]

The BAYAN Group is firmly committed to managing the environmental impact of the mining activities as a response to maintaining environmental sustainability and addressing climate change. Environmental impact management is carried out from the initial operational stage to the post-mining stage. By having good environmental impact management, the BAYAN Group hopes to balance its operations with the environment.

As a company engaged in the mining sector, the BAYAN Group's presence has a significant environmental impact on the environment in its operational area. This has become the concern of the BAYAN Group to always manage the environmental impacts in a professional, measurable, and accountable manner. Waste management, pollution prevention and handling, and efforts to preserve endemism are some of BAYAN Group's efforts to be responsible to the environment.

All obligations and activities of environmental management are contained in AMDAL documents, which is integrated with the implementation of ISO 14001:2015 Environmental Management System. Furthermore, the BAYAN Group has also designed environmental preservation or management programs, including:

1. Measurement of the negative impact of operations on the environment, such as the level of water and air pollution and soil contamination,
2. Reclamation and revegetation,
3. Preservation of the environment and animals,
4. Flora and fauna conservation.

The BAYAN Group's commitment to environmental management has been implemented in the Mining Quality, Environment, and Safety Policy (MLKP). This is guidance for all employees and management of the BAYAN Group in carrying out every operational activity.

Such action has been appreciated by the government, through the awards of National PROPER, Regional PROPER, and Mining Environmental Assessment. The award is an assessment of the stakeholder, in this case the government, towards the environmental management and monitoring carried out by the BAYAN Group.

Pengelolaan lingkungan hidup, seperti emisi, limbah, air, dan keanekaragaman hayati menjadi tanggung jawab fungsi *Health, Safety, and Environment* (HSE), dan dievaluasi melalui mekanisme penilaian kinerja berdasarkan pelaporan berkala serta pencapaian *Objective Target Programme* (OTP).

Pengelolaan lingkungan hidup dilakukan sesuai dengan kewajiban dalam dokumentasi lingkungan, serta bekerja sama dengan laboratorium yang terakreditasi oleh KLHK serta standar nasional lainnya. Pengelolaan dan pemantauan ini rutin dilakukan dan dilaporkan kepada pihak berwenang baik tingkat nasional maupun daerah.

### **i. Biaya Lingkungan Hidup [SEOJK F.4] [GRI 12.3.5]**

BAYAN Group telah merancang rencana kegiatan, kebutuhan tenaga kerja, dan biaya untuk investasi pada pengelolaan lingkungan. Selama tahun 2025, BAYAN Group mengeluarkan sebesar US\$10 juta untuk biaya lingkungan hidup tersebut. Nilai tersebut naik sebesar 19,6% dari US\$8,4 juta pada tahun 2024. Biaya tersebut meliputi:

- Biaya pengelolaan lingkungan, yang terdiri reklamasi dan revegetasi lahan serta perawatannya, pengelolaan kualitas air, udara dan tanah, pencegahan dan penanggulangan air asam tambang, pengelolaan alur sungai, perlindungan habitat alami, pengelolaan rehabilitasi DAS, keanekaragaman hayati, dan pengelolaan limbah B3.
- Biaya pemantauan lingkungan, termasuk sampling dan analisis kualitas air limbah, udara, dan tanah.
- Biaya pelatihan terkait lingkungan hidup, konsultan penelitian, serta kegiatan yang bertema lingkungan.
- Biaya peringatan hari bumi, hari lingkungan hidup, serta hari pertambangan dan energi.

### **ii. Penggunaan Material yang Ramah Lingkungan [SEOJK F.5]**

Dalam operasional kegiatan pertambangannya, BAYAN Group berupaya untuk selalu memperhatikan lingkungan sekitar wilayah operasionalnya. Hal ini dilakukan salah satunya dengan menerapkan ketentuan bahan bakar B40, yaitu penggunaan bahan bakar nabati sejumlah 40% sebagai campuran bahan bakar mesin diesel, menggunakan material reuse dan recycle untuk pengurangan timbunan sampah plastik, serta menggunakan cocomesh yang bersifat *biodegradable* yang terurai secara alami dalam kegiatan reklamasi.

Dalam proses usahanya, BAYAN Group menggunakan alat pemadam api yang tidak mengandung bahan perusak ozon, menggunakan pendingin ruangan dengan refrigeran yang ramah lingkungan, seperti hidrofluorocarbons (HFC), menerapkan sistem pendingin hemat energi yang memiliki potensi pemanasan global yang lebih rendah, dan menggunakan APAR non-ODS.

### **iii. Intensitas Penggunaan Energi [SEOJK F.6]**

Dalam menjalankan aktivitas operasional, BAYAN Group tidak terlepas dari penggunaan energi cukup besar. BAYAN Group menggunakan beberapa sumber energi yang berasal dari solar, biosolar, listrik, dan bensin.

Standar referensi untuk melakukan penghitungan konversi konsumsi energi menjadi emisi menggunakan IPCC Greenhouse Gas Protocol Initiative (2004).

Environmental management, such as emissions, waste, water, and biodiversity, is the responsibility of the Health, Safety and Environment (HSE) function, and is evaluated through a performance appraisal mechanism based on regular reporting and the achievement of Objective Target Programme (OTP).

Furthermore, the environmental management is carried out in accordance with the requirements in the relevant environmental documentation and in collaboration with the laboratories accredited by the Ministry of Environment and Forestry and other national standards. The management and monitoring are regularly reported to both national and local authorities.

### **i. Environmental Cost [SEOJK F.4] [GRI 12.3.5]**

The BAYAN Group has made plans for activities, labor requirement, and costs for its investment into environmental management. During 2025, the BAYAN Group spent a total of US\$10 million in such environmental costs. It was an increase of 19.6% from US\$8.4 million in 2024. These included the following expenses:

- Environmental management cost, consisting of land reclamation and revegetation and its maintenance, management of water, air, and land quality, prevention and control of acid mine drainage, river flow management, natural habitat protection, management of watershed area rehabilitation, biodiversity, and management of hazardous and toxic waste.
- Environmental monitoring cost, including sampling and quality analysis of wastewater, air, and land.
- Cost trainings related to environment, research consultants, and environmental-related activities.
- Cost for events related to earth day, environment day, and mining and energy day.

### **ii. Utilization of Environmentally Friendly Materials [SEOJK F.5]**

In its mining operations, the BAYAN Group constantly strives to consider the environment surrounded the operational areas. This commitment is demonstrated, among others, through the implementation of B40 fuel regulation, which involves the use of 40% biofuel as a component of diesel engine fuel, the application of reuse and recycle materials to reduce plastic waste accumulation, as well as the utilization of biodegradable cocomesh that naturally decomposes during land reclamation activities.

In its business operations, the BAYAN Group utilizes fire extinguishers that do not contain ozone-depleting substances, uses air conditioning systems with environmentally friendly refrigerants, such as hydrofluorocarbons (HFC), adopts energy-efficient cooling systems with lower global warming potential, and uses non-ODS fire extinguishers.

### **iii. Energy Use Intensity [SEOJK F.6]**

In carrying out its operational activities, the BAYAN Group cannot be separated from quite substantial energy use. The BAYAN Group uses several energy sources from diesel, biosolar, electricity, and gasoline.

The IPCC Greenhouse Gas Protocol Initiative (2004) is applied as the standard reference for conversion calculation from energy consumption to emissions.

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**Konsumsi Energi BAYAN Group Berdasarkan Sumber Energi / Energy Consumption of the BAYAN Group Based on Energy Sources [SEOJK F.6][GRI 12.1.2; 302-1]**

Sumber Energi Energy Sources	Satuan Unit	2025		2024		2023	
		Volume	GJ	Volume	GJ	Volume	GJ
<b>Biosolar</b>	<b>Liter</b>	<b>576,283,700</b>	<b>20,746,213</b>	<b>557,942,847</b>	<b>20,085,942</b>	<b>518,492,437</b>	<b>18,665,728</b>
B30	Liter	-	-	-	-	157,703,072	5,677,311
B35	Liter	4,315,735	155,366	557,942,847	20,085,942	360,789,365	12,988,417
B40	Liter	571,967,965	20,590,847	-	-	-	-
<b>Bensin</b> <i>Gasoline</i>	<b>Liter</b>	<b>58,509</b>	<b>1,931</b>	<b>71,102</b>	<b>2,346</b>	<b>75,568</b>	<b>2,494</b>
<b>Listrik</b> <i>Electricity</i>	<b>kWh</b>	<b>49,554,861</b>	<b>230,802</b>	<b>32,726,715</b>	<b>130,907</b>	<b>26,663,022</b>	<b>106,652</b>
Site	kWh	46,637,372	219,132	31,527,782	126,111	25,429,906	101,720
Kantor Jakarta <i>Jakarta Office</i>	kWh	1,142,163	4,569	1,037,079	4,148	1,072,634	4,291
Kantor Balikpapan <i>Balikpapan Office</i>	kWh	1,775,326	7,101	161,854	647	160,482	642
<b>Batubara</b> <i>Coal</i>	<b>ton</b>	<b>120,307</b>	<b>2,273,805</b>	<b>75,253</b>	<b>1,422,275</b>	<b>-</b>	<b>-</b>

Catatan / Note:

Biosolar merupakan campuran bahan bakar nabati dengan solar / Biosolar is a mixture of biofuel and solar.

Pada tahun 2025, terjadi peningkatan penggunaan energi sejalan dengan peningkatan volume produksi pada tahun tersebut. Peningkatan energi terjadi terutama untuk alat pengangkutan dan alat muat operasional, serta sarana dan prasarana penunjang.

Namun demikian, BAYAN Group berupaya untuk mengurangi dampaknya, salah satunya dengan penggunaan biofuel. BAYAN Group telah menerapkan penggunaan bahan bakar nabati (biofuel) sebesar 40% sebagai campuran untuk sumber energi sesuai Keputusan Menteri Energi dan Sumber Daya Mineral (ESDM) No. 341.K/EK.01/MEM.E/2024 yang mulai berlaku tanggal 1 Januari 2025. Penggunaan biosolar dapat meningkatkan kualitas lingkungan karena bersifat mudah terurai dan emisi yang dikeluarkan lebih rendah dari emisi hasil bahan bakar fosil yang ekuivalen.

Penting bagi BAYAN Group memastikan ketersediaan energi tetap terjaga, dan hal ini dilakukan melalui berbagai inisiatif/program konservasi energi dan menjalankan kegiatan operasional secara efektif dan efisien.

In 2025, there was an increase in energy consumption in line with the rise in production volume that year. Such increase occurred primarily due to operational transportation and loading equipment, as well as supporting facilities and infrastructure.

Nevertheless, the BAYAN Group strives to mitigate its impact, one of which is through the use of biofuel. The BAYAN Group has implemented the use of bio-based fuel (biofuel) at a rate of 40% as the blend for an energy source, in accordance with the Decision Letter of Minister of Energy and Mineral Resources No. 341.K/EK.01/MEM.E/2024, which came into effect on January 1, 2025. The use of biosolar can improve environmental quality as it is degradable and produces lower emissions compared to equivalent fossil fuel emissions.

It is important for the BAYAN Group to ensure that energy availability is maintained, and this is done by carrying out various energy conservation initiatives/programs and carrying out operational activities effectively and efficiently.

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**Intensitas Energi / Energy Intensity [GRI 12.1.4; 302-3]**

Deskripsi Description	Satuan Unit	2025	2024	2023
Total Energi/ Total Energy	GJ	23,252,751	21,641,470	18,774,874
Total Batubara yang Dikirimkan ke Kapal Total Coal Shipped to Mother Vessel	Ton	68,029,296	56,890,716	49,719,207
Intensitas Energi/ Energy Intensity	GJ/Ton	0.3418	0.3804	0.3776

**iv. Upaya dan Pencapaian Efisiensi Energi dan Penggunaan Energi Terbarukan**  
[SEOJK F.7] [GRI 302-4]

BAYAN Group menerapkan program-program efisiensi energi yang bertujuan untuk menurunkan capaian intensitas konsumsi energi. Program-program tersebut antara lain terkait dengan penerapan teknologi tepat guna dan ramah lingkungan. BAYAN Group secara berkala melaksanakan pemantauan, evaluasi, dan tindakan perbaikan untuk mengurangi capaian intensitas konsumsi energi.

Sebagai upaya untuk mengurangi penggunaan dan juga untuk mendukung tercapainya “TPB 13 – Penanganan Perubahan Iklim”, BAYAN Group mengambil beberapa langkah nyata, seperti menggunakan bahan bakar biosolar dalam peralatan operasional, menerapkan alat pengangkutan dengan teknologi hibrid, melakukan elektrifikasi pada alat berat dan armada kendaraan operasional, menggunakan kendaraan listrik di wilayah operasional, menerapkan *eco driving*, menggunakan solar panel, mengoptimalkan jam operasi alat berat, serta meningkatkan sistem otomatisasi dan modifikasi SOP untuk meningkatkan efisiensi penggunaan bahan bakar.

Langkah-langkah efisiensi energi telah dan terus dilakukan melalui pemantauan intensitas energi. Pada tahun 2025, BAYAN Group melanjutkan upaya peningkatan penggunaan energi ramah lingkungan melalui beberapa inisiatif bertahap, antara lain:

- (1) Optimalisasi penggunaan lampu LED hemat energi di area mes, *workshop*, dan perkantoran;
- (2) Program *fuel efficiency* melalui pemantauan konsumsi BBM alat berat (*fleet management system*);
- (3) Program *carbon awareness* dalam perencanaan operasional.

Secara lebih luas, karyawan BAYAN Group juga diajak untuk turut aktif dalam upaya ini. Beberapa kampanye internal efisiensi energi yang dilaksanakan antara lain mematikan lampu ruangan dan peralatan listrik kerja setelah jam kerja atau ketika tidak dipergunakan, misalnya pendingin ruangan, komputer, laptop, dan inisiatif efisiensi energi di tempat kerja lainnya.

**iv. Efforts and Achievements of Energy Efficiency and Use of Renewable Energy** [SEOJK F.7] [GRI 302-4]

The BAYAN Group has implemented some energy efficiency programs to reduce the intensity of energy consumption. The programs include the implementation of the appropriate and environmentally friendly technologies. The BAYAN Group also periodically conducts monitoring, evaluation, and improvement to decrease the energy consumption intensity.

As part of efforts to reduce energy consumption and support the achievement of “SDG 13 – Climate Action”, the BAYAN Group has undertaken several concrete actions, including utilizing biosolar fuel in operational equipment, adopting hybrid technology for transportation equipment, applying the electrification of heavy equipment and operational vehicle fleets, deploying electric vehicles within operational areas, implementing *eco driving* practices, installing solar panels, optimizing operating hours for heavy equipment, as well as enhancing automation systems, and modifying standard operating procedures to increase fuel use efficiency.

Energy efficiency measures have been implemented and continue to be carried out through energy intensity monitoring. In 2025, the BAYAN Group will proceed with efforts to increase the use of environmentally friendly energy through several gradual initiatives, including:

- (1) Optimizing the use of energy-efficient LED lights in mess areas, workshops, and offices;
- (2) Fuel efficiency program through monitoring the fuel consumption of heavy equipment (*fleet management system*);
- (3) Carbon awareness program in operational planning.

The BAYAN Group also encourages the employees to actively contribute to the efforts in improving energy efficiency to a broader scope. Some of its internal energy savings campaigns include turning off lights and electronic equipment after working hours or when not in use, such as air conditioners, computers and laptops, as well as other energy efficiency initiatives at the workplace.

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## v. Aspek Air [SEOJK F.8] [GRI 12.7.2; 303-1]

Air merupakan kebutuhan primer bagi BAYAN Group baik untuk kegiatan operasional maupun kegiatan pendukung. BAYAN Group berkomitmen untuk mengelola air dengan baik sesuai kaidah *Good Mining Practice* berdasarkan peraturan yang berlaku. BAYAN Group secara rutin melakukan pemantauan dan evaluasi terkait kualitas air di seluruh wilayah operasional BAYAN Group. Pada operasi penambangan, BAYAN Group menggunakan air untuk menyiram jalan pengangkutan dan area pertambangan serta mendukung kegiatan operasional sehari-hari, seperti pencucian alat berat dan MCK. Air yang digunakan diperoleh dari air tadah hujan, air permukaan (*void water* dan *settling pond*), dan air tanah.

## v. Water Aspect [SEOJK F.8] [GRI 12.7.2; 303-1]

Water is a primary need for the BAYAN Group, both for operational activities and supporting purposes. The BAYAN Group is committed to managing water properly with the rules of Good Mining Practice in accordance with the prevailing regulations. The BAYAN Group routinely monitors and evaluates water quality in all the BAYAN Group's operational areas. In mining operations, the BAYAN Group uses water to water its haul roads and mining areas and supports daily operational activities, such as washing heavy equipment and for bathing, washing, and toilets. The water used is obtained from rainwater, surface water (*void water* and *settling pond*), and ground water.

## B

**Jumlah Pengambilan Air dari Operasional BAYAN Group / Total Water Withdrawal from the Operations of BAYAN Group**  
 [SEOJK F.8][GRI 12.7.2; 12.7.4; 303-1; 303-3][EM-CO-140a.1]

Sumber Air Water Source	Pemanfaatan Utilization	Volume Pengambilan Air (dalam Megaliter) Water Withdrawal Volume (in Megaliter)		
		2025	2024	2023
Air Permukaan Surface Water	1. Mendukung kegiatan operasional mencakup kegiatan penyiraman jalan tambang, kegiatan penyiraman jalan <i>hauling</i> , <i>dust suppression water based</i> , dll. 1. Supporting operational activities, including road watering in mining areas, hauling road watering, water-based dust suppression, and others.  2. Menunjang kegiatan pendukung mencakup kegiatan pengadaan air bersih di area camp. 2. Supporting auxiliary activities, including the provision of clean water in the camp area.	5,199.24	5,842.65	4,216.09
Air Tanah Ground Water	Menunjang kegiatan pendukung mencakup kegiatan pengadaan air bersih di area camp. Supporting auxiliary activities, including the provision of clean water in the camp area.	47.84	54.54	69.33
Air Hujan Rainwater	Dialirkan ke <i>settling pond</i> dan diolah agar dapat memenuhi baku mutu Discharged to the settling pond and processed to fulfil the quality standard	42,485.03	38,743.76	35,393.30
<b>Total Pengambilan Air/ Total Water Withdrawal</b>		<b>47,732.11</b>	<b>44,640.95</b>	<b>39,678.72</b>

## C

## D

**Intensitas Penggunaan Air BAYAN Group / Water Use Intensity of the BAYAN Group [GRI 12.7.6; 303-5]**

Deskripsi Description	Satuan Unit	2025	2024	2023
Jumlah Konsumsi Air Total Water Consumption	Megaliter	5,246.27	5,896.42	4,272.38
Jumlah Produksi Batubara Total Coal Production	Juta Ton Million Ton	68,029,296	56,890,716	49,719,207
Intensitas Penggunaan Air Water Use Intensity	ML/Ton	0.000077	0.000104	0.000086

Untuk tujuan penghematan penggunaan air, BAYAN Group menerapkan sistem close circuit di beberapa area *workshop* BAYAN Group. Dalam sistem ini, air tangkapan dari area *workshop* akan digunakan kembali untuk pembersihan area *workshop*.

BAYAN Group menerapkan konservasi air, melalui pengelolaan air berkelanjutan, kampanye hemat air, program efisiensi air di wilayah operasional dan penunjang, serta kegiatan audit air. Kegiatan audit air mulai dilakukan pada tahun 2025 di beberapa wilayah anak usaha. Kegiatan ini dilakukan untuk menilai efektivitas dan efisiensi pengelolaan air, serta mengidentifikasi risiko pencemaran dan pemborosan air pada kegiatan operasi tambang dan penunjang. Melalui audit air, BAYAN Group dapat mengendalikan penggunaan air dan meningkatkan efisiensi operasional, sehingga turut serta dalam menjaga kelestarian sumber daya air. [GRI 303-2]

Berikut beberapa program efisiensi air yang dilakukan:

- PT Perkasa Inakakerta menerapkan program RainWash Bogor (Tampung Air Hujan Danau Bogor untuk Pencucian Light Vehicle) dan TAMARIN (Tampung Air Hujan untuk Penyiraman).
- PT Wahana Baratama Mining mengurangi konsumsi air dengan pemanfaatan SURJAN (Sirkulasi Air Hujan) untuk pencucian kendaraan dan *rain harvesting* yang bertujuan untuk mengurangi konsumsi air pada kegiatan penunjang di area kantor.
- PT Dermaga Perkasapratama menggunakan sweeper sebagai substitusi penggunaan air dalam kegiatan pembersihan debu batubara, serta menggunakan kembali air sisa *Water Treatment Plant* (WTP) untuk kegiatan pencucian kendaraan.

Pengelolaan limbah air tambang dilakukan dengan cara pengalihan dan pengendalian limpasan air hujan, *dewatering* area tambang, penahanan sedimen melalui kolam pengendap, pengolahan air tambang secara fisika, kimia, atau biologis sebelum digunakan kembali atau dibuang, optimalisasi sirkulasi dan pemanfaatan ulang air proses, serta pemantauan kualitas dan debit air secara berkala.

For the purpose of saving water, the BAYAN Group implements close circuit system in several workshop areas of the BAYAN Group. With this system, the water accumulated from the workshop area will be reused for cleaning the area.

The BAYAN Group implements water conservation through sustainable water management, water-saving campaigns, water efficiency programs in operational and supporting areas, as well as water audit activities. The water audits commenced in 2025 across several subsidiaries. These audits were conducted to assess the effectiveness and efficiency of water management, as well as to identify risks of pollution and inefficient water use in mining and supporting operations. Through water audits, the BAYAN Group is able to control water usage and enhance operational efficiency in order to contribute to the preservation of water resources. [GRI 303-2]

The following are several water efficiency programs that have been implemented:

- PT Perkasa Inakakerta implements the programs named RainWash Bogor (Collecting Rainwater from Bogor Lake for Light Vehicle Washing) and TAMARIN (Collecting Rainwater for Sprinkling).
- PT Wahana Baratama Mining reduces water consumption by utilizing SURJAN (Rainwater Circulation System) for vehicle washing and rain harvesting aimed at reducing water consumption in supporting activities within the office area.
- PT Dermaga Perkasapratama uses sweepers as a substitute for water in the process of cleaning coal dust, and reuses residual from the Water Treatment Plant (WTP) water for vehicle washing activities.

The management of mine water waste is carried out by diverting and controlling rainwater runoff, dewatering mining areas, retaining sediment through settling ponds, treating mine water physically, chemically, or biologically before reuse or disposal, optimizing circulation and reuse of process water, as well as regularly monitoring water quality and flow rates.

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#### vi. Aspek Keanekaragaman Hayati [GRI 101-1]

Pemeliharaan keanekaragaman hayati merupakan komitmen BAYAN Group dalam menjaga kelestarian alam, terutama habitat ekosistem dan flora-fauna di wilayah operasional. Oleh karena itu, BAYAN Group mengedepankan *good mining practice* untuk memelihara keanekaragaman hayati di setiap kegiatan operasional.

BAYAN Group selalu melakukan pencatatan dan pemantauan sebelum dan setelah kegiatan operasional dijalankan sebagai bentuk tanggung jawabnya. Dalam pengelolaan keanekaragaman hayati, BAYAN Group telah menerapkan program kerja yang disusun sesuai AMDAL, Rencana Pengelolaan Lingkungan dan Rencana Pemantauan Lingkungan (RKL-RPL), dan persyaratan PROPER serta mematuhi berbagai peraturan atau undang-undang lainnya yang berlaku. Hal ini merupakan bentuk komitmen dan tanggung jawab BAYAN Group terhadap pengelolaan lingkungan terbaik. [GRI 12.5.3; 101-2]

Dampak dari Wilayah Operasional yang Dekat atau Berada di Daerah Konservasi atau Memiliki Keanekaragaman Hayati [SEOJK F.9]

Pada tahun 2025, luas lahan terganggu dikarenakan kegiatan operasional pertambangan BAYAN Group adalah sebesar 1.308,40 hektar. Konsesi tambang BAYAN Group tidak tumpang tindih dengan kawasan hutan lindung maupun cagar alam, sehingga tidak mengganggu ekosistem yang dilindungi. [GRI 12.5.2; 101-5]

Namun demikian, BAYAN Group menyadari kegiatan operasional ini akan mengubah bentang alam sekitarnya sehingga BAYAN Group memastikan telah memenuhi seluruh persyaratan lingkungan, serta AMDAL, termasuk Upaya Pengelolaan Lingkungan dan Pemantauan Lingkungan. [GRI 12.5.6; 101-6]

#### vi. Biodiversity Aspect [GRI 101-1]

Biodiversity preservation is the BAYAN Group's commitment in preserving nature, especially ecosystem habitats and flora and fauna in the operational areas. Therefore, the BAYAN Group is committed to promoting good mining practices to preserve the biodiversity in every operational activity.

The BAYAN Group has been consistent in keeping records and conducting monitoring throughout its mining phases, both before and after the operational activities. In managing biodiversity, the BAYAN Group has implemented work programs prepared in accordance with AMDAL, Environmental Management Plan and Environmental Monitoring Plan (RKL-RPL), and PROPER requirements and complies with various regulations or other prevailing laws. This is a form of the BAYAN Group's commitment and responsibility to implement the best environmental management. [GRI 12.5.3; 101-2]

Impact of the Operational Areas Near or Located in the Conservation Areas or Areas with Biodiversity [SEOJK F.9]

In 2025, we recorded a total disturbed area due to BAYAN Group's operational activities of 1,308.40 hectares. The BAYAN Group's mining concessions are not overlapping any protected forest areas or nature reserves, so it does not disturb protected ecosystems. [GRI 12.5.2; 101-5]

However, the BAYAN Group realizes that its operational activities would impact the surrounding landscape so the BAYAN Group ensures that it continues to comply with all environmental requirements, as well as AMDAL, including the Environmental Management and Environmental Monitoring. [GRI 12.5.6; 101-6]

BAYAN Group memahami tanggung jawab dalam pengelolaan lingkungan sehingga meminimalkan dampak yang terjadi pada setiap tahap, mulai dari tahap konstruksi, tahap operasi, hingga tahap pasca operasi.

The BAYAN Group understands the responsibilities in managing the environment, so it minimizes the impact of each stage, starting from the construction stage, operational stage, up to post-operational stage.

Beberapa upaya yang dilakukan BAYAN Group untuk memitigasi lahan terganggu adalah:

Several actions taken by the BAYAN Group to mitigate the disturbed areas are as follows:

**Upaya Mitigasi Lahan Terganggu BAYAN Group / Mitigation of Disturbed Areas by the BAYAN Group**  
 [GRI 12.5.3; 12.5.4; 12.5.6; 101-4; 101-6]

Aktivitas Tambang Mining Activities	Risiko & Dampak Lingkungan Environmental Risks & Impact	Mitigasi Mitigation
Tahap Konstruksi: - Mobilisasi Alat dan Material - Pembangunan Sarana dan Prasarana Construction Stage: - Mobilization of equipment and materials - Development of Facilities	Meningkatnya kebisingan Increased noise  Hilangnya vegetasi flora Loss of flora vegetation	<ul style="list-style-type: none"> <li>- Menggunakan kendaraan angkutan material yang memenuhi persyaratan teknis, laik jalan dan sesuai dengan peruntukkan. Utilizing material transporting vehicles that fulfill technical requirements, as well as are roadworthy and according to the designation.</li> <li>- Penanaman pohon pada areal yang terbuka dan belum termanfaatkan di sekeliling area pembangunan prasarana dan sarana sebagai <i>buffer</i>. Tree planting in an open and non-utilized area around the facility development area as a buffer.</li> <li>- Penanaman kembali spesies tertentu yang hilang, seperti jenis trembesi, sengon, buah-buahan dan jenis lainnya di area tidak termanfaatkan untuk prasarana dan sarana sebagai area ruang terbuka hijau. Replanting of specific species that are lost, such as Samanea saman, Albizia chinensis, fruits, and other types in the areas that are not used for facilities as green open space.</li> </ul>
Tahap Operasional: - Pembersihan Lahan - Pengupasan Tanah Pucuk dan Tanah Penutup - Penggalian/Pembongkaran Batubara - Pemuatan/Pengangkutan Batubara - Pengolahan Batubara Operational Stage: - Land Clearing - Topsoil and Overburden Removal - Coal Quarrying/Unloading - Coal Loading/Transportation - Coal Crushing	Meningkatnya laju erosi / Increased erosion rate  Terganggunya kehidupan satwa liar Disruption of wildlife  Gangguan biota air Disturbance of aquatic biota  Menurunnya kualitas udara Decreasing air quality  Menurunnya kualitas air permukaan Decreasing surface water quality	<ul style="list-style-type: none"> <li>- Melakukan peningkatan efisiensi pembukaan lahan bervegetasi melalui perencanaan (Mine Plan) yang matang berdasarkan kondisi penutupan lahan, kerawanan terhadap erosi, kelerengan. Improving the efficiency of vegetated land through a careful mine plan based on the condition of land cover, vulnerability to erosion, slope.</li> <li>- Pembuatan drainase (saluran air) dan sediment pond di lokasi pembersihan lahan tambang batubara. Developing drainage and sediment pond at the location of land clearing for coal mining.</li> <li>- Mempertahankan dan memfungsikan area yang tidak ditambang sebagai kantong satwa pada area-area tertentu. Maintaining and utilizing the area that is not mined as an area for the animals in specific locations.</li> <li>- Melakukan koordinasi dengan instansi terkait, BKSDA Kalimantan Timur. Coordinating with the relevant institutions, BKSDA of East Kalimantan.</li> </ul>
		Membuat saluran drainase dan sediment trap di lokasi pengupasan tanah pucuk dan tanah penutup dengan kapasitas yang cukup sehingga tidak terdapat luapan air dari saluran. Developing drainage channels and sediment traps at the location of topsoil stripping and overburden removal with sufficient capacity so there will be no water overflow.  Melakukan penyiraman secara berkesinambungan pada jalan tambang di area pit tambang, khususnya saat hari panas dan berdebu. Continuous watering on the mining roads at the mining pit area, particularly during hot and dusty days.  Membuat kolam pengendap pada lokasi penambangan batubara dan melakukan water management (penambahan koagulan dan coagulan acid untuk meningkatkan kualitas pengendapan). Developing settling pond at the coal mining location and conducting water management (adding coagulant and acid coagulant to increase the precipitation).
Tahap Pasca Operasi: Reklamasi dan Revegetasi / Post-Operational Stage: Reclamation and Revegetation	Perubahan bentang alam / Changes in landscape	Melakukan pengelolaan lubang (void) bekas tambang, antara lain stabilitas lereng, pengamanan lubang bekas tambang, pemulihan dan pemantauan kualitas air, pengelolaan air dalam void, serta pemeliharaan void. Managing the post mining void, including slope stability, safeguarding the post-mining void, recovering and monitoring water quality, water management in the void, and void maintenance.

## Usaha Konservasi Keanekaragaman Hayati [SEOJK F.10]

Upaya konservasi keanekaragaman hayati merupakan komitmen BAYAN Group dalam menjaga kelestarian alam mulai tahap pra-penambangan, penambangan hingga pascatambang. BAYAN Group melaksanakan Program Pengawasan Biodiversitas secara rutin untuk memastikan keberlanjutan ekosistem and konservasi keanekaragaman hayati (flora dan fauna) selalu terpelihara.

### 1. Reklamasi dan revegetasi lahan bekas tambang

Reklamasi dan revegetasi lahan menjadi hal penting bagi BAYAN Group dan pemangku kepentingan, terutama pemerintah dan masyarakat sekitar wilayah operasional. Sudah menjadi tujuan utama BAYAN Group untuk mengembalikan kondisi lingkungan hidup, habitat flora, dan fauna semaksimal mungkin seperti sedia kala setelah kegiatan penambangan selesai. Ekosistem sekitar area bekas tambang secara umum akan terganggu akibat dampak dari operasional perusahaan tambang. Oleh karena itu, BAYAN Group melakukan reklamasi di area bekas tambang yang terganggu tersebut. [GRI 12.5.3; 101-2]

Kegiatan reklamasi dan revegetasi yang dijalankan BAYAN Group sesuai dengan Undang-Undang No. 3 tahun 2020 tentang Perubahan atas Undang-Undang No. 4 Tahun 2009 tentang Pertambangan Mineral dan Batubara, Peraturan Pemerintah Nomor 96 tahun 2021 tentang Pelaksanaan Kegiatan Usaha Pertambangan Mineral dan Batubara, Peraturan Pemerintah No. 78 tahun 2010 tentang Reklamasi dan Pascatambang, Keputusan Menteri ESDM No. 1827 K/30/MEM/2018 tentang Pedoman Pelaksanaan Kaidah Teknik Pertambangan yang Baik, dan Peraturan Pemerintah No. 26 Tahun 2020 tentang Rehabilitasi dan Reklamasi Hutan.

BAYAN Group telah melalui perencanaan secara matang dan terukur yang tertuang dalam dokumen Rencana Reklamasi dan Rencana Penutupan Tambang (RPT) yang telah disetujui oleh Kementerian ESDM. Dalam proses pembuatan dokumen RPT, BAYAN Group melibatkan berbagai pemangku kepentingan (pemerintah, akademisi, dan lembaga lainnya) untuk melakukan kajian pemanfaatan lahan pascatambang serta penyusunan dokumen perencanaannya.

Sebelum dimulainya operasional pertambangan, BAYAN Group melakukan langkah konservasi dengan memindahkan topsoil atau lapisan atas tanah yang kaya unsur hara ke tempat penampungan sementara hingga digunakan sebagai bagian dari proses rehabilitasi. Kemudian pada area yang telah selesai ditambang, dilakukan *backfilling* dan *recontouring* lahan. Pada timbunan tanah penutup tersebut, dilakukan penyebaran topsoil serta aplikasi kapur dan pupuk untuk meningkatkan kesuburannya.

Setelah itu, revegetasi dilakukan dengan menanam tanaman yang cepat tumbuh dan diteruskan dengan tanaman lokal serta jenis tanaman tertentu yang berdaur biologis tinggi, seperti rambutan, mangga, dan trembesi. Upaya-upaya ini dilakukan untuk menjaga dan memastikan keanekaragaman hayati tetap berkelanjutan setelah kegiatan operasional dilaksanakan.

Pada tahun 2025, BAYAN Group telah melaksanakan reklamasi seluas 486,19 hektar, serta revegetasi seluas 415,32 hektar dengan jumlah pohon yang ditanam adalah 259.575 batang. [GRI 12.5.7; 101-7]

## Biodiversity Conservation Effort [SEOJK F.10]

Biodiversity conservation efforts are the BAYAN Group's commitment to preserving nature from the pre-mining, mining, to post-mining stages. The BAYAN Group conducts a Biodiversity Monitoring Program regularly to ensure that the ecosystem sustainability and biodiversity conservation (flora and fauna) are constantly maintained.

### 1. Reclamation dan revegetation in post-mining land

Land reclamation and revegetation are important issues for the BAYAN Group and stakeholders, especially for the government and communities around the operational areas. It is the BAYAN Group's main objective to restore environmental conditions, flora and fauna habitat to the maximum extent possible after mining activities are completed. The ecosystem of the areas surrounding a post-mining land will generally be disturbed by the impact of the mining operations. Therefore, the BAYAN Group conducts reclamation on the post-mining land that is disturbed. [GRI 12.5.3; 101-2]

The reclamation and revegetation activities carried out by the BAYAN Group are in accordance with Law No. 3 of 2020 concerning Amendment to Law No. 4 of 2009 concerning Mineral and Coal Mining, Government Regulation No. 96 of 2021 concerning Implementation of Mineral and Coal Mining Business, Government Regulation No. 78 of 2010 concerning Reclamation and Postmining, Decision of Minister of ESDM No. 1827 K/30/MEM/2018 concerning Guidelines for Implementing Good Mining Engineering Rules, and Government Regulation No. 26 of 2020 concerning Forest Rehabilitation and Reclamation.

The BAYAN Group has gone through careful and measurable planning as stated in the Reclamation Plan and Mine Closure Plan (RPT) documents that have been approved by the Ministry of ESDM. In the preparation process of the RPT document, the BAYAN Group involves various stakeholders (government, academics, and other institutions) to conduct a study on postmining land use and prepare the planning document.

Prior to the commencement of mining operations, the BAYAN Group undertakes conservation steps by moving the topsoil or top layer of soil rich in nutrients to temporary stockpiles until it is used as part of the rehabilitation process. Then, in the area where the mining process is completed, backfilling and land recontouring are conducted. On the soil covering the area, the topsoil as well as lime applications and fertilizer are spread to increase the land fertility.

After that, revegetation is conducted by planting fast-growing plants and then continued by local plants and plants with high-biological rotation, such as rambutan, mango, and Samanea saman. Such efforts are done to maintain and ensure that the biodiversity remains sustainable after the operational activities are carried out.

In 2025, the BAYAN Group carried out reclamation in 486.19-hectare land, and revegetation in 415.32 hectare with 259,575 trees planted. [GRI 12.5.7; 101-7]

## 2. Rehabilitasi Daerah Aliran Sungai (DAS)

BAYAN Group mengupayakan perlindungan keanekaragaman hayati di luar wilayah operasi tambang melalui rehabilitasi DAS. BAYAN Group telah memiliki berbagai Persetujuan Penggunaan Kawasan Hutan (PPKH) dari Kementerian Kehutanan/ Kementerian Lingkungan Hidup dan Kehutanan di masing-masing wilayah operasional. Perolehan PPKH memastikan penggunaan lahan telah sesuai dengan semua izin yang diperoleh, yang dapat dilihat pada tabel di bawah ini:

### Pemegang IPPKH dalam BAYAN Group / Holder of IPPKH in BAYAN Group

No.	Perusahaan Company	Surat Keterangan PPKH Letter of PPKH	Tahun Terbit Year of Issuance
1	PT Bara Tabang	SK Menteri KLHK No. SK.261/Menlhk/Setjen/PLA.0/5/2021	28 Mei 2021/ 28 May 2021
2	PT Fajar Sakti Prima	SK KLHK No. SK.381/1/KLHK/2020	16 November 2020 / 16 November 2020
		SK KLHK No. 829/MENLHK/SETJEN/PLA.0/10/2019	17 Oktober 2019/ 17 October 2019
3	PT Wahana Baratama Mining	SK KLHK No. SK.73/1/KLHK/2021	29 Januari 2021/ 29 January 2021
		SK KLHK No.SK 1383/MENLHK/SETJEN/PLA.0/12/2023	22 Desember 2023/ 22 December 2023
4	PT Bara Sejati	SK No. 1050 Tahun 2024 (SK Perpanjangan / Extension Decision Letter)	15 Agustus 2024/ 15 August 2024
5	PT Gunung Bayan Pratamacoal	SK No. 1599 Tahun 2024 (SK Perpanjangan / Extension Decision Letter)	18 Oktober 2024/ 18 October 2024
		SK No. 443 Tahun 2025 (SK Perpanjangan / Extension Decision Letter)	15 Agustus 2025/ 15 August 2025
6.	PT Tanur Jaya	SK KLHK SK.537/MENLHK/SETJEN/PLA.0/5/2023	25 Mei 2023/ 25 May 2013

Sebagian konsesi BAYAN Group berada di Areal Penggunaan Lain (APL), Hutan Produksi yang dapat dikonversi (HPK), Hutan Produksi Tetap (HP), dan Hutan Produksi Terbatas (HPT). Berdasarkan Keputusan Menteri Lingkungan Hidup dan Kehutanan Nomor 548 Tahun 2024 tentang Perubahan Kawasan Hutan Kalimantan Timur dan Keputusan Menteri Kehutanan Nomor 397 Tahun 2025 tentang Kawasan Hutan Kalimantan Timur, BAYAN Group sebagai pemilik IPPKH berkewajiban melakukan rehabilitasi DAS seluas izin konsesi yang dipengangnya.

Sebagai bentuk upaya konservasi alam dan pelestarian habitat untuk menjaga keseimbangan ekosistem, BAYAN Group melaksanakan program rehabilitasi DAS secara swakelola di area yang sudah ditentukan oleh Direktur Jenderal Pengendalian Daerah Aliran Sungai dan dengan kontraktor lokal untuk pengerjaan survei, penanaman, dan pemeliharaan tanaman. Program ini juga melibatkan masyarakat di sekitar area lokasi penanaman.

Rehabilitasi DAS salah satunya diwujudkan dengan penanaman *mangrove* yang telah dilakukan oleh PT Gunungbayan Pratamacoal di delta Sungai Mahakam. Rehabilitasi DAS dianggap berhasil apabila telah dilakukan penanaman sebanyak paling sedikit 75% (tujuh puluh lima persen) dari jumlah tanaman awal yang ditanam. Rehabilitasi DAS oleh PT Gunungbayan Pratamacoal berdasarkan SK PPKH SK.42/Menhut-II/2013, saat ini sedang dalam proses penilaian.

Pada tahun 2025, luas area rehabilitasi DAS BAYAN Group adalah sebesar 6.732 hektar, dengan penanaman pohon sebanyak 4.207.500 batang. [GRI 12.5.7; 101-7]

## 2. Watershed Areas Rehabilitation Program

BAYAN Group seeks to protect the biodiversity outside the mining operational area by conducting the watershed rehabilitation program. The BAYAN Group has various Approvals for Forest Area Utilization (PPKH) from the Ministry of Forestry/Ministry of Forestry/Ministry of Environment and Forestry in each operational area. The PPKH ensures the land use has been in accordance with the permits obtained as can be seen in the following table:

Some of BAYAN Group's concession are overlapped with non-forestry areas (APL), production forest that can be converted for other purposes (HPK), fixed production forest (HP), and limited production forest (HPT). Based on Decision of Minister of Environment and Forestry Number 548 of 2024 regarding Change of Forest Area in East Kalimantan and Decision of Minister of Forestry Number 397 of 2025 regarding Forest Area in East Kalimantan, the BAYAN Group as the owner of IPPKH is required to conduct watershed rehabilitation based on the area of the concession permit.

As an effort for nature conservation and habitat preservation to maintain the ecosystem balance, the BAYAN Group carries out rehabilitation in watersheds independently in the areas assigned by the Director General of Watershed Area Control and with local contractors to conduct survey, planting, and plant preservation. This program also involves communities around the planting areas.

The watersheds area rehabilitation is realized by planting mangroves as done by PT Gunungbayan Pratamacoal at the Mahakam River Delta. The watersheds area rehabilitation is considered to be successful if the planting covers at least 75% (seventy five percent) of the initial number of plants. The watersheds area rehabilitation by PT Gunungbayan Pratamacoal based on SK PPKH SK.42/Menhut-II/2013 is currently under assessment.

In 2025, the BAYAN Group's total watershed rehabilitation area reached 6,732 hectare, with trees planted of 4,207,500 trees. [GRI 12.5.7; 101-7]

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### 3. Identifikasi dan Konservasi Flora dan Fauna dan Perlindungan Habitatnya [GRI 101-4][EM-CO-160a.1]

BAYAN Group terus berkomitmen untuk melindungi keanekaragaman hayati yang ada di sekitar operasional tambang. Di seluruh area operasionalnya, BAYAN Group telah melakukan identifikasi atas semua spesies flora dan fauna dan habitat yang ada, serta jenis-jenis yang dilindungi. Proses identifikasi dilakukan secara sistematis dan mengacu pada dokumen lingkungan serta peraturan perundang-undangan yang berlaku.

Identifikasi awal dilakukan pada tahap penyusunan Amdal untuk memetakan kondisi awal keanekaragaman hayati. Selanjutnya, identifikasi diperbarui dan dilakukan secara rutin dengan jangka waktu tertentu. Beberapa site melibatkan pihak ketiga dalam proses identifikasi dan pemantauan tersebut, sementara sebagian menggunakan tim internal. Metode yang digunakan meliputi survei lapangan, pengamatan langsung dan tidak langsung, pencatatan jejak dan tanda keberadaan satwa, serta inventarisasi vegetasi pada area yang relevan. Hasil identifikasi dan pemantauan tersebut digunakan sebagai dasar untuk menilai potensi risiko dan dampak operasional terhadap flora dan fauna, menentukan langkah mitigasi yang diperlukan, dan menyesuaikan rencana pengelolaan dan pemulihan lingkungan, termasuk revegetasi dan pasca tambang. Dengan demikian, pengelolaan biodiversitas di BAYAN Group dilakukan berbasis data secara proporsional dengan tingkat risiko yang ada.

Keberagaman flora dan fauna menjadi salah satu fokus perhatian BAYAN Group. Di sekitar area BAYAN Group, terdapat 5 jenis mamalia yang dilindungi, yaitu owa, lutung kelabu, tarsius, kijang, dan beruang madu. Beberapa di antaranya telah terdaftar dalam IUCN *Red List*, dengan owa masuk dalam kategori *endangered* (terancam), sementara lutung kelabu, tarsius, dan beruang madu termasuk dalam kategori *vulnerable* (rentan). BAYAN Group mengakui pentingnya melindungi spesies-spesies ini dan berkomitmen untuk menjaga kelestarian mereka melalui upaya konservasi yang berkelanjutan.

Untuk memulihkan ekosistem yang terdampak oleh aktivitas pertambangan, BAYAN Group menerapkan strategi pemulihan lingkungan pasca tambang yang dikenal dengan konsep "Bersinergi dengan Alam". Konsep ini mengutamakan pengelolaan sumber daya alam secara bijaksana dengan memanfaatkan kekuatan alam untuk pemulihan. Pendekatan ini tidak hanya bertujuan untuk memulihkan kondisi fisik lahan, tetapi juga untuk menciptakan habitat yang mendukung keberagaman hayati yang ada di area bekas tambang.

Pada tahun 2025, BAYAN Group memiliki Program Pengawasan Biodiversitas yang dilaksanakan sebagai bagian dari kewajiban pemantauan lingkungan, yang bertujuan untuk memantau kondisi flora, fauna, dan habitat di sekitar area operasional serta memastikan efektivitas langkah pengelolaan yang diterapkan. Pengawasan biodiversitas dilakukan dengan melibatkan masyarakat lokal dalam sosialisasi dan peningkatan kesadaran terhadap perlindungan flora dan fauna di sekitar area operasional, pemantauan flora dan fauna secara berkala sesuai Rencana Pengelolaan Lingkungan

### 3. Identification and Conservation of Flora and Fauna and the Protected Habitat [GRI 101-4][EM-CO-160a.1]

The BAYAN Group is always committed to protecting the biodiversity around the mining operational areas. In all of its operations, the BAYAN Group has identified all existing flora and fauna species and habitat, as well as the protected ones. The identification process is done systematically and referring to the environmental documents and the prevailing laws and regulations.

Initial identification is carried out during the Amdal preparation to map the baseline biodiversity conditions. Subsequently, the identification is updated and conducted regularly within specified time intervals. Several sites involve third parties in the identification and monitoring processes, while others utilize internal teams. The methods employed include field surveys, direct and indirect observations, recording the tracks and signs of wildlife presence, and vegetation inventory in relevant areas. The results of these identification and monitoring activities are used as the basis for assessing potential risks and operational impacts on flora and fauna, determining necessary mitigation measures, and adjusting environmental management and restoration plans, including revegetation and post-mining activities. Thus, biodiversity management at the BAYAN Group is conducted based on data and proportionally to the level of existing risks.

Flora and fauna diversity is one of the BAYAN Group's focus. Around the BAYAN Group's area, there are 5 types of protected mammals, which are silvery gibbon, silvery lutung, tarsius, muntjac, and sun bear. Some of the species are included in the IUCN Red List, where silvery gibbon is classified as endangered, while silvery lutung, tarsius, and sun bear are classified as vulnerable. The BAYAN Group acknowledges the importance to protect these species and is committed to preserving them by conducting continuous conservation actions.

In order to restore the ecosystem impacted by the mining activities, the BAYAN Group implements post-mining environmental restoration strategies, which is known with the concept of "Synergize with Nature". The concept prioritizes wise natural resources management by utilizing the force of nature for recovery. This approach is not only intended to restore the lands physical condition, but also to create a habitat that supports the existing biodiversity in the post-mining areas.

In 2025, the BAYAN Group has implemented a Biodiversity Monitoring Program as part of its environmental monitoring obligations, aimed at monitoring the condition of flora, fauna, and habitats surrounding its operational areas and ensuring the effectiveness of the management measures undertaken. Biodiversity monitoring is carried out by engaging local communities in socialization and awareness-raising regarding the protection of flora and fauna around the operational areas, conducting regular monitoring of flora and fauna in accordance with the Environmental

Hidup (RKL) dan Rencana Pemantauan Lingkungan Hidup (RPL), pencatatan temuan satwa liar, khususnya spesies yang dilindungi atau memiliki status konservasi tertentu, evaluasi kondisi area reklamasi dan revegetasi sebagai habitat pendukung, dan pelaporan hasil pemantauan kepada instansi terkait sesuai ketentuan.

Seluruh kegiatan identifikasi, pemantauan, dan konservasi dilakukan secara berkelanjutan dan terintegrasi sesuai dokumen lingkungan yang berlaku. Dengan langkah-langkah ini, BAYAN Group terus berusaha untuk menjaga kelestarian flora dan fauna di sekitar area tambang, sambil mendukung pengelolaan sumber daya alam secara berkelanjutan.

Management Plan (RKL) and Environmental Monitoring Plan (RPL), recording sightings of wildlife, especially species that are protected or with specific conservation status, evaluating the condition of reclamation and revegetation areas as supporting habitats, and reporting the monitoring results to relevant authorities as required.

All identification, monitoring, and conservation activities are carried out continuously and in an integrated manner, in accordance with applicable environmental documentation. By doing these actions, the BAYAN Group strives to preserve the flora and fauna existing around the mining area, while support a sustainable management of natural resources.

### Inovasi Biodiversitas Bayan Group / Bayan Group's Biodiversity Innovations

PT Perkasa Inakakerta melakukan inovasi perlindungan keanekaragaman hayati melalui program “KAWAN LIAR” (Koeksistensi Orangutan dan Satwa Liar Lainnya). Setelah dilaksanakannya program yang berfokus pada habitat dan populasi orang utan di area tambang batubara ini pada tahun 2023 sampai dengan tahun 2025, berbagai perubahan positif mulai terlihat dalam pengelolaan lingkungan dan upaya konservasi satwa liar di kawasan tersebut.

PT Perkasa Inakakerta has implemented an innovative biodiversity protection initiative through the “KAWAN LIAR” program (Coexistence of Orangutans and Other Wildlife). After being conducted from 2023 to 2025, the program, focusing on the habitat and population of orangutans in the coal mining area, has brought positive changes in environmental management and wildlife conservation efforts within the region.

PT Wahana Baratama Mining bersama BUMDes Sungai Cuka, berinisiatif meluncurkan program “APIK DESA” (Pembangunan Apartemen Ikan sebagai Upaya Konservasi Habitat Ikan yang melibatkan Desa). Langkah kolaboratif ini bertujuan untuk mengembalikan fungsi ekosistem perairan, meningkatkan populasi ikan lokal, serta memberdayakan masyarakat desa melalui kegiatan konservasi berbasis kearifan lokal dan teknologi ramah lingkungan. Kondisi lingkungan dan sosial ekonomi di Desa Sungai Cuka mengalami perubahan yang signifikan ke arah yang lebih baik.

PT Wahana Baratama Mining, in collaboration with a village-owned enterprise in Sungai Cuka, launched the “APIK DESA” program (Fish Apartments Development as a Village-Based Initiative for Fish Habitat Conservation). This collaborative effort aims to restore aquatic ecosystem functions, increase local fish populations, and empower village communities through conservation activities rooted in local wisdom and environmentally friendly technology. As a result, both environmental and socioeconomic conditions in Sungai Cuka Village have improved significantly.

PT Dermaga Perkasapratama melakukan inovasi perlindungan keanekaragaman hayati melalui Program “SI TANGGUH” (Sistem Penanaman Mangrove dengan Buis Tangguh). Penanaman mangrove dilakukan dengan menggunakan buis beton setinggi 100 cm yang berfungsi sebagai pelindung bibit dari pengaruh gelombang, arus air, serta gangguan eksternal lainnya. Sebelumnya, kegiatan penanaman mangrove di wilayah pesisir sekitar dilakukan dengan metode konvensional. Setelah diterapkan program “SI TANGGUH”, terjadi peningkatan yang signifikan dalam keberhasilan kegiatan rehabilitasi mangrove di wilayah pesisir.

PT Dermaga Perkasapratama has introduced a biodiversity protection innovation through the “SI TANGGUH” program (Mangrove Planting System Using Resilient Concrete Pipes). Mangrove planting is carried out using 100-cm high concrete pipes that serve as protective barriers for seedlings against waves, water currents, and other external disturbances. Previously, mangrove planting in the surrounding coastal areas was conducted using conventional methods. Since the implementation of the “SI TANGGUH” program, there has been a significant increase in the success rate of mangrove rehabilitation activities in the coastal region.

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## vii. Aspek Emisi

BAYAN Group menyadari kegiatan operasional yang dijalankan menghasilkan berbagai emisi termasuk emisi CO<sub>2</sub> dan emisi lainnya yang dapat menimbulkan dampak negatif efek rumah kaca dan kerusakan lapisan ozon. Oleh karena itu, BAYAN Group melakukan berbagai inovasi dan kebijakan dalam rangka penurunan emisi Gas Rumah Kaca (GRK) di seluruh wilayah operasional BAYAN Group.

Berdasarkan sumber energi yang dipakai untuk operasional BAYAN Group, maka menghasilkan emisi yang tentunya dapat memengaruhi perubahan iklim. Emisi GRK yang dihasilkan operasional BAYAN Group adalah sebagai berikut:

## vii. Emission Aspect

The BAYAN Group realizes that its operational activities produce various emissions including CO<sub>2</sub> emissions and other emissions that could contribute to the greenhouse effect and damage the ozone layer. Therefore, the BAYAN Group carries out various innovations and policies to reduce Greenhouse Gas (GHG) emissions in all of BAYAN Group's operational areas.

Based on the energy source used for BAYAN Group's operations, it produces emissions which of course can affect climate change. GHG emissions generated by BAYAN Group's operations are described below:

### Jumlah Emisi yang Dihasilkan Berdasarkan Jenisnya / Total of Emissions Produced Based on Types [SEOJK F.11]

Total Emisi Total Emissions	Sumber Emisi Source of Emission	Satuan Unit	2025	2024	2023
<b>Cakupan 1/ Scope 1</b> [GRI 12.1.5; 305-1] [EM-CO-110a.1]	<b>Biosolar, bensin, batubara</b> Biosolar, gasoline, coal	<b>TonCO<sub>2</sub>eq</b>	<b>1,223,989</b>	<b>1,170,016</b>	<b>949.230</b>
Biosolar	B30	TonCO <sub>2</sub> eq	-	-	299.636
	B35	TonCO <sub>2</sub> eq	7,717	1,004,297	649.421
	B340	TonCO <sub>2</sub> eq	951,539	-	-
Bensin Gasoline	Bahan bakar dari kendaraan Fuel from vehicle	TonCO <sub>2</sub> eq	137	164	174
Listrik Electricity	Penggunaan batubara di pembangkit listrik Coal usage in Power Plant	TonCO <sub>2</sub> eq	264,596	165,556	-
<b>Cakupan 2/ Scope 2</b> [GRI 12.1.6; 305-2]	<b>Pembelian listrik</b> Electricity purchase	<b>TonCO<sub>2</sub>eq</b>	<b>49,504</b>	<b>32,536</b>	<b>26.465</b>
Site	Pembelian listrik Electricity purchase	TonCO <sub>2</sub> eq	46,637	31,528	25.430
Kantor Jakarta Jakarta Office	Pembelian listrik Electricity purchase	TonCO <sub>2</sub> eq	914	830	858
Kantor Balikpapan Balikpapan Office	Pembelian listrik Electricity purchase	TonCO <sub>2</sub> eq	1,953	178	177
<b>Total Emisi (Cakupan 1+2)</b> <b>Total Emission (Scope 1+2)</b>		<b>TonCO<sub>2</sub>eq</b>	<b>1,273,493</b>	<b>1,202,552</b>	<b>975,695</b>

### Jumlah dan Intensitas Emisi yang Dihasilkan BAYAN Group / Total and Intensity of Emissions Produced by BAYAN Group [SEOJK F.11] [GRI 12.1.8; 305-4]

Total Emisi Total Emissions	Satuan Unit	2025	2024	2023
Total Emisi Total Emissions	TonCO <sub>2</sub> eq	1,273,493	1,202,552	975,695
Total Batubara Dikirimkan ke Kapal Total Coal Shipped to Mother Vessel	Ton	68,029,296	56,890,716	49,719,207
Intensitas Emisi Emissions Intensity	TonCO <sub>2</sub> eq/Ton	0.0187	0.0211	0.0196

Catatan/ Note :

- Penggunaan faktor emisi untuk perhitungan bahan bakar berasal dari DEFRA. / The emission factors used for fuel calculations are sourced from DEFRA.
- Pengukuran emisi cakupan I & II. Cakupan III tidak termasuk dalam perhitungan. / The emissions calculation is for scope I & scope II. Scope III is not included in the calculation.

Melalui pemantauan dan penghitungan yang dilakukan selama tahun 2025, BAYAN Group juga memastikan pengendalian emisi lainnya tidak melebihi ambang batas baku mutu yang ditetapkan Pemerintah. Pemantauan beban emisi yang meliputi NO<sub>2</sub>, SO<sub>2</sub>, dan Partikulat lain diambil dari Sistem Informasi Pelaporan Elektronik Lingkungan Hidup (SIMPEL) masing-masing site. [GRI 12.4.2; 305-7]

Through monitoring and calculations during 2025, the BAYAN Group ensured that other emissions control did not exceed the quality standard threshold set by the Government. The monitoring of the emissions load which includes NO<sub>2</sub>, SO<sub>2</sub>, and other Particulates is taken from the Environmental Electronic Reporting Information System (SIMPEL) of each site. [GRI 12.4.2; 305-7]

**Hasil Pengukuran Emisi NO<sub>2</sub>, SO<sub>2</sub>, serta Partikulat Lain BAYAN Group / Measurement Results of NO<sub>2</sub>, SO<sub>2</sub>, and Other Particulates Emissions** [GRI 305-7; 12.4.2]

Unit	Pengukuran Nilai Rata-Rata / Average Measurement Result											
	Nitrogen Dioksida (NO <sub>2</sub> ) <i>Nitrogen Dioxide</i>			Sulfur Dioksida (SO <sub>2</sub> ) <i>Sulfur Dioxide</i>			Partikulat Total <i>Total Particulate</i>					
	Baku Mutu <i>Quality Standard</i>	2025	2024	2023	Baku Mutu <i>Quality Standard</i>	2025	2024	2023	Baku Mutu <i>Quality Standard</i>	2025	2024	2023
mg/m <sup>3</sup>	1,850	387.06	771.12	476.46	160	13.95	42.87	80.65	95	30.01	47.94	33.52

Catatan/ Note :

- Spesifik sesuai dengan Peraturan Menteri Lingkungan Hidup dan Kehutanan No. 11 Tahun 2021 tentang Baku Mutu Emisi Mesin dengan Pembakaran Dalam. / Specific in accordance with Regulation of the Minister of Environment and Forestry No. 11 of 2021 concerning Standard Quality of Emissions of Internal Combustion Engine.
- Pengukuran data dilakukan atas mesin pembakaran dalam / The data measurement was done on internal combustion engines.

**Upaya dan Pencapaian Pengurangan Emisi yang Dilakukan** [SEOJK F.12] [GRI 12.2.3; 305-5] [EM-CO-110a.2]

Dalam upaya BAYAN Group mengurangi emisi dan meningkatkan efisiensi bahan bakar, BAYAN Group secara berkala melakukan pemantauan terhadap emisi yang dihasilkan dalam proses penambangan. Seluruh parameter emisi diukur dan dianalisis oleh laboratorium pihak ketiga yang bersertifikasi. Laporan disampaikan kepada pemerintah pusat dan daerah sesuai periode pelaporan melalui Sistem Informasi Pelaporan Elektronik Lingkungan Hidup (SIMPEL). Proses pemantauan ini juga dilakukan untuk menjadi patokan BAYAN Group sejauh mana emisi dari kegiatan penambangan berpengaruh terhadap lingkungan dan berupaya untuk menekan keluaran emisi tersebut.

**Emissions Reduction Efforts and Achievements** [SEOJK F.12] [GRI 12.2.3; 305-5] [EM-CO-110a.2]

In the BAYAN Group's efforts to reduce emissions and improve fuel efficiency, the BAYAN Group regularly monitors emissions generated in the mining process. All emissions parameters are measured and analyzed by a certified third-party laboratory. Reports are submitted to the central and regional governments according to the reporting period through the Environmental Electronic Reporting Information System (SIMPEL). This monitoring process is also carried out to serve as the BAYAN Group's benchmark for the extent to which emissions from mining activities affect the environment and strive to reduce the output of these emissions.

Dalam upaya pengurangan emisi, BAYAN Group melakukan pemeliharaan seluruh kendaraan operasional dan pengujian emisi gas buang dilakukan secara berkala, selain upaya penghematan konsumsi energi, serta eksplorasi penggunaan sumber energi baru dan terbarukan untuk operasional BAYAN Group. Upaya lain yang dilakukan BAYAN Group antara lain penggunaan alat pengangkutan dengan teknologi hibrid, elektrifikasi pada armada kendaraan operasional, pemasangan *kidney loop* dan *filter press* pada mesin-mesin operasional untuk memperpanjang usia filter mesin serta mengurangi timbulan limbah B3.

In an effort to reduce emissions, the BAYAN Group carries out maintenance of all operational vehicles and exhaust emission tests are conducted periodically besides the effort in saving energy consumptions, as well as exploring the possibilities to utilize new and renewable energy sources for the BAYAN Group's operations. The other actions done by the BAYAN Group include utilization of vehicles with hybrid technology, electrification of operational vehicles, installation of kidney loop and filter press on the operational machineries to extend the machine filter life and to reduce the B3 waste.

Sebagai upaya mitigasi perubahan iklim, beberapa anak perusahaan BAYAN Group mulai melakukan penerapan Program Konservasi Energi secara terstruktur dan berkelanjutan. Hal tersebut diwujudkan melalui penetapan Kebijakan Konservasi Energi sebagai pedoman pengelolaan konsumsi energi, pembentukan struktur organisasi dengan penunjukan Manajer Energi dan tim pendukung, serta peningkatan kompetensi melalui pelatihan dan sertifikasi Manajer Energi dan Auditor Energi. Implementasi program ini didukung oleh pelaksanaan audit energi secara berkala untuk mengidentifikasi peluang efisiensi, yang berisi rekomendasi teknis, prioritas pelaksanaan,

As part of climate change mitigation efforts, several subsidiaries of the BAYAN Group have begun implementing a structured and continuous Energy Conservation Program. This initiative includes the establishment of an Energy Conservation Policy as a guideline for energy consumption management, the formation of an organizational structure with the appointment of an Energy Manager and supporting team, as well as competency enhancement through training and certification of Energy Managers and Energy Auditors. The implementation of this program is supported by regular energy audits to identify efficiency opportunities, which provide technical

serta potensi penghematan energi. Hasil tersebut akan menjadi dasar pengambilan keputusan dan pemantauan kinerja energi dalam rangka mendukung efisiensi operasional, pengurangan emisi, dan pembangunan berkelanjutan. Selain itu, telah dirancang pelatihan untuk meningkatkan kesadaran perubahan iklim, melakukan sosialisasi mengenai perubahan iklim, efisiensi energi, dan pengelolaan lingkungan.

#### viii. Aspek Limbah dan Efluen [GRI 12.6.2; 306-1]

Dalam upaya pengelolaan limbah, BAYAN Group berpegang pada konsep *Good Mining Practice* dengan mekanisme pengelolaan yang ramah lingkungan. Limbah merupakan salah satu aspek yang menjadi perhatian utama BAYAN Group yang harus dikelola dengan baik untuk meminimalkan dampak negatif terhadap lingkungan. BAYAN Group telah memiliki kebijakan pengelolaan limbah serta menetapkan prosedur standar pengelolaan limbah berdasarkan karakteristiknya. BAYAN Group juga secara rutin melakukan pengawasan serta melakukan evaluasi secara terus-menerus. Pengelolaan limbah di BAYAN Group dibagi menjadi 3, yaitu Limbah Bahan Berbahaya dan Beracun (B3), Non-B3, dan Efluen.

Jenis limbah B3 dari kegiatan operasional di antaranya oli bekas, *grease*, filter bekas kendaraan/alat berat, majun, dan aki bekas. Sementara itu, jenis limbah non-B3 mencakup ban bekas kendaraan, botol plastik, potongan kaca, metal bekas, sampah organik, dan lain-lain.

recommendations, priorities of implementation, and potential energy savings. These findings serve as the basis for decision-making and performance monitoring to support operational efficiency, emission reduction, and sustainable development. In addition, training has been designed to raise climate change awareness, to disseminate information regarding climate change, energy efficiency, and environmental management.

#### viii. Waste and Effluent Aspect [GRI 12.6.2; 306-1]

In an effort to preserve the environment, the BAYAN Group adheres to the concept of Good Mining Practice with an environmentally friendly management mechanism. Waste is one aspect of the BAYAN Group's main concern that must be managed properly to minimize negative impacts on the environment. The BAYAN Group already has a waste management policy and has established standard waste management procedures based on their characteristics. The BAYAN Group also routinely monitors and evaluates them continuously. Waste management at the BAYAN Group is divided into 3 categories, i.e., Hazardous and Toxic (B3) Waste, Non-Hazardous and Toxic (Non-B3) Waste, and Effluent.

Types of B3 waste from the operational activities include used oil, grease, used filters for vehicles/heavy equipment, rags, and used batteries. Meanwhile, the types of Non-B3 waste include used vehicle tires, plastic bottles, pieces of glass, scrap metal, organic waste, and others.

#### Volume Limbah B3 Berdasarkan Jenis / Total B3 Waste Volume Based on Type [SEOJK F.13] [GRI 12.6.4; 306-3] [EM-CO-150a.2; EM-CO-150a.5]

Jenis Limbah B3 / Type of B3 Waste	Total (Ton)		
	2025	2024	2023
Aki / Accu Waste	176.03	87.63	93.11
Filter Bekas / Filter Waste	450.37	318.86	253.30
<i>Grease Waste</i>	96.13	68.17	125.59
Hose Bekas / Hose Waste	72.93	21.31	30.80
Kain Majun Bekas / Rag Waste	133.37	329.55	96.91
Limbah Elektronik / Electronic Waste	0.40	0.49	0.20
Limbah Klinis / Clinical Waste	7.99	0.50	0.51
Minyak Pelumas/ Oli Bekas / Lubricant Waste	5,219.01	3,858.92	2,748.73
Serbuk Kontaminasi / Contamination Powder	0.35	1.44	1.03
<i>Sludge</i>	7.83	28.81	8.51
Tanah Terkontaminasi / Contaminated Soil	241.52	1.98	3.40
<b>Total Limbah B3 / Total B3 Waste</b>	<b>6,405.94</b>	<b>4,717.64</b>	<b>3,362.09</b>

**Volume Limbah Non-B3 Berdasarkan Jenis / Total Non-B3 Waste Volume Based on Type** [SEOJK F.13][GRI 306-3][EM-CO-150a.2]

Jenis Limbah Non-B3 / Type of Non-B3 Waste		2025	2024	2023
Organik / Organic	Domestik / Domestic	371.75	248.10	259.01
	Kertas / Paper	7.59	5.05	4.24
	Lainnya / Others	4.11	4.89	3.04
Non-Organik / Inorganic Waste	Kaca / Glass	2.30	1.61	2.54
	Plastik / Plastic	19.35	7.99	7.29
	Ban Bekas / Used Vehicle Tires	395.13	781.42	218.29
	Lainnya / Others	4.73	4.79	5.02
<b>Metal/ Metal</b>		48.91	25.20	-
<b>Abu dasar dan abu terbang PLTU/ Bottom ash and fly ash in PLTU</b>		4,321.30	2,479.19	-
<b>Total Limbah Non-B3 / Total Non-B3 Waste</b>		<b>5,175.17</b>	<b>3,558.25</b>	<b>499.41</b>

Pada tahun 2025, terjadi kenaikan volume limbah B3 dan non-B3 yang dihasilkan oleh BAYAN Group sejalan dengan terjadinya kenaikan produksi. Namun demikian, BAYAN Group terus berupaya meningkatkan pengelolaan atas limbah yang dilakukan.

In 2025, there was an increase in the volume of B3 and non-B3 waste generated by the BAYAN Group, in line with the increasing production levels. Nevertheless, BAYAN Group continues to make ongoing efforts to enhance its waste management practices.

**Mekanisme Pengelolaan Limbah Padat dan Cair** [SEOJK F.14] [EM-CO-150a.8]

Sejalan dengan “TPB 12 – Konsumsi dan Produksi yang Bertanggung Jawab”, BAYAN Group melakukan pengelolaan limbah dengan prinsip 3R (*Reduce, Reuse, dan Recycle*).

**Management Mechanism of Solid and Liquid Waste** [SEOJKF.14] [EM-CO-150a.8]

In line with “SDG 12 – Responsible Consumption and Production”, the BAYAN Group implements the 3R principle (*Reduce, Reuse, and Recycle*).

BAYAN Group mengelola limbah B3 dan non-B3 dari kegiatan operasional berdasarkan peraturan pemerintah yang berlaku. Untuk limbah B3, seluruhnya dikelola oleh pihak ketiga yang telah memiliki izin dari Kementerian Lingkungan Hidup dan Kehutanan untuk melakukan pengelolaan limbah B3. Pengelolaan limbah yang dilakukan BAYAN Group, dimulai dari pengumpulan, penyimpanan sementara/gudang yang berizin (TPS), sampai dengan dikirim ke pihak ketiga berizin untuk dikelola lebih lanjut. [GRI 12.6.3; 306-2]

The BAYAN Group manages both B3 and non-B3 waste generated from operational activities in accordance with the applicable government regulations. All B3 waste is handled by third parties who have obtained permits from the Ministry of Environment and Forestry for B3 waste management. The waste management process carried out by the BAYAN Group begins with collection, temporary storage/licensed warehouses (TPS), and continues until the waste is sent to licensed third parties for further process. [GRI 12.6.3; 306-2]

Pada tahun 2025, pengelolaan limbah non-B3 berupa abu terbang dan abu dasar (FABA) dilakukan melalui kerja sama dengan pihak ketiga. FABA dimanfaatkan untuk pembuatan bore pile ramah lingkungan pada proyek pembangunan jalan tol menuju Bandara Sultan Aji Muhammad Sulaiman Sepinggan.

In 2025, the management of non-B3 waste in the form of fly ash and bottom ash (FABA) was conducted in collaboration with third parties. FABA was utilized for the construction of environmentally friendly bore piles as part of the toll road development project to Sultan Aji Muhammad Sulaiman Sepinggan Airport.

Pengelolaan sampah organik dilakukan dengan dua metode. Pertama, beberapa jenis limbah organik dimanfaatkan dalam sistem anaerobik untuk menghasilkan biogas, sebagai sumber energi alternatif. Kedua, sebagian bahan organik diolah menjadi bioaktivator alami yang digunakan sebagai starter dalam pembuatan pupuk organik.

Organic waste management is carried out using two methods. First, certain types of organic waste are processed through anaerobic systems to produce biogas, serving as an alternative energy source. Second, part of organic materials is converted into natural bioactivators, which are used as starters in the production of organic fertilizer.

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**A****TENTANG LAPORAN INI**  
About the Report

Lebih lanjut, terkait pengelolaan sampah domestik, Proyek Tabang menjalin kerja sama resmi melalui Nota Kesepahaman dengan pengelola Bank Sampah di wilayah sekitar operasional, salah satunya di Desa Muara Ritan. Di bank sampah, sampah anorganik akan dikelola lebih lanjut oleh masyarakat lokal untuk didaur ulang, dijual kembali, atau dimanfaatkan sebagai bahan kerajinan. Kerja sama ini juga mendukung implementasi ekonomi sirkular dan pemberdayaan masyarakat lokal.

Selain itu, BAYAN Group memastikan semua air hasil kegiatan operasional BAYAN Group melalui sarana pengelolaan air limbah/water treatment plant (*settling pond*). Air yang telah memenuhi kualitas baku mutu lingkungan akan dialirkan kembali ke badan air. BAYAN Group secara rutin melakukan pengukuran air limbah yang keluar dari *settling pond* ke badan air permukaan umum melalui perhitungan debit/volume (neraca air), juga parameter pH, TSS, dan logam berat. BAYAN Group juga memasang alat pantau air limbah secara *real time* (*sparing*), sehingga dapat dilakukan respons cepat terhadap potensi pencemaran yang besar dan menekan dampak negatif terhadap perusakan lingkungan. Pemantauan dilakukan oleh pihak internal BAYAN Group maupun instansi eksternal yang bekerja sama dengan laboratorium terakreditasi. Hal ini sesuai dengan Lampiran VI dalam Peraturan Pemerintah No. 22 Tahun 2021 tentang Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup dan Peraturan Daerah Provinsi Kalimantan Timur No. 2 Tahun 2011 tentang Pengelolaan Kualitas Air dan Pencemaran Air. [GRI 12.7.3; 303-2]

Terkait limbah air tambang di area operasional BAYAN Group, khususnya di wilayah Kalimantan Timur, salah satu tantangan umum yang dihadapi adalah air dengan kandungan *Total Suspended Solid* (TSS) yang tinggi.

Untuk mengelola air dengan TSS tinggi tersebut, salah satu wilayah operasional BAYAN Group di Proyek Tabang menerapkan berbagai metode dan teknologi pengolahan air, antara lain:

- Penggunaan bahan koagulan (tawas) untuk membantu proses pengendapan partikel tersuspensi, termasuk inovasi pemanfaatan tawas cair guna meningkatkan efisiensi proses dan meminimalkan jumlah bahan kimia yang digunakan di *settling pond*.
- Pemanfaatan flokulan guna mempercepat pembentukan flok dan meningkatkan efisiensi penurunan TSS.
- Penerapan teknologi *Geotube*, *Vacuum Disk*, *Filter Press*, dan *Mud Cake* yang digunakan sebagai bagian dari kegiatan pemeliharaan (*maintenance*) *settling pond* dan *mud handling*, khususnya untuk pengelolaan lumpur dan peningkatan kapasitas kolam pengendapan.
- Optimalisasi *settling pond* dan pengelolaan aliran air tambang sebelum dilepas ke badan air.
- Seluruh proses pengelolaan air dilakukan secara terkontrol dan dipantau secara berkala untuk memastikan kualitas air buangan memenuhi baku mutu lingkungan yang berlaku.

Furthermore, for the domestic waste management, the Tabang Project has established formal cooperation through a Memorandum of Understanding with Waste Bank operators in the vicinity of its operations, including in Muara Ritan Village. At the waste bank, inorganic waste is further processed by local communities to be recycled, resold, or utilized as materials for handicrafts. This collaboration also supports the implementation of a circular economy and empowers local communities.

Furthermore, the BAYAN Group ensures that all water discharged from the BAYAN Group's operational activities go through a (waste) water treatment plants (*settling ponds*). Water that has met the environmental quality standards will be channelled back to water bodies. The BAYAN Group routinely measures wastewater discharged from the *settling pond* to external water bodies by calculating the discharge/volume (water balance), as well as pH, TSS, and heavy metal parameters. The BAYAN Group also installs *real time* wastewater monitoring equipment to rapidly respond the potential of large pollution and mitigate the negative impact of environmental damage. Monitoring is carried out by the BAYAN Group's internal parties and external agencies in collaboration with accredited laboratories. This is in accordance with Appendix VI of Government Regulation No. 22 of 2021 concerning Protection and Management of Environment and Regional Regulation of East Kalimantan Province No. 2 of 2011 concerning Management of Water Quality and Water Pollution. [GRI 12.7.3; 303-2]

With regard to mine water waste in the BAYAN Group's operational areas, particularly in East Kalimantan, one of the common challenges encountered is water with a high concentration of Total Suspended Solids (TSS).

To manage water with high TSS, one of the BAYAN Group's operational areas in Tabang Project, applies several water treatment methods and technologies, including:

- Using coagulant agents (alum) to assist the sedimentation of suspended particles, including the innovative use of liquid alum to enhance process efficiency and minimize the amount of chemicals used in the *settling pond*.
- Utilizing flocculants to accelerate floc formation and improve TSS reduction efficiency.
- Implementing technologies, such as *Geotube*, *Vacuum Disk*, *Filter Press*, and *Mud Cake*, which are used as part of *settling pond* and *mud handling* maintenance activities, particularly for sludge management and increasing the capacity of sedimentation ponds.
- Optimizing the use of *settling ponds* and managing mine water flow before it is discharged into water bodies.
- The entire water management process is conducted under control and regular monitoring in order to ensure that the discharged water quality fulfills the applicable environmental standards.

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Company Profile

**Jumlah Air yang Dialirkan ke Badan Air Umum Berdasarkan Unit, Jenis, dan Metode Pembuangan / Total Water Discharged to Public Water Bodies by Unit, Type, and Disposal Method [SEOJK F.13] [GRI 12.7.5; 303-4]**

Unit Bisnis Business Unit	Tujuan Pelepasan Discharge Destination	Volume dari IPAL ke Badan Air (dalam Ribun m <sup>3</sup> ) Volume from WWTP to Water Body (in Thousand m <sup>3</sup> )		
		2025	2024	2023
BR	Sungai / River	3,907.37	3,458.50	1,590.20
	Laut / Sea	0.19	0.12	0.58
BT	Sungai / River	6,545.09	7,500.52	13,364.87
DPP	Sungai / River	15.45	14.16	11.31
FKP	Sungai / River	163.67	785.94	404.71
FSP	Sungai / River	9,971.30	12,475.96	14,401.05
	Sungai / River	26.58	12.06	0.25
GBP	Rawa/Danau / Swamp/Lake	0.01	0.01	12.49
	Rawa/Danau / Swamp/Lake	2.65	3.08	110.56
TA	Sungai / River	13,675.63	13,781.90	3,634.27
TJ	Sungai / River	8,040.82	-	-
TSA	Sungai / River	111.51	685.93	1,856.92
WBM	Sungai / River	25.56	26.33	19.13

**Kualitas Efluen Air BAYAN Group Tahun 2025 /Water Effluent Quality of the BAYAN Group in 2025**

No	Perusahaan Company	Water Effluent Quality (Average)							
		pH		TSS		Fe		Mn	
		TLV	Hasil Result	TLV	Hasil Result	TLV	Hasil Result	TLV	Hasil Result
1	BR	6-9	6.98	200	16.75	5	0.16	4	0.01
2	BT	6-9	6.37	300	23.92	7	0.02	4	0.03
3	DPP	6-9	7.48	200	5.08	2	0.03	2	0.01
4	FKP	6-9	7.28	300	22.92	7	0.02	4	0.01
5	FSP	6-9	6.83	100	19.13	1	0.04	1	0.03
6	GBP	6-9	6.94	300	19.04	7	1.75	4	1.04
7	PIK	6-9	6.53	300	6.75	7	0.02	4	0.02
8	TA	6-9	6.88	300	18.68	7	0.08	4	0.02
9	TJ	6-9	6.53	100	11.00	7	0.03	1	0.01
10	TSA	6-9	7.00	300	16.50	7	0.01	4	0.01
11	WBM	6-9	6.46	300	21.75	7	0.78	4	0.08

Selain upaya pengelolaan limbah yang disebutkan di atas, BAYAN Group melakukan beberapa upaya di lingkungan internal, seperti pemanfaatan kembali limbah non-B3 dan pengurangan limbah plastik. BAYAN Group memanfaatkan hasil limbah non-B3, antara lain dengan menggunakan ban bekas sebagai pembatas jalan dan pencegah erosi di tambang, serta memanfaatkan limbah organik sebagai bahan baku kompos.

Demikian pula, sebagai inisiatif untuk pengurangan limbah plastik, karyawan didorong agar memakai tumbler atau wadah air minum dan *meal box* masing-masing daripada memakai wadah berbahan plastik sekali pakai.

Other than the waste management mentioned above, the BAYAN Group takes several internal actions, such as reusing of non-B3 waste and reduction of plastic waste. The BAYAN Group utilizes the non-B3 waste, among others, by utilizing used vehicles for roadblocks and erosion prevention at the mines, as well as by using the organic waste for compost raw materials.

Also, as an initiative to reduce plastic waste, employees are encouraged to use their own tumblers or water containers and meal boxes rather than one use disposable plastic alternatives.

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## Pengelolaan Limbah 3R dalam BAYAN Group / 3R Waste Management in the BAYAN Group

[GRI 12.6.5; 12.6.6; 306-4; 306-5] [EM-CO-150a.6]

Bentuk Pengelolaan Limbah <i>Form of Waste Management</i>	2025	2024	2023
Limbah organik: sisa makanan Organic waste: food leftover	233.68	149.39	181.35
Limbah B3 B3 waste	6,405.94	4,717.64	3,362.09
Limbah Non B3 Non-B3 waste	4,374.79	3,220.47	201.92
Jumlah limbah yang dikelola dengan 3R Total of waste managed with 3R	4,608.47	3,369.86	383.27
Jumlah limbah B3 dan non-B3 yang dikelola Total of B3 and non-B3 waste managed	11,014.41	8,087.50	3,745.36
Persentase pengelolaan 3R Limbah Non-B3 Percentage of 3R management for non-B3 waste	42%	42%	10%

### Tumpahan yang Terjadi [SEOJK F.15] [GRI 12.13.2; 306-3]

BAYAN Group memiliki prosedur dalam penanganan kedaruratan B3 dan limbah B3 beserta prosedur pelaporannya. Sepanjang 2025, tidak ada laporan insiden terkait dengan tumpahan. [EM-CO-150a.7]

### Spills Occurred [SEOJK F.15] [GRI 12.13.2; 306-3]

The BAYAN Group has established procedures for handling emergencies involving hazardous materials and hazardous waste, including procedures for reporting such incidents. Throughout 2025, there were no reported incidents related to spills. [EM-CO-150a.7]

### ix. Aspek Pengaduan Terkait Lingkungan Hidup

Dalam upaya memelihara dan meningkatkan hubungan baik yang sudah terjalin dengan masyarakat sekitar, BAYAN Group telah memiliki Standar Operasional Prosedur (SOP) komunikasi, partisipasi dan konsultasi baik internal maupun eksternal termasuk mekanisme pengaduan masalah lingkungan hidup. Setiap pengaduan lingkungan hidup diterima oleh perwakilan BAYAN Group, selanjutnya disampaikan kepada manajemen. Informasi pengaduan tersebut dibahas secara internal untuk menentukan solusinya. Untuk isu lingkungan hidup atau lainnya yang dianggap kritis/serius, BAYAN Group akan membentuk tim investigasi dan melibatkan departemen terkait.

### ix. Environmental Complaints Aspect

In an effort to maintain and improve the existing good relations with the surrounding communities, the BAYAN Group has established a Standard Operating Procedure (SOP) for communication, participation and consultation both internally and externally, including a complaint mechanism for environmental problems. Each environmental complaint is received by the BAYAN Group's representative and then submitted to the management. The complaint is discussed internally to determine the solution. For environmental or other issues that are considered critical/serious, the BAYAN Group will form an investigation team and involve the relevant departments.

### Jumlah dan Materi Pengaduan Lingkungan Hidup yang Diterima dan Diselesaikan [SEOJK F.16]

Sepanjang tahun 2025, tidak ada laporan pengaduan masyarakat, LSM, ataupun lembaga lainnya terkait pengelolaan lingkungan hidup yang mengakibatkan sanksi moneter ataupun non-moneter kepada BAYAN Group. Selain aspek lingkungan hidup, sepanjang tahun 2025, BAYAN Group juga tidak menerima keluhan dari masyarakat terkait aspek sosial dari operasional. [GRI 12.9.4]

### Number and Materials of Environmental Complaints Received and Resolved [SEOJK F.16]

Throughout 2025, there were no reports of complaints from the public, NGOs or other institutions related to environmental management that resulted in monetary or non-monetary sanctions against the BAYAN Group. Aside from the environmental aspects, the BAYAN Group did not receive any complaints from the local communities regarding the social aspects of the operations in 2025. [GRI 12.9.4]

**G.4. Kinerja Sosial [GRI 3-3]**

**i. Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara kepada Konsumen [SEOJK F.17]**

BAYAN Group berkomitmen untuk menghasilkan produk batubara bermutu yang memberikan kepuasan pelanggan, jasa berkualitas dan pertumbuhan berkesinambungan dalam jangka panjang dengan tetap meminimalkan dampak lingkungan, dan menyediakan tempat kerja yang aman, sehat, dan produktif.

Kebijakan tersebut diwujudkan dalam bentuk program yang berfokus pada:

**G.4. Social Performance [GRI 3-3]**

**i. Commitment to Provide Equivalent Services on Products and/or Services to Consumers [SEOJK F.17]**

The BAYAN Group is committed to producing high quality coal products for customer satisfaction, quality service, and long-term sustainable growth while minimizing environmental impacts, and providing safe, healthy, and productive workplace.

The policy is manifested in the program that focuses on:

**5 Fokus Program Kebijakan Mutu, Lingkungan dan Keselamatan Pertambangan (MLKP) BAYAN Group / 5 Focus Programs of BAYAN Group's Quality, Environment, and Safety Policy (MLKP)**

Penerapan manajemen mutu yang unggul dan perbaikan yang berkesinambungan ini memungkinkan BAYAN Group terus berkembang dan mempertahankan pelanggan yang ada./The implementation of superior quality management and continuous improvement enables the BAYAN Group to develop and maintain the customers.



**1**

**PENINGKATAN MUTU PRODUK BATUBARA**  
Improvement of coal products quality

Melakukan peningkatan mutu produk batubara melalui upaya peningkatan keterampilan dan kesadaran karyawan terkait dengan mutu, kelestarian lingkungan, keselamatan dan kesehatan kerja serta produktivitas kerja dalam semua aspek kegiatan. Improve the quality of coal products by increasing the employee skills and awareness related to quality, environmental preservation, occupational safety and health, as well as work productivity in all aspects of activities.



**2**

**PENCEGAHAN KECELAKAAN KERJA DAN PENYAKIT AKIBAT KERJA**  
Prevention of occupational accidents and work-related diseases

Pencegahan kecelakaan kerja, penyakit akibat kerja dan atau akibat hubungan kerja serta pencemaran lingkungan sedini mungkin dengan cara meminimalisasi risiko kerja dan dampak pencemaran lingkungan, pemeliharaan keanekaragaman hayati, melakukan penghematan energi dan sumber daya alam lainnya. Prevention of occupational accidents, work-related diseases, and/or due to work relations as well as environmental pollution as early as possible by minimizing work risks and the impact of environmental pollution, maintaining biodiversity, saving energy and other natural resources.



**3**

**PEMEMUHAN KEWAJIBAN KEPATUHAN**  
Fulfillment of compliance obligations

Pemenuhan kewajiban kepatuhan (compliance obligation) yang berhubungan dengan mutu produk batubara, pelestarian lingkungan hidup, keselamatan dan kesehatan kerja serta keselamatan operasi. Fulfillment of compliance obligations related to coal product quality, environmental preservation, occupational safety and health, and operational safety.



**4**

**MENYEDIAKAN SUMBER DAYA YANG DIPERLUKAN**  
Provision of the resources needed

Menyediakan sumber daya untuk mengembangkan program mutu, lingkungan, kesehatan dan keselamatan kerja serta keselamatan operasi. Provide resources to develop quality, environmental, occupational health and safety, and operating safety programs.



**5**

**MELAKUKAN PERBAIKAN BERKESINAMBUNGAN**  
Continuous improvements

Melakukan peningkatan sistem manajemen terintegrasi secara berkesinambungan. Continuously improving the integrated management system.

## ii. Aspek Ketenagakerjaan

Sumber Daya Manusia (SDM) merupakan aset terpenting bagi BAYAN Group dalam menjalankan aktivitas BAYAN Group sehingga pengembangan karyawan menjadi salah satu komitmen untuk mencapai keberlanjutan. Melalui dedikasi, keahlian, dan kompetensi Departemen SDM di setiap lini operasi, BAYAN Group mampu memberikan kinerja yang optimal dan bermanfaat untuk lingkungan dan masyarakat sekitar.

Manajemen BAYAN Group memiliki dua pendekatan dalam mengembangkan SDM. Pertama, dengan menciptakan transparansi dan koordinasi yang baik dalam organisasi, sehingga meningkatkan kepercayaan antara manajemen dengan karyawan. Dengan adanya kepercayaan yang tinggi dari kedua belah pihak, akan tercipta hubungan yang harmonis sehingga mampu meningkatkan kinerja BAYAN Group. Kedua, dengan fokus untuk meningkatkan kompetensi karyawan untuk mencapai sasaran dengan memberikan pelatihan dan pengembangan karier serta manfaat yang layak sesuai dengan standar industri.

Sebagai suatu usaha di bidang industri batubara, BAYAN Group harus memiliki karyawan yang siap dan mampu menghadapi perkembangan industri yang semakin kompleks serta tantangan keberlanjutan. Oleh karena itu, berbagai upaya dilakukan BAYAN Group guna meningkatkan kompetensi insan BAYAN Group. Mulai dari awal proses rekrutmen, penilaian kompetensi, penilaian kinerja, kesehatan dan kesejahteraan pegawai, hingga menciptakan lingkungan kerja yang sehat, aman, dan nyaman. Seluruhnya dilaksanakan dengan terencana, terarah, dan terukur demi tercapainya insan BAYAN Group sebagai mitra strategis perusahaan yang berdaya saing tinggi.

Pada tahun 2025, Departemen *Human Resources* BAYAN Group melaksanakan dan mengembangkan sejumlah inisiatif baru yang berfokus pada peningkatan efektivitas pengelolaan sumber daya manusia serta mendukung pencapaian tujuan perusahaan, antara lain:

1. Penyempurnaan dan optimalisasi sistem HRIS untuk meningkatkan efisiensi proses administrasi dan akurasi data karyawan.
2. Penguatan sistem evaluasi kinerja berbasis Key Performance Indicators (KPI) yang lebih terstruktur dan terukur.
3. Pengembangan kompetensi karyawan melalui program pelatihan teknis dan non-teknis yang disesuaikan dengan kebutuhan organisasi.
4. Peningkatan program pengembangan dan retensi talenta, termasuk perencanaan jalur karier dan penguatan kapasitas kepemimpinan.
5. Penyesuaian dan penguatan sistem remunerasi serta Compensation & Benefits guna menjaga daya saing dan kesejahteraan karyawan.

## ii. Employment Aspect

Human Resource (HR) is the most important asset for the BAYAN Group in running its activities; thus, employee development is one of the commitments to achieve sustainability. Through the dedication, expertise, and competence of the HR Department, the BAYAN Group is able to provide optimal and beneficial performance for the surrounding environment and communities.

The management of the BAYAN Group has two approaches in developing its HR. First, by establishing transparency and good coordination within the organization in order to improve trust between management and the employees. With the trust from both parties, a harmonious relationship can be built so as to improve the BAYAN Group's performance. Second, by focusing on increasing the competence of employees to achieve targets by providing training and career development as well as appropriate benefits in accordance with industry standards.

As a business operating in the coal industry, it is imperative that the BAYAN Group is supported by those who are ready and able to face the increasingly complex industrial development and sustainability challenges. Therefore, various efforts have been made to improve the competence of the BAYAN Group's people. Starting from the recruitment process, competency assessment, performance appraisal, employee health and welfare, to creating a healthy, safe, and comfortable work environment. All is carried out in a planned, directed, and measurable manner in order to achieve the BAYAN Group's people as a strategic partner of a highly competitive company.

In 2025, the Human Resources Department of the BAYAN Group implemented and developed several new initiatives focusing on enhancing the effectiveness of human resource management and supporting the achievement of corporate objectives, including:

1. Refinement and optimization of the HRIS system to increase administrative process efficiency and improve employee data accuracy.
2. Strengthening of the performance evaluation system based on more structured and measurable Key Performance Indicators (KPI).
3. Employee competency development through technical and non-technical training programs tailored to organizational needs.
4. Enhancement of talent development and retention programs, including career path planning and strengthening leadership capacity.
5. Adjustment and reinforcement of the remuneration system as well as Compensation & Benefits to maintain competitiveness and employee welfare.

## Kesetaraan Kesempatan Bekerja [SEOJK F.18]

BAYAN Group berkomitmen untuk memberikan kesempatan yang setara bagi setiap individu untuk menjadi bagian dari BAYAN Group. Organisasi semakin fokus pada penciptaan lingkungan kerja yang beragam dan inklusif dengan menerapkan kebijakan yang memastikan kesetaraan kesempatan bagi semua karyawan, serta program yang mempromosikan penghargaan terhadap perbedaan individu.

Untuk memenuhi kebutuhan yang semakin kompleks di industri batubara serta tantangan untuk menyesuaikan diri dengan perkembangan energi berkelanjutan, proses rekrutmen BAYAN Group dilakukan berdasarkan kompetensi dan keahlian. Kebijakan perekrutan karyawan mengacu pada Peraturan Perusahaan Pasal 5 dan 6, Peraturan Pemerintah No. 35 tahun 2021, serta Standar Prosedur Operasional (SOP) rekrutmen dan orientasi. Proses perekrutan mulai dari pencarian calon karyawan, proses seleksi, dan penerimaan menjadi tanggung jawab dan wewenang Departemen SDM.

BAYAN Group melakukan pemenuhan kebutuhan SDM dari sumber daya internal dan eksternal. Pemenuhan dari internal dilakukan dengan pengembangan kompetensi karyawan, promosi, maupun rotasi. Sementara itu, pemenuhan eksternal dilakukan melalui program rekrutmen karyawan baru, baik dari fresh graduate maupun tenaga profesional. Dalam rekrutmen karyawan baru, Departemen SDM mengidentifikasi kebutuhan tenaga kerja serta penetapan jadwal pemenuhan tenaga kerja yang dibutuhkan. Hal ini dilakukan agar proses rekrutmen dapat dilakukan secara tepat dan sesuai dengan kebutuhan BAYAN Group.

Dalam proses seleksi dan rekrutmen, BAYAN Group selalu menjunjung tinggi prinsip transparansi, kejujuran, keadilan, tanpa membedakan gender, ras, warna kulit, agama, kondisi fisik, atau asal negara dengan tujuan untuk memenuhi kriteria dan persyaratan yang telah ditetapkan. Seleksi dilakukan untuk mengetahui bahwa calon karyawan memiliki latar belakang, jenjang pendidikan, pengalaman, keahlian, serta karakter yang sesuai dengan kebutuhan BAYAN Group. Proses seleksi dilakukan melalui tes intelegensi dan kemampuan, serta wawancara untuk menggali lebih dalam mengenai pengetahuannya, pengalamannya, perilaku, dan potensi yang dapat dikembangkan agar dapat memenuhi kebutuhan BAYAN Group.

Selama tahun 2025, Departemen SDM telah merekrut karyawan baru sebanyak 582 karyawan. Sementara itu, jumlah karyawan yang meninggalkan BAYAN Group sepanjang tahun 2025 tercatat sebanyak 429 orang dengan keterangan mengundurkan diri, kontrak kerja berakhir, pensiun, surplus, sakit, dan meninggal. BAYAN Group melakukan efisiensi biaya operasional perusahaan yang ketat dengan melakukan rotasi kerja pegawai dan penyesuaian pekerjaan/tugas dan tanggung jawab masing-masing pegawai dengan mengikuti pekerjaan yang tersedia. [GRI 12.15.2; 401-1]

## Equality in Employment Opportunities [SEOJK F.18]

The BAYAN Group is committed to providing equal opportunities for individuals to become a part of the BAYAN Group. The organization more focuses on creating a diverse and inclusive working environment by applying a policy to ensure equal opportunities for all employees, as well as programs to promote appreciation to individual differences.

To meet the increasingly complex needs of the coal industry as well as the challenges of adapting to sustainable energy developments, the BAYAN Group's recruitment process is based on competence and expertise. The employee recruitment policy refers to Articles 5 and 6 of the Company Regulations, Government Regulation No. 35 of 2021, as well as the Standard Operating Procedures (SOP) for recruitment and orientation. The recruitment process starting from the search for prospective employees, the selection process, and acceptance is the responsibility and authority of the HR Department.

The BAYAN Group fulfils the needs of HR from internal and external resources. Internal fulfilment is carried out by developing employee competencies, promotions, and rotations. Meanwhile, external fulfilment is carried out through a new employee recruitment program, both from fresh graduates and established professionals. In recruiting new employees, the HR Department identifies the manpower needs and establishes a schedule for fulfilling the required manpower. This is done so that the recruitment process can be carried out appropriately and in accordance with the needs of the BAYAN Group.

In the selection and recruitment process, the BAYAN Group always upholds the principles of transparency, honesty, fairness, regardless of gender, race, skin colour, religion, physical conditions, and country of origin with the aim of meeting the criteria and requirements that have been set. Selection is carried out to find out which candidates have the background, education level, experience, expertise, and character in accordance with the needs of the BAYAN Group. The selection process is done in the form of intelligence and ability tests, as well as an interview to know deeper regarding their knowledge, experience, behaviour, and potentials that can be developed to fulfil the needs of the BAYAN Group.

During 2025, the HR Department recruited 582 new employees. Meanwhile, the number of employees who left the BAYAN Group throughout 2025 was 429 people either due to resignation, end of employment contract, retirement, surplus, illness, and death. The BAYAN Group has enhanced strict operational cost efficiency by conducting employee rotation and adjusting each employee's works/duties and responsibilities to closely follow the existing works. [GRI 12.15.2; 401-1]

E

SURAT DARI DIREKSI  
A View from the Top

F

TATA KELOLA KEBERLANJUTAN  
Sustainability Governance

G

KINERJA KEBERLANJUTAN  
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TANGGUNG JAWAB PENGEMBANGAN  
PRODUK/JASA BERKELANJUTAN  
Responsibility for Sustainable Product/Service Development

**A****TENTANG LAPORAN INI**  
*About the Report*

Komitmen terhadap kesetaraan juga terwujud salah satunya dengan memberi kesempatan bekerja kepada masyarakat di sekitar lokasi tambang. Per akhir tahun 2025, BAYAN Group memberdayakan 3.161 pekerja lokal (seluruh karyawan yang berasal dari Kalimantan), atau 73% dari total pekerja BAYAN Group. [GRI 12.8.3; 12.19.3] BAYAN Group juga memiliki kebijakan mengenai kebebasan berserikat yang berlaku untuk semua pekerja. Pembentukan serikat pekerja ditujukan untuk mendorong keseimbangan dan membangun keharmonisan dalam hubungan industri di BAYAN Group. Relasi ketenagakerjaan diwujudkan dalam Perjanjian Kerja Bersama (PKB) disusun oleh manajemen bersama perwakilan pekerja dalam serikat pekerja. [GRI 2-30] [EM-CO-310a.1]

Setiap karyawan BAYAN Group dapat menyampaikan permasalahannya pertama-tama kepada atasannya. Setelah itu, karyawan yang bersangkutan bersama-sama atasan atau sendiri dapat menghubungi Manager HRD untuk mendiskusikan situasi guna berupaya dan mendapatkan solusi atas permasalahan tersebut. Apabila kesepakatan atas solusi belum tercapai, kedua belah pihak dapat menghubungi Departemen Tenaga Kerja setempat untuk melakukan mediasi agar tercapai mufakat.

**Tenaga Kerja Anak dan Tenaga Kerja Paksa** [SEOJK F.19] [GRI 12.16.2; 12.17.2; 408-1; 409-1]

BAYAN Group tidak memperkerjakan anak di bawah umur (<18 tahun) di seluruh wilayah operasional BAYAN Group maupun di kantor pusat. BAYAN Group juga memastikan tidak ada insiden kerja paksa atau wajib kerja yang dilakukan.

**Upah Minimum Regional** [SEOJK F.20]

BAYAN Group berkomitmen untuk selalu mengakomodasi hak-hak karyawan berupa perjanjian kerja, remunerasi yang layak, jaminan sosial, pembatasan waktu kerja, istirahat, hingga cuti tahunan dan cuti melahirkan. [GRI 12.19.4; 401-3] Penyusunan dan penetapan remunerasi dan hak-hak karyawan BAYAN Group merujuk pada peraturan yang berlaku, diantaranya Undang-Undang Nomor 13 tahun 2003 tentang Ketenagakerjaan dan Undang-Undang Nomor 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang Nomor 2 Tahun 2022 tentang Cipta Kerja menjadi Undang-Undang.

Dalam remunerasi, BAYAN Group membangun sistem remunerasi dan kesejahteraan yang objektif dan kompetitif bagi seluruh karyawan tanpa membedakan jenis kelamin, suku, ras, agama, dan golongan. BAYAN Group juga memastikan seluruh anak perusahaan mematuhi ketentuan upah minimum regional yang berlaku di masing-masing daerah. Sistem remunerasi ditetapkan berdasarkan prestasi karyawan, kompetensi, penilaian kerja, jabatan, pengalaman, pendidikan, dan masa kerja. Tidak terdapat perbedaan remunerasi antara karyawan pria dan wanita. Apabila terdapat karyawan pria dan wanita di jabatan yang sama dengan kinerja dan kompetensi yang relatif sama, maka remunerasi yang diterima akan berada di level yang sama sehingga rasio remunerasi 1:1. [GRI 12.19.2; 12.19.7; 202-1; 405-2] Selama periode pelaporan juga tidak pernah ditemukan insiden diskriminasi kepada karyawan di seluruh area operasional. [GRI 12.19.8; 406-1]

**B****STRATEGI KEBERLANJUTAN**  
*Sustainability Strategies***C****BAYAN GROUP DALAM ANGKA**  
*BAYAN Group in Figures***D****PROFIL PERSEORAN**  
*Company Profile*

The commitment to equality is also realized by providing employment opportunities to the community around its mining locations. As of the end of 2025, the BAYAN Group has 3,161 local employed employees (all employees are from Kalimantan), or 73% of the BAYAN Group's total employees. [GRI 12.8.3; 12.19.3] The BAYAN Group also has a policy on the freedom of association, which prevails for all workers. The formation of labor union is intended to promote balance and develop harmony in the industrial relations within the BAYAN Group. The employment relations is also embodied in the Collective Labor Agreement (PKB), which is jointly drafted by the management and the representative of workers in the labor union. [GRI 2-30] [EM-CO-310a.1]

Every employee of the BAYAN Group can first convey their problems to their superiors. After that, the related employees, either jointly with their superiors or individually, can communicate with the HRD Manager to discuss the situation to try and find solutions for the problem. If the agreement on the solution has not been reached, both parties may contact the local Labor Department for mediation to reach a consensus.

**Child Labor and Forced Labor** [SEOJK F.19] [GRI 12.16.2; 12.17.2; 408-1; 409-1]

The BAYAN Group does not employ minors (<18 years old) in any of its operational areas nor at the head office. The BAYAN Group also ensures that there are no incidents of forced or compulsory labor.

**Regional Minimum Wage** [SEOJK F.20]

The BAYAN Group is committed to always accommodating the rights of employees in the form of employment agreements, proper remuneration, social security, limitation of working hours, rest, annual leave and maternity leave. [GRI 12.19.4; 401-3] The remuneration preparation and determination and the rights of BAYAN Group's employees refer to the prevailing laws and regulations, including Law No. 13 of 2003 concerning Manpower and Law Number 6 of 2023 regarding Stipulation of Government Regulation in Lieu of Law Number 2 of 2022 regarding Job Creation into Law.

In terms of remuneration, the BAYAN Group develops an objective and competitive remuneration and welfare system for all employees regardless of gender, ethnicity, race, religion, and class. The BAYAN Group also ensures that all of its subsidiaries comply with the provision on regional minimum wage prevailing in each area. The remuneration system is determined based on employee achievements, competence, work assessment, positions, experience, education and working period. There is no discrepancy in remuneration between male and female employees. If there are male and female employees in the same position with relatively the same performance and competence, the remuneration received will be at the same rate so that the remuneration ratio is 1:1. [GRI 12.19.2; 12.19.7; 202-1; 405-2] During the reporting period, there were no incidents of discrimination to employees in any of its operational areas. [GRI 12.19.8; 406-1]

Seluruh karyawan BAYAN Group bekerja dengan remunerasi dan imbalan yang layak. Secara umum struktur remunerasi pegawai terdiri dari gaji pokok (berdasarkan pendidikan, pengalaman, dan jabatan), tunjangan, dan upah lembur. Di samping struktur remunerasi tersebut, pegawai juga diberikan fasilitas/tunjangan lainnya berupa BPJS Kesehatan, asuransi kesehatan berupa rawat inap untuk karyawan beserta dengan keluarga, dan BPJS Ketenagakerjaan yang terdiri dari Jaminan Hari Tua, Jaminan Pensiun, Jaminan Kecelakaan Kerja, dan Jaminan Kematian. Seluruh karyawan juga berpartisipasi dalam skema bonus tahunan yang secara langsung terkait dengan seluruh pencapaian keuangan BAYAN Group. [GRI 12.15.3; 401-2; 201-3]

All of the BAYAN Group's employees work with proper remuneration and benefits. In general, the employees' remuneration structure consists of basic salary (based on education, experience, and position), allowance, and overtime pay. Other than the remuneration structure mentioned, the employees are also provided with other facilities/allowances in the form of health insurance (BPJS Kesehatan), health insurance on inpatient care for employees and their family, and employment security (BPJS Ketenagakerjaan), consisting of Old-Age Security, Pension Security, Employment Injury Security, and Death Security. All employees also participate in the annual bonus scheme which is directly linked to the BAYAN Group's overall financial results. [GRI 12.15.3; 401-2; 201-3]

#### Daftar Upah Minimum Regional di Wilayah Operasional BAYAN Group 2025 / List of Regional Minimum Wage in the BAYAN Group's Operational Area in 2025 [SEOJK F.20]

Wilayah Region	Upah Minimum (dalam Rupiah) Minimum Wage (in IDR)
Provinsi DKI Jakarta / DKI Jakarta Province	5,067,381
Provinsi Kalimantan Timur / East Kalimantan Province	3,579,314
Kabupaten Kutai Kartanegara / Kutai Kartanegara Regency	3,841,707
Kabupaten Kutai Barat / Kutai Barat Regency	3,952,234
Kabupaten Kutai Timur / Kutai Timur Regency	3,912,291
Kabupaten Tanah Bumbu / Tanah Bumbu Regency	3,506,195
Kota Balikpapan / Balikpapan City	3,701,509

#### Pelatihan dan Pengembangan Kemampuan Pegawai [SEOJK F.22]

Pelatihan dan pengembangan karyawan menjadi aspek penting untuk meningkatkan kompetensi SDM. Tanpa adanya pelatihan dan pengembangan, perusahaan tidak akan mampu beradaptasi dengan perkembangan zaman. Oleh karena itu, BAYAN Group secara berkala melakukan pelatihan dan pengembangan kepada karyawan baik secara internal maupun eksternal.

BAYAN Group juga memberikan kesempatan setara untuk setiap karyawan mengikuti pelatihan dan pengembangan karier tanpa membedakan latar belakang suku, ras, agama, dan jenis kelamin.

Pelatihan dan pengembangan dilakukan berdasarkan beberapa peraturan dan standar yang berlaku di BAYAN Group, seperti SOP Pelatihan dan Evaluasi, Sistem Manajemen Keselamatan Pertambangan (SMKP), Standar Kompetensi Kerja Khusus (SKKK), Standar Kompetensi Kerja Internasional (SKKI), dan Standar Kompetensi Kerja Nasional Indonesia (SKKNI). Pelatihan dan pengembangan berada di bawah Departemen SDM yang bertanggung jawab melakukan identifikasi kebutuhan pelatihan, perencanaan pelatihan beserta anggaran, serta evaluasi hasil pelatihan. Pelatihan dan pengembangan dilakukan secara berkelanjutan, berjenjang, dan memperhatikan beban dan tanggung jawab kerja. [GRI 12.3.3; 12.15.7; 404-2]

#### Employee Training and Development [SEOJK F.22]

Employee training and development is an important aspect to improve HR competencies. Without training and development, a company will not be able to adapt to the times. Therefore, the BAYAN Group periodically conducts training and development for employees both internally and externally.

The BAYAN Group has also provided equal opportunities for every employee to participate in training and career development regardless of ethnic background, race, religion, and gender.

Training and development are carried out based on several regulations and standards prevailing within the BAYAN Group, such as SOP for Training and Evaluation, Mining Safety Management System (SMKP), Special Work Competency Standards (SKKK), International Work Competency Standards (SKKI), and Indonesian National Work Competency Standards (SKKNI). Training and development are under the HR Department, which is responsible for identifying training needs, planning training and budgeting, and evaluating training results. Training and development are carried out continuously, in stages, and taking into account workloads and responsibilities. [GRI 12.3.3; 12.15.7; 404-2]

Pelatihan kemudian dilaksanakan berdasarkan jadwal yang sudah ditentukan untuk satu tahun. Tujuan dari kebijakan tersebut agar pelatihan dan pengembangan yang dilakukan dapat terarah dan terencana sesuai kebutuhan.

Pada tahun 2025, BAYAN Group menyelenggarakan berbagai jenis pelatihan dan pengembangan kompetensi karyawan yang bertujuan untuk meningkatkan kapabilitas dan profesionalisme sumber daya manusia, antara lain:

### 1. Pengembangan Kompetensi Teknis untuk Karyawan Jakarta dan Site

Pelatihan yang difokuskan pada peningkatan keterampilan teknis bagi karyawan yang bekerja di kantor pusat maupun di lokasi tambang. Jenis pelatihan ini mencakup pengoperasian alat berat, eksplorasi geologi, penerapan sistem pertambangan yang efisien, serta pemenuhan kepatuhan terhadap regulasi industri pertambangan.

### 2. Pengembangan Kompetensi Non-Teknis

Pelatihan yang ditujukan untuk meningkatkan kemampuan kepemimpinan dan keterampilan pendukung lainnya bagi karyawan di seluruh jenjang. Program ini meliputi peningkatan kemampuan komunikasi, termasuk pelatihan bahasa asing yang relevan dengan kebutuhan kerja, serta pelatihan manajemen proyek, negosiasi, dan pengambilan keputusan strategis.

### 3. Program Pengembangan Akademik (S2) untuk Karyawan

BAYAN Group mendukung pengembangan akademik karyawan melalui program pendidikan lanjutan seperti S2, dengan fokus pada bidang studi yang relevan dengan pertambangan, teknik, manajemen energi, dan bisnis, sebagai bagian dari upaya pengembangan talenta jangka panjang.

The training is then carried out based on a predetermined schedule for one year. The purpose of the policy is that the training and development carried out can be directed and planned according to need.

In 2025, the BAYAN Group continued to organize some training and development programs in order to improve the capability and professionalism of the human resources, among others:

### 1. Technical Competence Development for Employees in Jakarta and Site

The training focuses on the technical skills of the employees working in the head office and mining sites. This type of training includes the training on heavy equipment operation, geology exploration, efficient mining system, and compliance with mining industrial regulations.

### 2. Non-Technical Competence Development

This type of training is intended to improve employees' leadership capability and other supporting skills at all levels. This program includes the improvement of communication skills, including foreign language course that is related to the employment, as well as training in project management, negotiation, and strategic decision making.

### 3. Academic Development Program (master's degree) for Employees

The BAYAN Group supports the academic development of its employees through advanced educational programs, such as master's degree, with majors related to mining, engineering, energy management, and business as part of the effort to develop long term talents.

## Rata-Rata Jam Pelatihan Karyawan Tahun 2025 / Average Hours of Employee Trainings in 2025 [SEOJK F.22] [GRI 12.15.6; 12.19.5; 404-1]

Uraian Description	Jumlah Karyawan yang Mendapatkan Pelatihan Total Employees Participating in Trainings	Jam pelatihan Training Hours	Rata-rata jam pelatihan setiap karyawan Average Training Hours of Each Employee
<b>Jumlah / Total</b>	<b>941</b>	<b>20,320</b>	<b>22</b>
<b>Berdasarkan jenis kelamin / Based on gender:</b>			
Laki-laki / Male	743	16,665	22
Perempuan/ Female	198	3,655	18
<b>Berdasarkan jabatan / Based on position:</b>			
Manajemen (Direktur, Manajer) / Management (Director, Manager)	31	648	21
Wakil Manajer / Assistant Manager	19	372	20
Kepala Seksi / Section Head	4	56	14
Pengawas / Supervisor	141	3,980.5	28
Staff	229	5,055.5	22
Non-Staff	517	10,208	20

Sepanjang 2025, jumlah jam pelatihan yang diikuti karyawan BAYAN Group mencapai total 20.320 jam. Pelatihan BAYAN Group telah melibatkan 941 karyawan, baik internal maupun eksternal, dengan rata-rata jam pelatihan setiap karyawan mencapai 22 jam.

**Lingkungan Bekerja yang Layak dan Aman [SEOJK F.21] [GRI 12.14.9; 403-8]**

Sudah menjadi tanggung jawab dan kewajiban bagi BAYAN Group untuk menghadirkan lingkungan kerja yang bersih, sehat, aman, dan nyaman bagi seluruh karyawan baik di kantor Jakarta maupun di lokasi operasional. Oleh karena itu, BAYAN Group terus menjalankan program Keselamatan dan Kesehatan Kerja (K3) dengan tujuan melindungi dan menjamin keselamatan setiap tenaga kerja dan orang lain di tempat kerja. Dengan memiliki tempat kerja yang nyaman serta menjamin keselamatan dan kesehatan para insan BAYAN Group, sehingga kinerja dan produktivitas BAYAN Group dapat ditingkatkan.

Sebagai bentuk tanggung jawab untuk menciptakan lingkungan kerja yang bersih, sehat, aman, dan nyaman, BAYAN Group telah menyediakan beberapa fasilitas kerja yang nyaman seperti ruang kantor dan toilet yang bersih, kantin, tempat ibadah, area parkir, fasilitas pemadam kebakaran, alat deteksi asap, fasilitas kesehatan, ruang P3K, mes (tempat tinggal) karyawan di lokasi tambang, dan beragam fasilitas olahraga.

**Mengembangkan Budaya K3**

Selain menyediakan fasilitas yang bersih, sehat, aman, dan nyaman, BAYAN Group juga menetapkan kebijakan K3 untuk menciptakan perilaku hidup sehat dan aman di tempat kerja bagi seluruh karyawan BAYAN Group. Dengan adanya kebijakan ini, akan tercipta budaya K3 dengan prinsip kehati-hatian bagi seluruh karyawan BAYAN Group dan mitra kerja sehingga dapat mencapai target kecelakaan nihil (zero accident) di lingkungan kerja. [GRI 12.14.4; 403-3]

Kebijakan K3 terdapat di dalam kebijakan MLKP yang ditandatangani oleh Direktur Utama. Kebijakan tersebut merupakan komitmen dalam mengendalikan risiko, memenuhi peraturan dan perundang-undangan K3, serta melaksanakannya secara berkelanjutan. Adapun kebijakan tersebut mengacu pada ISO 45001:2018, Sistem Manajemen Keselamatan Pertambangan (SMKP), dan Keputusan Menteri ESDM Nomor 1827 K/30/MEM/2018 tentang Pedoman Pelaksanaan Kaidah Teknik Pertambangan yang Baik. Berdasarkan peraturan tersebut, pelaksanaan operasional di seluruh area pertambangan BAYAN Group telah memenuhi kaidah teknik pertambangan yang baik dan benar. [GRI 12.4.2; 403-1]

BAYAN Group juga bekerja sama dengan pemerintah, mitra kerja (termasuk kontraktor), pengunjung, dan karyawan dalam melaksanakan pedoman K3 sesuai Sistem Manajemen Keselamatan Pertambangan atau SMKP Minerba, yang bertujuan untuk menjamin para pekerja tambang selamat, sehat, dan aman sehingga operasional tambang berjalan efektif, efisien, serta produktif. BAYAN Group telah menerapkan pedoman K3 untuk mencapai target kecelakaan nihil. Pedoman tersebut sebagai berikut: [GRI 12.14.5; 403-4]

During 2025, the number of training hours of the BAYAN Group's employees was 20,320 hours. The BAYAN Group's trainings have involved 941 employees, both internal and external, with the average training hours of each employee reaching 22 hours.

**Decent and Safe Working Environment [SEOJK F.21] [GRI 12.14.9; 403-8]**

It is the BAYAN Group's responsibility and obligation to provide a clean, healthy, safe, and comfortable working environment for all employees, both at the Jakarta office and at the operational locations. Therefore, the BAYAN Group continues to implement the Occupational Health and Safety (OHS) program with the aim of protecting and ensuring the safety of all employees in the workplace. By having a comfortable workplace and ensuring the health and safety of the BAYAN Group's employees, it will increase the performance and productivity of the BAYAN Group.

As a form of responsibility to create a clean, healthy, safe, and comfortable working environment, the BAYAN Group has provided several comfortable work facilities, such as clean office spaces and toilets, canteens, places of worship, parking lots, firefighting facilities, smoke detectors, first aid rooms, mess (residences) for employees on site, and a wide variety of sports facilities.

**Development of OHS Culture**

In addition to providing clean, healthy, safe, and comfortable facilities, the BAYAN Group also establishes an OHS policy to create healthy and safe behavior in the workplace for all BAYAN Group's employees. With this policy, an OHS culture will be developed with the precautionary principle for all BAYAN Group's employees and partners, so that they can achieve the target of zero accidents in the working environment. [GRI 12.14.4; 403-3]

The OHS policy is contained in the MLKP policy signed by the President Director. The policy is a commitment to controlling risks, complying with OHS laws and regulations, and implementing them in a sustainable manner. The policy refers to ISO 45001:2018, the Mining Safety Management System (SMKP), and Regulation of the Minister of Energy and Mineral Resources Number 1827 K/30/MEM/2018 concerning Guidelines for Implementing Good Mining Engineering Rules. Based on this regulation, operational implementation in all of the BAYAN Group's mining areas have complied with the good and correct mining engineering principles. [GRI 12.4.2; 403-1]

The BAYAN Group also cooperates with the government, business partners (including contractors), visitors, and employees in implementing OHS guidelines according to the Mining Safety Management System or SMKP of Mineral and Coal, which aims to ensure that mining workers are safe, healthy, and secured and that the mining operations run effectively, efficiently, and productively. The BAYAN Group has implemented the OHS guidelines to achieve the zero-accident target. The guidelines are as follows: [GRI 12.14.5; 403-4]

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**A****TENTANG LAPORAN INI**  
*About the Report*

1. Menjamin keselamatan dan kesehatan pekerja dan pengunjung, termasuk karyawan kontraktor di area BAYAN Group.
2. Meningkatkan kualitas kerja dengan memprioritaskan K3.
3. Meminimalkan tingkat risiko kecelakaan kerja.
4. Memastikan aktivitas dan tempat kerja para pekerja dengan benar dan aman.
5. Mematuhi hukum dan peraturan K3 yang relevan di Indonesia.

Adapun pelaksanaan operasional pertambangan berada di bawah tanggung jawab Kepala Teknik Tambang (KTT). Di bawah KTT, terdapat Departemen HSE yang melaksanakan fungsi K3 melalui program-program untuk menciptakan lingkungan kerja yang sehat dan aman. Sementara itu, evaluasi pelaksanaan program K3 di lokasi pertambangan berada di bawah pengawasan Departemen HSE Kantor Pusat di Jakarta.

**B****STRATEGI KEBERLANJUTAN**  
*Sustainability Strategies*

Untuk mencegah kecelakaan kerja dalam operasional dan mencapai target kecelakaan nihil, BAYAN Group telah melakukan beberapa upaya, yakni: [GRI 12.14.8; 403-7]

1. Menyediakan prosedur dan perlengkapan keselamatan serta alat pendukungnya berupa Alat Pelindung Diri (APD) yang diberikan ke setiap karyawan dan pengunjung sesuai dengan area dan jenis pekerjaannya, serta memilih tipe peralatan kerja yang aman.
2. Melaksanakan induksi keselamatan, pemeriksaan awal kerja, *toolbox meeting*, *safety patrol*, pelatihan keselamatan, dan pengawasan intensif.
3. Menyediakan klinik dan tenaga medis yang bersertifikat Hiperkes serta sarana pendukung, seperti obat-obatan, ambulans, peralatan medis, dan ruang P3K di area tambang.
4. Melaksanakan kegiatan *medical check-up*.
5. Menerapkan Sistem Manajemen Keselamatan Pertambangan Mineral Batubara sesuai ketentuan/peraturan yang digariskan Kementerian Energi dan Sumber Daya Mineral.

BAYAN Group juga telah melakukan pemetaan terhadap risiko kecelakaan atau penyakit berbahaya akibat pekerjaan yang dialami karyawan, baik karyawan BAYAN Group maupun mitra kerja. Pemetaan dilakukan dengan mengkategorikan tingkat risiko berdasarkan jenis pekerjaan, unit kerja maupun lokasi kerjanya yang secara khusus ditujukan untuk Kepala Teknik Tambang dan Departemen HSE. Dengan pemetaan tersebut, maka BAYAN Group dapat menyusun rencana program pencegahan dan penanganan. [GRI 12.14.3; 403-2]

**D****PROFIL PERSEORAN**  
*Company Profile*

Selain itu, sebagian bagian sistem manajemen K3, BAYAN Group juga menggunakan lagging indicator atau indikator hasil akhir. Indikator ini merupakan pengukuran terhadap hasil dari pengelolaan kesehatan kerja pertambangan yang mencakup rasio kelayakan kerja, angka kesakitan kasar, tingkat kekerapan kesakitan, tingkat keparahan penyakit, tingkat keparahan penyakit berdasarkan absensi, dan penyakit akibat kerja.

1. Ensuring the safety and health of workers and visitors, including contractor employees in the BAYAN Group's area.
2. Improving the quality of work by prioritizing OHS.
3. Minimizing the risk level of work accidents.
4. Ensuring workers' activities and workplaces are correct and safe.
5. Complying with the relevant OHS laws and regulations in Indonesia.

The implementation of mining operations is under the responsibility of the Head of Mining Engineering (KTT). Under the KTT, there is a HSE Department that carries out the OHS function through programs to create a healthy and safe work environment. Meanwhile, the evaluation of the OHS program implementation at the mining site is under the supervision of the HSE Department at the Head Office in Jakarta.

To prevent work accidents in the operations and achieve the target of zero accident, the BAYAN Group has taken several efforts, namely: [GRI 12.14.8; 403-7]

1. Providing safety procedures and equipment as well as supporting equipment in the form of Personal Protective Equipment (PPE) given to each employee and visitor according to the area and type of work, as well as choosing the type of safe work equipment.
2. Carrying out safety induction, initial work inspection, toolbox meeting, safety patrol, safety training, and intensive supervision.
3. Providing clinics and medical personnel with the certification of occupational health and hygiene, as well as supporting facilities such as medicines, ambulances, medical equipment, and first aid rooms in the mining area.
4. Carrying out medical check-up activities.
5. Implementing a Coal Mineral Mining Safety Management System in accordance with the provisions/regulations outlined by the Ministry of Energy and Mineral Resources.

The BAYAN Group has also mapped the risk of accidents or dangerous diseases due to the work undertaken by employees; both BAYAN Group's employees and business partners. The mapping is carried out by categorizing the level of risk based on the type of work, work unit, and work location, which is specifically intended for the Head of Mining Engineering and the HSE Department. With this mapping, the BAYAN Group can develop a plan of prevention and treatment program. [GRI 12.14.3; 403-2]

Furthermore, as part of the OHS management system, the BAYAN Group also applies lagging indicators. These indicators are a measurement of the results of mining occupational health management, which includes employability ratio, crude morbidity rate, morbidity frequency rate, spell severity rate, absence severity rate, and occupational illness.

Pada tahun 2025, BAYAN Group mencatat 15 kecelakaan kerja. Kejadian tersebut telah dilaporkan kepada Kementerian Energi dan Sumber Daya Mineral dan kemudian ditindaklanjuti oleh Departemen HSE sesuai dengan arahan dan petunjuk yang diberikan oleh Kementerian Energi dan Sumber Daya Mineral. Tindak lanjut dilakukan melalui antara lain investigasi, identifikasi bahaya dan penilaian risiko, peninjauan proses yang dilakukan, pemberian sanksi dan kompensasi, serta peningkatan kesadaran lebih lanjut kepada para karyawan. [GRI 12.14.10; 403-9] Dengan demikian, BAYAN Group dan kontraktor mencatatkan total jam kerja aman sebesar 52.817.929 dibandingkan dengan target 25.000.000 pada tahun 2025. Perhitungan total kerja jam aman dihitung mulai dari awal kembali akibat terjadinya kecelakaan. [EM-CO-320a.1]

In 2025, the BAYAN Group recorded 15 work accidents. These accidents have been reported to the Ministry of Energy and Mineral Resources and followed up by the HSE Department based on the directions and instructions of the Ministry of Energy and Mineral Resources. The follow-up actions carried out include, among others conducting investigations, identifying the danger and assessing the risks, reviewing the process, imposing sanctions and compensation, as well as improving the awareness of the employees further. [GRI 12.14.10; 403-9] Therefore, the BAYAN Group and contractors recorded a total of 52,817,929 safe working hours with the target of 25,000,000 safe working hours in 2025. The safe working hours is recalculated from the beginning due to the accidents. [EM-CO-320a.1]

### Jam Kerja Aman BAYAN Group dan Mitra Kerja / Safe Working Hours of BAYAN Group and the Business Partners [SEOJK F.21]

Uraian Description	2025	2024	2023
Total Jam Kerja Aman / Total Safe Working Hours	52,817,929	7,780,684	50,142,139
Target Jam Kerja Aman / Target Safe Working Hours	25,000,000	29,000,000	23,500,000

### Jumlah Kecelakaan Kerja Perseroan, Anak Perusahaan, dan Mitra Kerja BAYAN Group / Number of Work Accidents of the Company, Subsidiaries, and Business Partners [GRI 12.14.10; 403-9]

Unit Usaha Business Unit	2025			2024			2023		
	Fatal Fatal	Berat Major	Ringan Minor	Fatal Fatal	Berat Major	Ringan Minor	Fatal Fatal	Berat Major	Ringan Minor
Perseroan / The Company	0	0	0	0	0	0	0	0	0
Anak Perusahaan / Subsidiaries	0	6	1	0	1	0	0	0	0
Mitra Kerja / Business Partners	1	5	2	4	1	1	0	0	0
<b>Total</b>	<b>1</b>	<b>11</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>

Catatan / Note:

- Pengungkapan Tingkat dan Jumlah Kecelakaan Kerja Berdasarkan Keputusan Menteri Energi dan Sumber Daya Mineral Republik Indonesia Nomor 1827 K/30/MEM/2018 tentang Pedoman Pelaksanaan Kaidah Teknik Pertambangan yang Baik serta Standar GRI. / Disclosure of rate and level of work accidents is based on Decision of Minister of Energy and Mineral Resources of the Republic of Indonesia Number 1827 K/30/MEM/2018 concerning Guidelines for Implementing Good Mining Requirements, as well as GRI Standards.
- Terdapat pekerja lain di BAYAN Group yaitu pekerja perusahaan mitra/kontraktor/vendor. / There are other workers in BAYAN Group, which are the workers of the contractors/vendors.

### Jumlah Kecelakaan Kerja BAYAN Group dan Mitra Kerja 2023-2025 / Number of Work Accidents of the BAYAN Group and the Business Partners in 2023-2025 [GRI 12.14.10; 403-9]

Tahun Year	Jumlah kecelakaan kerja BAYAN Group dan Kontraktor Number of Work Accidents of BAYAN Group and Contractor
2025	15
2024	7
2023	0

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**Program-Program Keselamatan dan Kesehatan Kerja (K3)** [GRI 12.14.7; 403-6] [EM-CO-320a.2]

Dalam pelaksanaan sistem manajemen K3, BAYAN Group melibatkan seluruh karyawan, kontraktor, dan mitra kerja terkait lainnya untuk berpartisipasi secara aktif melalui:

**PROGRAM KESEHATAN KERJA:****1. Program Promotif Kesehatan Kerja** [GRI 12.14.7; 403-6]

Program ini adalah serangkaian kegiatan yang dirancang untuk meningkatkan kesehatan dan kesejahteraan karyawan di tempat kerja. Tujuannya adalah untuk mendorong gaya hidup sehat, mencegah penyakit, meningkatkan produktivitas dan menciptakan lingkungan kerja yang mendukung kesehatan secara keseluruhan. Program promotif yang dijalankan adalah *health talk*, pemasangan poster kesehatan, and pelatihan *first aid*.

**2. Program Preventif Kesehatan Kerja** [GRI 12.14.7; 403-6]

Program ini dibuat dengan tujuan untuk mencegah penyakit, cedera, dan kondisi kesehatan lainnya di tempat kerja. Berfokus pada pencegahan, program ini dirancang untuk mengidentifikasi risiko potensial dan mengambil langkah-langkah proaktif untuk mengurangi atau meminimalkan risiko tersebut. Kegiatan yang dilaksanakan terdiri dari:

- Pengawasan kasus penyakit akibat kerja;
- Pengendalian penyakit berbahaya dari hasil *medical checkup* berkala, seperti tekanan darah tinggi, diabetes melitus, hiperkolesterolemia (kolesterol jahat);
- Pemantauan gizi kerja karyawan;
- Pengawasan kebersihan dan sanitasi kantin;
- Pemeriksaan *fatigue*;
- Pemeriksaan alkohol;
- Pengawasan sampel makanan.

**3. Program Kuratif Kesehatan Kerja** [GRI 12.14.7; 403-6]

Program ini bertujuan untuk memberikan perawatan dan dukungan kepada karyawan yang telah mengalami masalah kesehatan atau cedera. Fokus program ini adalah pada penyembuhan dan pemulihan karyawan agar dapat kembali bekerja secara optimal di tempat kerja. Program ini dapat dilakukan dengan rawat inap di klinik BAYAN Group maupun rawat jalan serta dilakukan juga konseling kesehatan

**4. Program Administratif**

Program administratif terkait kesehatan kerja mencakup pembuatan data statistik kesehatan kerja karyawan dan pelaporan penyakit ke puskesmas, dinas kesehatan, dan dinas tenaga kerja.

**PROGRAM KESELAMATAN KERJA:**

1. Manajemen risiko
2. Pelatihan dan pendidikan keselamatan kerja
3. Inspeksi Komite Keselamatan Pertambangan (KKP)
4. Pertemuan dan kampanye KKP
5. Pemantauan dan pengendalian rambu
6. Pemantauan dan pengendalian alat pelindung diri (APD) dan peralatan keselamatan
7. Simulasi tanggap darurat
8. Peringatan Bulan K3
9. *Off the job safety*
10. Audit SMKP dan pelaporan ke Kementerian ESDM
11. Audit internal ISO 45001
12. Pelaporan KKP ke Dinas Pertambangan dan Kementerian ESDM

**Occupational Health and Safety Programs (OHS)** [GRI 12.14.7; 403-6] [EM-CO-320a.2]

In the implementation of OHS management system, the BAYAN Group involves all employees, contractors, and other related business partners to actively participate, namely through:

**OCCUPATIONAL HEALTH PROGRAMS:****1. Occupational Health Promotive Program** [GRI 12.14.7; 403-6]

This program consists of a series of activities designed to improve the health and welfare of employees at the workplace. The purpose is to encourage healthy lifestyle, prevent diseases, increase productivity, and create a working environment that fully supports health. The promotive programs conducted are health talk, installation of health poster, and first aid training.

**2. Occupational Health Preventive Program** [GRI 12.14.7; 403-6]

This program is intended to prevent disease, injury, and other health conditions at the workplace. Focusing on prevention, this program is designed to identify potential risks and to take proactive steps to mitigate or minimize the risks. The activities include:

- Monitoring of occupational disease cases;
- Controlling high-risk diseases identified through regular medical check-ups, such as hypertension, diabetes mellitus, and hypercholesterolemia;
- Monitoring of employees' nutrition at work;
- Supervision of canteen hygiene and sanitation;
- Fatigue assessments;
- Alcohol testing;
- Supervision of food samples.

**3. Occupational Health Curative Program** [GRI 12.14.7; 403-6]

This program is intended to provide care and support to employees that have certain health issues or injuries. The focus of the program is on the healing and recovery of the employees so they can be optimal at the workplace. This program may be done in the form of hospitalization at the BAYAN Group's clinic or on an outpatient basis, and also health counselling.

**4. Administrative Program**

Administrative programs related to occupational health include the preparation of employee occupational health statistical data and the reporting of diseases to the public health center, the local public health office, and the local public manpower office.

**OCCUPATIONAL SAFETY PROGRAMS**

1. Risk management
2. Occupational safety training and education
3. Inspection by Mining Occupational Safety (KKP)
4. KKP meetings and campaigns
5. Monitoring and control of signs
6. Monitoring and control of personal protective equipment and safety equipment
7. Emergency response simulation
8. OHS-Month commemoration
9. *Off the job safety*
10. SMKP audit and reporting to the Minister of Energy and Mineral Resources
11. Internal Audit of ISO45001
12. KKP's reporting to the local Public Mining Office and the Minister of Energy and Mineral Resources

### PROGRAM PENDIDIKAN DAN PELATIHAN K3 [GRI 12.14.6; 403-5]

Program Pendidikan dan Pelatihan K3 dilaksanakan secara internal maupun eksternal. Pada tahun 2025, terdapat 42 program pelatihan internal dengan jumlah partisipasi sebanyak 1.192 peserta dan 82 program pelatihan eksternal dengan jumlah partisipasi sebanyak 483 orang.

### OHS EDUCATION AND TRAINING PROGRAMS [GRI 12.14.6; 403-5]

The OHS Education and Training Programs are implemented both internally and externally. In 2025, there were 42 internal training programs with a total participation of 1,192 people and 82 external training programs with a total participation of 483 people.

### Jenis Pelatihan K3 Tahun 2025 / OHS Trainings in 2025 [GRI 12.14.6; 403-5]

#### Jenis Pelatihan K3 OHS Trainings

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>• <i>Fatigue Management</i></li><li>• <i>Basic Fire Fighting</i></li><li>• <i>Basic Fire Rescue</i></li><li>• <i>Behavior Based Safety</i></li><li>• <i>Blasting Awareness</i></li><li>• <i>Hot Work</i></li><li>• <i>Log Out Tag Out</i></li></ul> | <ul style="list-style-type: none"><li>• <i>Risk Management (HIRADC)</i></li><li>• <i>Basic Trauma Cardiac Life Support</i></li><li>• Ahli K3 Listrik / Electricity OHS Expert</li><li>• Ahli K3 Muda Konstruksi / Junior OHS Construction Expert</li><li>• <i>Hazard Analysis Critical Control Point (HCCP)</i></li><li>• Pengawas Operasional Pertama (POP) / First Operational Supervisor</li><li>• Pengawas Operasional Madya (POM) / Associate Operational Supervisor</li></ul> |
|---|---|

### iii. Aspek Masyarakat

Kehadiran BAYAN Group diharapkan dapat memberikan perkembangan positif melalui sumbangsih dan kontribusi yang berkelanjutan dalam program Pengembangan dan Pemberdayaan Masyarakat (PPM) bagi wilayah yang bersentuhan langsung dengan masyarakat lokal, serta program *Corporate Social Responsibility* (CSR) dengan cakupan masyarakat yang lebih luas. Dengan demikian, BAYAN Group selalu berupaya untuk mengidentifikasi, berkomunikasi, dan menganalisis kebutuhan masyarakat terkait.

Selain memberikan kesempatan yang setara bagi masyarakat lokal untuk dapat menjadi karyawan, BAYAN Group juga melakukan pemberdayaan dan pembangunan melalui program-program PPM. Implementasi program tersebut bertitik tolak dari sebuah perspektif bahwa BAYAN Group adalah bagian yang tidak terpisahkan dari lingkungan dan masyarakat sekitar. [GRI 12.9.2; 413-1]

Dengan menjunjung tinggi paradigma pelaksanaan PPM yang terintegrasi ini, BAYAN Group sebagai pelaku bisnis melaksanakan upaya-upaya yang optimal dalam mengambil kepemimpinan untuk mendorong pertumbuhan ekonomi yang sehat dengan mempertimbangkan aspek lingkungan hidup juga aspek sosial dan budaya.

### Dampak Operasi Terhadap Masyarakat Sekitar [SEOJK F.23]

Sekalipun kegiatan operasional BAYAN Group tidak terlepas dari dampak pencemaran terhadap lingkungan, BAYAN Group memastikan bahwa kehadirannya tetap memberikan manfaat ekonomi secara langsung maupun tidak langsung, baik itu masyarakat lokal yang dipekerjakan, maupun bergeraknya aktivitas perekonomian. Kontribusi penting lainnya dari kegiatan operasional merupakan sumber pendapatan bagi Pemerintah Daerah maupun Pemerintah Pusat.

### iii. Community Aspect

The presence of the BAYAN Group is expected to bring positive progress by making sustainable improvement and contributions in Community Development and Empowerment (PPM) programs for areas that are in direct contact with the local communities, as well as in Corporate Social Responsibility (CSR) programs for wider public reach. Thus, the BAYAN Group always strives to identify, communicate, and analyze the needs of the related communities.

Besides providing equal opportunities for local communities to be employees, the BAYAN Group also empowers developing through the PPM programs. The program implementation starts from the perspective that the BAYAN Group is an inseparable part of the environment and the surrounding community. [GRI 12.9.2; 413-1]

By upholding the paradigm of integrated PPM implementation, the BAYAN Group as a business carries out optimal efforts in taking a lead to encourage healthy economic growth by considering environmental aspects as well as social and cultural aspects.

### Operational Impact to the Local Community [SEOJK F.23]

Although the operational activities of the BAYAN Group cannot be separated from the impact of pollution on the environment, the BAYAN Group ensures that its presence actually provides direct and indirect economic benefits, both for local communities who are employed, as well as economic activity growth. Another important contribution from its operational activities is the source of income for the Regional Government and the Central Government.

E

SURAT DARI DIREKSI  
A View from the Top

F

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**A****TENTANG LAPORAN INI**  
*About the Report*

BAYAN Group berkoordinasi dengan seluruh pemangku kepentingan untuk fokus dalam peningkatan efektivitas pengelolaan isu-isu yang berpotensi menimbulkan konflik sosial.

BAYAN Group mengelola dan melaksanakan program-program PPM yang konsisten dengan tujuan-tujuan pembangunan yang berkelanjutan, ikut serta dalam mendorong tercapainya kesejahteraan rakyat, mengakomodasi ekspektasi seluruh pemangku kepentingan, patuh terhadap hukum yang berlaku, dan sejalan dengan norma-norma internasional.

Program-program PPM yang dilaksanakan BAYAN Group juga merupakan wujud peran aktif kontribusi dalam pencapaian Indeks Pembangunan Manusia (IPM) Indonesia yang lebih baik, dengan pelaksanaan kegiatan-kegiatan yang sejalan dengan tujuan-tujuan yang hendak dicapai dalam kerangka besar TPB yang merupakan agenda pembangunan global dengan tujuan dan target yang saling terkait, saling memengaruhi, inklusif, dan terintegrasi satu sama lain serta bersifat universal.

Selaras dengan konsep pengembangan TPB yang berpijak pada tiga pilar utama, yaitu Pembangunan Manusia (*Human Development*) yang melibatkan faktor-faktor pendidikan dan kesehatan, Pembangunan Sosial Ekonomi (*Social Economic Development*) misalnya dengan memastikan ketersediaan sarana dan prasarana lingkungan sosial dan menciptakan ruang bagi bertumbuhnya perekonomian masyarakat, dan Pembangunan Lingkungan (*Environmental Development*) yang diwujudkan dalam ketersediaan sumber daya alam dan kualitas lingkungan yang baik, BAYAN Group turut berkontribusi dalam inisiatif global yang bertujuan untuk menciptakan kehidupan manusia yang lebih baik dalam sudut pandang sosial dan ekonomi, serta pada saat yang sama memberikan manfaat positif bagi lingkungan.

Program-program PPM secara berkesinambungan menjadi komponen penting dalam kegiatan operasional BAYAN Group. Pada tahun 2025, jumlah program PPM yang dilakukan BAYAN Group mencapai sekitar 450 program dan jumlah desa dampingan mencakup 82 desa.

Menjunjung Tinggi Kepatuhan pada Hukum dan Regulasi dalam Pelaksanaan Program PPM

Sebagai sebuah institusi bisnis yang taat hukum, pelaksanaan program-program PPM BAYAN Group merupakan pelaksanaan kewajiban sebagaimana yang telah diatur antara lain:

- UU No. 40 Tahun 2007 tentang Perseroan Terbatas;
- UU No. 4 Tahun 2009 tentang Pertambangan Mineral dan Batubara, sebagaimana telah diubah melalui UU No. 3 Tahun 2020 tentang Perubahan atas UU No. 4 Tahun 2009 tentang Pertambangan Mineral dan Batubara;
- PP No. 47 Tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan Perseroan Terbatas;
- PP No. 39 Tahun 2025 tentang Perubahan Kedua atas PP No. 96 Tahun 2021 tentang Pelaksanaan Kegiatan Usaha Pertambangan Mineral dan Batubara;
- Peraturan Menteri ESDM No. 25 Tahun 2018 tentang Pengusahaan Pertambangan Mineral dan Batubara;
- Peraturan Menteri ESDM No. 26 Tahun 2018 tentang Pelaksanaan Kaidah Pertambangan yang Baik dan Pengawasan Pertambangan Mineral dan Batubara;

The BAYAN Group coordinates with all stakeholders to focus on increasing the effectiveness of managing issues that have the potential to cause social conflict.

The BAYAN Group manages and implements PPM programs that are consistent with sustainable development goals, participates in encouraging the achievement of people's welfare, accommodates the expectations of all stakeholders, complies with the prevailing law, and is in line with international norms.

The PPM programs implemented by the BAYAN Group are also a manifestation of its active role in contributing to the achievement of a better Indonesian Human Development Index (HDI), by implementing activities that are in line with the objectives to be achieved in the broad framework of the SDGs, which is a global development agenda with interrelated, mutually influencing, inclusive, integrated, and universal goals and targets.

In line with the SDGs development concept which is based on three main pillars, namely Human Development which involves education and health factors, Social Economic Development such as by ensuring the availability of social facilities and infrastructure and creating space for the economic growth of the community, and Environmental Development which is manifested in the availability of natural resources and good environmental quality, the BAYAN Group contributes to global initiatives that aim to create a better human life from the social and economic point of view, and at the same time provide positive benefits for the environment.

The PPM programs has been continuously an important component in the BAYAN Group's operational activities. In 2025, the number of PPM programs held by the BAYAN Group totalled 450 programs and the number of fostered villages was 82 villages.

Upholding Compliance with Laws and Regulations in the Implementation of PPM Programs

As a law-abiding business institution, the BAYAN Group's PPM programs are the implementation of the obligations as regulated in:

- Law No. 40 of 2007 concerning Limited Liability Companies;
- Law No. 4 of 2009 concerning Mineral and Coal Mining, as amended by Law No. 3 of 2020 concerning Amendments to Law No. 4 of 2009 concerning Mineral and Coal Mining;
- Government Regulation (GR) No. 47 of 2012 concerning Social and Environmental Responsibility of Limited Liability Companies;
- GR No. 39 of 2025 concerning Second Amendment to GR No. 96 of 2021 concerning Implementation of Mineral and Coal Mining Business Activities;
- Minister of Energy and Mineral Resources Regulation No. 25 of 2018 concerning Mineral and Coal Mining Enterprises;
- Regulation of the Minister of ESDM No. 26 of 2018 concerning Implementation of Good Mining Rules and Supervision of Mineral and Coal Mining; and

**B****STRATEGI KEBERLANJUTAN**  
*Sustainability Strategies***C****BAYAN GROUP DALAM ANGKA**  
*BAYAN Group in Figures***D****PROFIL PERSEROAN**  
*Company Profile*

- Peraturan Menteri ESDM No. 7 Tahun 2020 tentang Tata Cara Pemberian Wilayah, Perizinan, dan Pelaporan pada Kegiatan Usaha Pertambangan Mineral dan Batubara sebagaimana telah diubah melalui Peraturan Menteri ESDM Nomor 16 Tahun 2021 tentang Perubahan Tata Cara Pemberian Wilayah, Perizinan, dan Pelaporan pada Kegiatan Usaha Pertambangan Mineral dan Batubara;
- Peraturan Menteri ESDM No. 17 Tahun 2025 tentang Tata Cara Penyusunan, Penyampaian, dan Persetujuan Rencana Kerja dan Anggaran Biaya serta Tata Cara Pelaporan Pelaksanaan Kegiatan Usaha Pertambangan Mineral dan Batubara; serta
- Keputusan Menteri ESDM No. 1824 K/30/MEM/2018 tentang Pedoman Pelaksanaan Pengembangan dan Pemberdayaan Masyarakat.

Mengacu pada amanat perundang-undangan, dasar-dasar hukum, dan peraturan-peraturan tersebut, tanggung jawab sosial dan lingkungan menjadi bentuk komitmen BAYAN Group guna berperan serta dalam pembangunan ekonomi yang berkelanjutan, serta meningkatkan kualitas kehidupan dan lingkungan yang bermanfaat bagi BAYAN Group secara internal dan eksternal, komunitas setempat, serta masyarakat secara umum.

Hal ini sejalan dengan visi BAYAN Group untuk menjadi perusahaan pertambangan batubara terkemuka yang menghasilkan produk bermutu, jasa berkualitas tinggi dan pertumbuhan berkesinambungan dalam jangka panjang dengan tetap meminimalkan dampak lingkungan, serta menjunjung tanggung jawab sosial BAYAN Group dengan fokus pada peningkatan kesejahteraan karyawan, standar kesehatan dan keselamatan yang tinggi, kebijakan lingkungan yang berkesinambungan dan pengembangan masyarakat yang bertanggung jawab.

#### **Pelibatan Masyarakat Lokal [SEOJK B.1e] [EM-CO-210b.1]**

BAYAN Group berupaya melibatkan masyarakat lokal dalam berbagai kegiatannya, baik yang berkaitan langsung dengan kegiatan usahanya maupun tidak langsung. Dalam proses penyusunan AMDAL, dilakukan identifikasi dampak untuk menentukan isu sosial dan ekonomi yang perlu ditangani sehingga dapat meningkatkan kualitas hidup masyarakat sekitarnya.

Dalam hal pelibatan secara langsung, BAYAN Group merekrut masyarakat lokal sebagai karyawan. Selain itu, BAYAN Group juga bekerja sama dengan berbagai kontraktor lokal untuk mendukung kegiatan operasionalnya, antara lain melakukan jasa pertambangan, konstruksi, pengamanan, perbaikan dan pemeliharaan lainnya. Selain itu, kontraktor lokal juga dilibatkan dalam penanaman lahan pasca tambang, pengembangan peternakan sapi di area bekas tambang, dan pemanfaatan kolam bekas tambang untuk perikanan.

- Minister of Energy and Mineral Resources Regulation No. 7 of 2020 concerning Procedures for the Granting of Mining Areas, Licensing, and Reporting in Mineral and Coal Mining Business Activities, as amended by Minister of Energy and Mineral Resources Regulation No. 16 of 2021 concerning Amendments to the Procedures for the Granting of Mining Areas, Licensing, and Reporting in Mineral and Coal Mining Business Activities;
- Minister of Energy and Mineral Resources Decision No. 17 of 2025 concerning Procedures for the Preparation, Submission, and Approval of Work Plans and Budget, as well as Procedures for Reporting the Implementation of Mineral and Coal Mining Business Activities; and
- Minister of Energy and Mineral Resources Decision No. 1824 K/30/MEM/2018 concerning Guidelines for the Implementation of Community Development and Empowerment.

Referring to the statutory mandate, legal basis, and regulations, social and environmental responsibility is a form of BAYAN Group's commitment to participate in sustainable economic development, as well as improve the quality of life and environment, which is beneficial to the BAYAN Group internally and externally, local communities, and society in general.

This is in line with BAYAN Group's vision to become a leading coal mining company that is committed to producing quality products, high quality services and sustainable growth in the long term while minimizing environmental impacts, as well as upholding corporate social responsibility with a focus on improving employee welfare, high standards of health and safety, sustainable environmental policies, and responsible community development.

#### **Involvement of Local Communities [SEOJK B.1e] [EM-CO-210b.1]**

The BAYAN Group strives to involve the local communities in various activities, both directly and indirectly related to the business activities. During the process of AMDAL, the BAYAN Group identifies the impact to determine the social and economic issues that need to be addressed in order to improve the life quality of the surrounding communities.

In terms of direct involvement, the BAYAN Group employs the local population as employees. Furthermore, the BAYAN Group also cooperates with a number of local contractors to support its operational activities, among others performing mining services, construction, security, repair, and other maintenance. Furthermore, local contractors are also involved in planting the post-mining land, developing cattle farms in post-mining areas, and using the post-mining ponds for fishery.

**E**

**SURAT DARI DIREKSI**  
A View from the Top

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Sustainability Performance

**H**

**TANGGUNG JAWAB PENGEMBANGAN  
PRODUK/JASA BERKELANJUTAN**  
Responsibility for Sustainable Product/Service Development

## A

### TENTANG LAPORAN INI About the Report

Pada tahun 2025, pelibatan masyarakat lokal dalam kegiatan PPM dilakukan antara lain melalui:

- **Pemberdayaan Masyarakat:** PPM yang efektif mencakup upaya pemberdayaan masyarakat dengan melibatkan pelatihan, transfer keterampilan, atau dukungan pada inisiatif lokal yang dapat meningkatkan kemandirian ekonomi dan sosial masyarakat.
- **Konsultasi dan Partisipasi:** Sebelum memulai proyek atau program, perusahaan melakukan konsultasi dan berinteraksi dengan masyarakat lokal untuk memahami kebutuhan, aspirasi, dan kekhawatiran mereka. Partisipasi masyarakat dapat membantu membentuk strategi PPM yang lebih sesuai dengan konteks lokal.
- **Kemitraan dengan Organisasi Lokal:** Bekerja sama dengan organisasi atau lembaga masyarakat lokal yang sudah ada dapat membantu BAYAN Group memahami konteks lokal dan memfasilitasi pelibatan masyarakat.

Jumlah masyarakat lokal yang terlibat dalam kegiatan PPM adalah 13.744 orang dan 1.324 kepala keluarga, sedangkan jumlah masyarakat lokal yang menerima manfaat dari kegiatan PPM adalah 81.571 orang dan 7.225 kepala keluarga. Masyarakat lokal tersebut tinggal di desa-desa binaan BAYAN Group yang berada di ring 1, 2, dan 3 yang merupakan kelompok UMKM; masyarakat yang membutuhkan pendidikan, keterampilan, dan kesehatan serta tempat ibadah yang memadai; tenaga pendidik dan tenaga kesehatan; kelompok karang taruna; kelompok sadar wisata; kontraktor lokal, dan lain-lain.

#### **Pengaduan Masyarakat** [SEOJK F.24] [GRI 2-16; 12.11.2]

BAYAN Group memastikan bahwa keluhan dari masyarakat tertangani dengan baik. Mekanisme pengaduan masyarakat secara umum dapat disampaikan melalui email ke corporate.secretary@bayan.com.sg atau menghubungi kontak berikut:

#### **SEKRETARIS PERUSAHAAN**

PT Bayan Resources, Tbk  
Office 8 Building, 37th Floor Unit A-H  
Jl. Senopati No. 8B, Senayan  
Kebayoran Baru, Jakarta Selatan 12190, Indonesia  
P. (6221) 2935 6888 | F. (6221) 2935 6999

Selama tahun 2025, tidak ada keluhan dari masyarakat terhadap kegiatan operasional pertambangan. [GRI 12.9.4; 411-1] BAYAN Group selama ini berfokus menjaga hubungan yang baik dengan masyarakat sekitar area pertambangan, dan memberikan pembinaan, pengembangan dan pendampingan terhadap kelompok usaha ekonomi masyarakat dalam upaya untuk meningkatkan pendapatan mereka. Selain itu, BAYAN Group juga melakukan peningkatan kapasitas sumber daya manusia, kesehatan, dan infrastruktur dalam rangka peningkatan kesejahteraan masyarakat di sekitar pertambangan.

## B

### STRATEGI KEBERLANJUTAN Sustainability Strategies

## C

### BAYAN GROUP DALAM ANGKA BAYAN Group in Figures

## D

### PROFIL PERSEORAN Company Profile

In 2025, the involvement of local communities in the PPM programs was carried out, among others, through the following initiatives:

- **Community Empowerment:** Effective implementation of PPM encompasses community empowerment efforts, including trainings, knowledge transfer, and support for local initiatives aimed at enhancing the community's economic and social self-reliance.
- **Consultation and Participation:** Prior to commencing any project or program, the Company conducts consultations and engages with local communities to understand their needs, aspirations, and concerns. Community participation contributes to the development of PPM strategies that are more responsive to the local context.
- **Partnerships with Local Organizations:** Collaborating with existing local organizations or community institutions enables the BAYAN Group to better understand local dynamics and facilitates community engagement.

The number of local people involved in the PPM activities was 13,744 people and 1,324 heads of households, while the number of local people receiving benefits from the PPM activities was 81,571 people and 7,225 heads of household. The local communities were the people live in the fostered villages of the BAYAN Group, which are located at the 1st, 2nd, and 3rd ring, including micro-, small-, and medium enterprises; people who needed education, skills, and health, as well as proper worship places; education workers and health workers; youth groups; tourism awareness group; local contractors, and others.

#### **Community Complaints** [SEOJK F.24] [GRI 2-16; 12.11.2]

The BAYAN Group ensures that any complaints from the community will be handled well. The mechanism for the community complaints in general can be submitted by email to corporate.secretary@bayan.com.sg or contact:

#### **CORPORATE SECRETARY**

PT Bayan Resources, Tbk  
Office 8 Building, 37th Floor Unit A-H  
Jl. Senopati No. 8B, Senayan  
Kebayoran Baru, Jakarta Selatan 12190, Indonesia  
P. (6221) 2935 6888 | F. (6221) 2935 6999

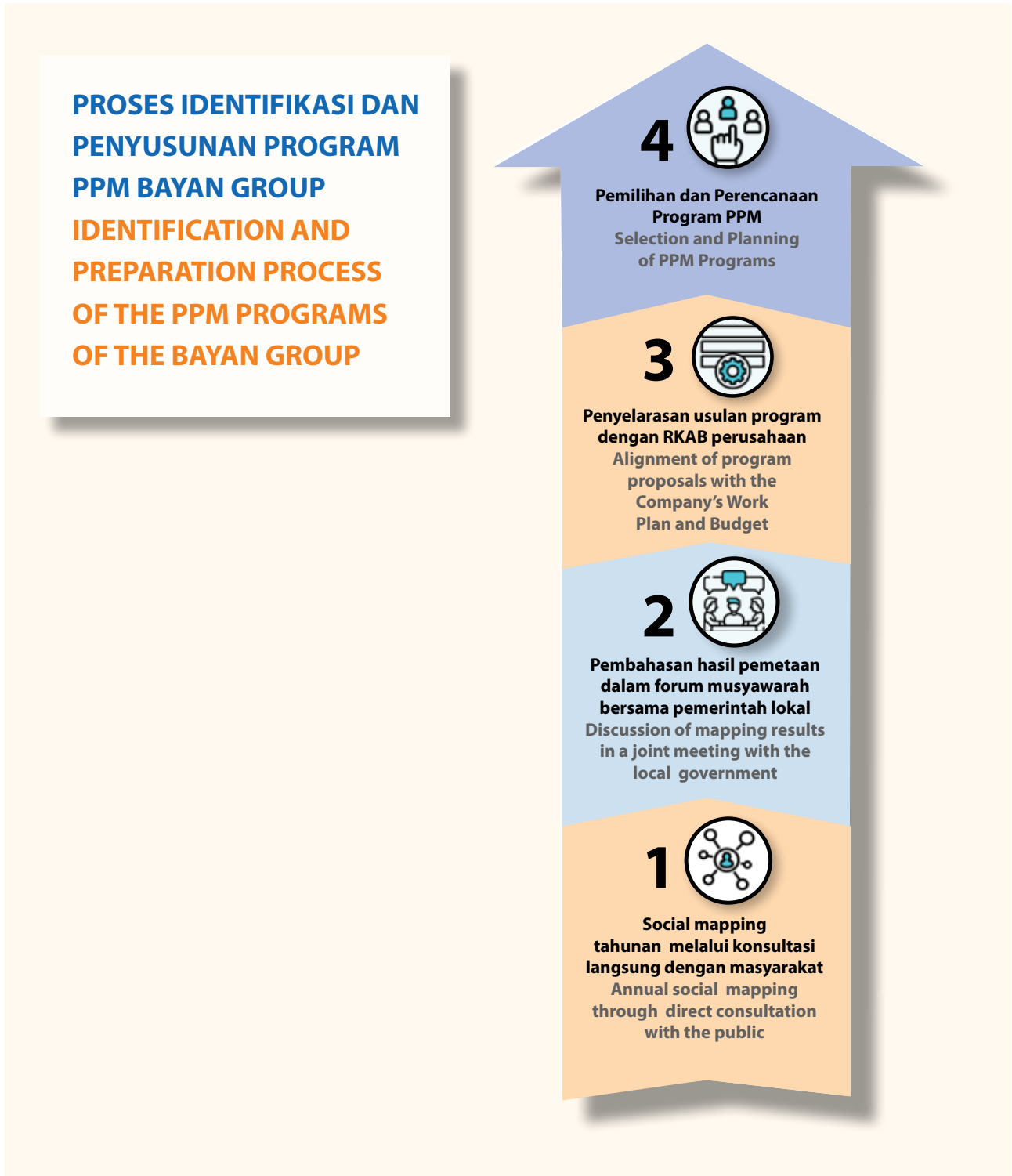
During 2025, there were no complaints from the community related to the mining operational activities. [GRI 12.9.4; 411-1] The BAYAN Group has constantly focused on maintaining good relations with the communities around the mining areas, and has provided coaching, development, and mentoring to the economic business groups within the community in order to improve their incomes. Moreover, the BAYAN Group also increases the human resources capacity, health, and infrastructure to improve the welfare of the communities around the mining areas.

**Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL)**  
[SEOJK F.25]

BAYAN Group yakin bahwa keberhasilan perusahaan dalam seluruh aspek keberlanjutan sangatlah penting, termasuk aspek sosial. Oleh karena itu, BAYAN Group berupaya mendorong pertumbuhan masyarakat melalui kegiatan PPM yang dilakukannya. Kegiatan PPM selengkapnya dapat dilihat di tabel berikut ini.

**Social and Environmental Responsibility Activities (TJSL)**  
[SEOJK F.25]

The BAYAN Group believes that the success of a company in all sustainability aspects is highly important, including the social aspects. Therefore, the BAYAN Group strives to encourage the community growth through the PPM activities. The complete PPM activities can be seen in the following table.



## Program Utama PPM/ Main Programs of PPM

[SEOJK F.25] [GRI 12.8.4; 12.8.5; 12.9.2; 203-1; 203-2; 413-1]

1

### PENDIDIKAN - ALOKASI RP14,1 MILIAR EDUCATION - ALLOCATION IDR14.1 BILLION

A



#### BEASISWA SCHOLARSHIP

Pemberian beasiswa kepada 721 siswa tingkat SD, SMP, dan SMA/SMK, 27 siswa berkebutuhan khusus, 156 mahasiswa S1, 6 mahasiswa Politeknik Energi Pertambangan Bandung, serta program bimbingan intensif bagi 12 siswa. Program tersebut diberikan kepada anak-anak yang berasal dari Desa Umaq Dian, Desa Buluq Sen, Desa Kelekat, Desa Kembang Janggut, Desa Hambau, Desa Long Beleh Modang, Desa Gunung Sari, Desa Senyuir, Dusun Mekar Sari, Desa Kupang Baru, Desa Muara Siran, Dusun Muara Kedang Kepala, Desa Bukit Jering, Desa Muara Kaman Ulu, Desa Muara Kaman Ilir, Desa Benua Puhun, Desa Tukung Ritan, Desa Ritan Baru, Desa Muara Ritan, Desa Enggelam, Desa Lamin Telihan, Kampung Abit, Desa Long Lalang, Desa Long Bleh Haloq, Kampung Tanjung Pagar, Desa Muara Pedohon, Desa Sepaso Timur, Desa Sekerat, dan Desa Sekurau Atas, yang berada di Kecamatan Satui, Kecamatan Kintap, Kecamatan Tabang, Kecamatan Kembang Janggut, dan Kecamatan Muara Kaman, Kabupaten Kutai Kartanegara, Kecamatan Jempang, Kecamatan Siluk Ngurai, Kecamatan Muara Pahu, serta Kecamatan Muara Ancalong, Kabupaten Kutai Timur.

Scholarship awarded to 721 students of elementary, junior high school, and senior high school, 27 students with special needs, 156 undergraduate students, 6 students of Politeknik Energi Pertambangan (PEP) Bandung, as well as intensive mentoring program for 12 students. The program is provided to students from Umaq Dian Village, Buluq Sen Village, Kelekat Village, Kembang Janggut Village, Hambau Village, Long Beleh Modang Village, Gunung Sari Village, Senyuir Village, Mekar Sari Village, Kupang Baru Village, Muara Siran Village, Muara Kedang Kepala Village, Bukit Jering Village, Muara Kaman Ulu Village, Muara Kaman Ilir Village, Benua Puhun Village, Tukung Ritan Village, Ritan Baru Village, Muara Ritan Village, Enggelam Village, Lamin Telihan Village, Abit Village, Long Lalang Village, Long Bleh Haloq Village, Tanjung Pagar Village, Muara Pedohon Village, Sepaso Timur Village, Sekerat Village, and Sekurau Atas Village, at Satui Subdistrict, Kintap Subdistrict, Tabang Subdistrict, Kembang Janggut Subdistrict, and Muara Kaman Subdistrict, Kutai Kartanegara Subdistrict, Jempang Subdistrict, Siluk Ngurai Subdistrict, Muara Pahu Subdistrict, as well as Muara Ancalong Subdistrict, Kutai Timur Regency.

B



#### PENDIDIKAN, PELATIHAN KETERAMPILAN, DAN KEAHLIAN DASAR / EDUCATION, TRAININGS, AND BASIC SKILLS

- *Basic Mechanic Course* (BMC) bagi peserta yang berasal dari Desa Senyuir, Desa Kupang Baru, Desa Muara Kedang Kepala, dan Desa Bukit Jering, Kecamatan Muara Kaman.
- Pelatihan peningkatan kapasitas guru jenjang SD, SMP, dan SMA yang berasal dari Desa Mekar Sari, Desa Muara Kedang Kepala, Desa Bukit Jering, dan Desa Muara Kaman.
- Program bimbingan intensif bagi siswa SMU di Kecamatan Tabang dan Kecamatan Kembang Janggut yang akan memasuki perguruan tinggi.
- Bimbingan dan pendampingan hidroponik buah serta pengembangan keahlian lainnya bagi penyandang disabilitas di Kecamatan Tabang.
- Pelatihan pengembangan dan optimalisasi pengelolaan bank sampah di Desa Muara Ritan dan Desa Ritan Baru.
- Pelatihan berbasis kompetensi yang dilaksanakan di Desa Long Beleh Modang, Desa Gunung Sari, Desa Ritan Baru, serta desa lainnya.
- Sosialisasi keselamatan berkendara (*Safety Riding*) yang dilaksanakan di Kampung Sebelang, Kecamatan Tabang dan Kecamatan Kembang Janggut.
- Program Wahana Goes to School "Guru Tamu" yang dilaksanakan di Kecamatan Satui.
- Program praktik kerja industri dan Kuliah Kerja Nyata (KKN) bagi mahasiswa.

- *Basic Mechanic Course* (BMC) for participants from Senyuir Village, Kupang Baru Village, Muara Kedang Kepala Village, and Bukit Jering Village, Muara Kaman Subdistrict.
- Capacity improvement training for teachers at elementary, junior high school, and senior high school from Mekar Sari Village, Muara Kedang Kepala Village, Bukit Jering Village, and Muara Kaman Village.
- Intensive mentoring program for senior high school students, who will enter universities, in Tabang Subdistrict and Kembang Janggut Subdistrict.
- Guidance and mentoring support on fruit hydroponics and other skill development for disabilities in Tabang Subdistrict.
- Development and optimization training for managing waste banks in Muara Ritan Village and Ritan Baru Village.
- Competence-based training conducted in Long Beleh Modang Village, Gunung Sari Village, Ritan Baru Village, and other villages.
- Safety riding socialization program conducted in Sebelang Village, Tabang Subdistrict, and Kembang Janggut Subdistrict.
- Wahana Goes to School Program, "Guru Tamu" (Guest Teacher), conducted in Satui Subdistrict.
- Industrial work practice and Community Service Program for university students.

C



#### BANTUAN TENAGA PENDIDIK SUPPORT FOR EDUCATORS

- Bantuan honor kepada tenaga pengajar/guru honorer dan penjaga sekolah di Desa Long Bleh Modang dan Dusun Ruang.
- Pemberian insentif kepada guru honorer di Dusun Mekar Sari, Desa Kupang Baru, Desa Muara Siran, Desa Bukit Jering, Desa Ritan Baru, Desa Gunung Sari dan Kampung Tanjung Pagar.

- Support of honorarium for non-permanent teachers and school guards in Long Bleh Modang Village and Ruang Village.
- Providing incentives to non-permanent teachers in Mekar Sari Village, Kupang Baru Village, Muara Siran Village, Bukit Jering Village, Ritan Baru Village, Gunung Sari Village, and Tanjung Pagar Village.



- D**

**BANTUAN SARANA DAN/ATAU PRASARANA PENDIDIKAN SUPPORT OF EDUCATION FACILITIES AND INFRASTRUCTURE**

- Pembangunan SMK di Desa Tukung Ritan.
  - Pembangunan SMP Filial dan Gedung Guru di Desa Kelekat.
  - Pembangunan SMP 3 Lokal dan toilet di Desa Enggelam.
  - Pembangunan gedung MTS di Kecamatan Muara Pahu.
  - Pembangunan gedung TK Gloria di Desa Tukung Ritan.
  - Pembangunan laboratorium komputer SMA 02 Tabang di Kecamatan Tabang.
  - Pembangunan pagar dan gapura SDN 015 Long Mahli di Desa Long Bleh Modang.
  - Lanjutan pembangunan TK Long Mahli di Desa Long Bleh Modang.
  - Lanjutan pembangunan gedung SD Filial di Dusun Ruang.
  - Lanjutan pembangunan pagar SMPN 1 dan SMPN 2 Tabang di Kecamatan Tabang.
  - Penyelesaian pembangunan Mushola Nurul Ilmi SMAN 1 di Kecamatan Muara Pahu.
  - Renovasi SMPN 8 Muara Kaman di Desa Muara Siran.
  - Renovasi SDN Filial 024 Muara Kaman di Dusun Mekar Sari.
  - Renovasi perumahan guru SDN 024 Muara Kaman di Desa Kupang Baru.
  - Renovasi TK Melati Putih di Desa Muara Siran.
  - Renovasi TK Lendung Mading di Desa Ritan Baru.
  - Renovasi PAUD Bukit Jering di Desa Bukit Jering.
  - Renovasi TPQ Nurul Muqarrabin (Tahap 2) di Desa Bukit Jering.
  - Pembangunan Balai Latihan Kerja dan peralatan penunjang di Kecamatan Kintap.
  - Pembangunan ruang kreatif masyarakat di Desa Sepaso Timur.
  - Renovasi gapura SMAN 1 Muara Kaman di Desa Muara Kaman Ulu.
  - Pengadaan sarana dan prasarana SDN 009 Muara Kaman di Desa Muara Siran.
  - Pengadaan sarana dan prasarana TK/TPA Babussalam dan TK Permata Bunda di Dusun Muara Kedang Kepala.
  - Pengadaan mebel dan perbaikan plafon SDN 012 di Desa Long Bleh Modang.
  - Pengadaan mebel dan kipas angin SDN 010 di Desa Buluq Sen.
  - Pengadaan alat permainan edukatif luar ruang TK Harapan Bangsa di Desa Muara Kaman Ilir.
  - Pemasangan keramik lantai gedung TK/PAUD RT 02 di Desa Muara Ritan.
  - Pengadaan kipas angin SDN 012 Kembang Janggut di Desa Long Bleh Modang.
  - Bantuan sarana pendidikan dan kegiatan-kegiatan sekolah di Kecamatan Jempang, Kecamatan Siluk Ngurai, dan Kecamatan Muara Pahu.
  - Bantuan operasional bus pelajar SMPN 03 Desa Sekerat.
  - Perbaikan bus sekolah di Desa Sekerat.
  - Bantuan transportasi kapal angkutan anak sekolah dari Dusun Muara Kedang Kepala.
  - Bantuan biaya operasional pendidikan rumah belajar di Dusun Ruang.
  - Bantuan praktik kerja lapangan/magang SMK dan mahasiswa dari desa binaan.
  - Development of vocational high school in Tukung Ritan Village.
  - Development of SMP Filial and Teachers Building in Kelekat Village.
  - Development of Local SMP 3 and toilets in Enggelam Village.
  - Development of MTS building in Muara Pahu Subdistrict.
  - Development of TK Gloria building in Tukung Ritan Village.
  - Development of computer laboratory in SMA 02 Tabang in Tabang Subdistrict.
  - Development of fence and gate in SDN 015 Long Mahli in Long Bleh Modang Village.
  - Continuation of the development of TK Long Mahli in Long Bleh Modang Village.
  - Continuation of the development of SD Filial building in Ruang Village.
  - Continuation of the fence development in SMPN 1 and SMPN 2 Tabang in Tabang Subdistrict.
  - Completion of development of Nurul Ilmi Prayer Room in SMAN 1 in Muara Pahu Subdistrict.
  - Renovation of SMPN 8 Muara Kaman in Muara Siran Village.
  - Renovation of SDN Filial 024 Muara Kaman in Mekar Sari Village.
  - Renovation of teachers housing of SDN 024 Muara Kaman in Kupang Baru Village.
  - Renovation of TK Melati Putih in Muara Siran Village.
  - Renovation of TK Lendung Mading in Ritan Baru Village.
  - Renovation of PAUD Bukit Jering in Bukit Jering Village.
  - Renovation of TPQ Nurul Muqarrabin (Stage 2) in Bukit Jering Village.
  - Development of Vocational Training Center and supporting equipment in Kintap Subdistrict.
  - Development of a creative public room in Sepaso Timur Village.
  - Gate renovation in SMAN 1 Muara Kaman in Muara Kaman Ulu Village.
  - Procurement of facilities for SDN 009 Muara Kaman in Muara Siran Village.
  - Procurement of facilities for TK/TPA Babussalam and TK Permata Bunda in Muara Kedang Kepala Village.
  - Procurement of furniture and ceiling repair for SDN 012 in Long Bleh Modang Village.
  - Procurement of furniture and fans for SDN 010 in Buluq Sen Village.
  - Procurement of outdoor educational games for TK Harapan Bangsa in Muara Kaman Ilir Village.
  - Installment of building floor tiles for TK/PAUD RT 02 in Muara Ritan Village.
  - Procurement of fans for SDN 012 Kembang Janggut in Long Bleh Modang Village.
  - Support of education facilities and school activities in Jempang Subdistrict, Siluk Ngurai Subdistrict, and Muara Pahu Subdistrict.
  - Operational support in the form of school bus for SMPN 03 Desa Sekerat.
  - Repair of school bus in Sekerat Village.
  - Provision of boat transportation for students in Muara Kedang Kepala Village.
  - Provision of operational funding support for the community learning center in Ruang Village.
  - Provision of internship and fieldwork placement for vocational high school and university students from the fostered villages.

## E


**PELATIHAN DAN  
KEMANDIRIAN  
MASYARAKAT  
COMMUNITY  
TRAINING AND  
INDEPENDENCE**

- Pelatihan keterampilan berbasis kompetensi bagi lulusan SMA/SMK sederajat di Kecamatan Kembang Janggut, serta Desa Gunung Sari, Long Bleh Modang, Buluq Sen, Ritan Baru, dan desa binaan lainnya.
- Pelatihan pengembangan keterampilan pelaku usaha di Desa Kembang Janggut, Desa Kelekat, dan Desa Hambau, serta di Kampung Lambing, Benggeris, Mendika, Damai Kota, Sempatn Kelauq, Jengan Danum, Empas, Empakuq dan Muara Bunyut.
- Bimbingan teknis (Bimtek) pertanian, perikanan, peternakan, dan kewirausahaan di Desa Kupang Baru, Desa Muara Siran, Desa Bukit Jering, serta Kecamatan Muara Kaman.
- Pelatihan pemberdayaan perempuan berbasis keterampilan di Kecamatan Tabang dan Kecamatan Kembang Janggut.
- Pelatihan peningkatan keterampilan masyarakat di Kampung Lambing, Benggeris, Mendika, Damai Kota, Sempatn Kelauq, Jengan Danum, Empas, Empakuq, dan Muara Bunyut.
- Pelatihan kewirausahaan "jasa las" di Kecamatan Satui dan Kecamatan Kintap.
- Pelatihan berkelanjutan bagi kelompok binaan sebagai bagian dari penguatan kemandirian ekonomi lokal.
- Pelatihan pengelolaan sampah domestik dan pembuatan kompos di kampung Tanjung Pagar.
- Competency-based skill trainings for high school/vocational high school graduates in Kembang Janggut Subdistrict, as well as Gunung Sari Village, Long Bleh Modang Village, Buluq Sen Village, Ritan Baru Village, and other fostered villages.
- Skill development trainings for local business operators in Kembang Janggut Village, Kelekat Village, and Desa Hambau Village, as well as the villages of Lambing, Benggeris, Mendika, Damai Kota, Sempatn Kelauq, Jengan Danum, Empas, Empakuq, and Muara Bunyut.
- Technical mentoring support on agriculture, fishery, livestock, and entrepreneurship in Kupang Baru Village, Muara Siran Village, Bukit Jering Village, and Muara Kaman Subdistrict.
- Skill-based trainings for women empowerment in Tabang Subdistrict and Kembang Janggut Subdistrict.
- Skill development trainings for communities in the villages of Lambing, Benggeris, Mendika, Damai Kota, Sempatn Kelauq, Jengan Danum, Empas, Empakuq, and Muara Bunyut.
- Entrepreneurship trainings of "welding service" in Satui Subdistrict and Kintap Subdistrict.
- Continuous capacity building for partner groups to strengthen local economic self-reliance.
- Training on domestic waste management and compost production in Tanjung Pagar Village.

## 2

**KESEHATAN - ALOKASI: RP6,2 MILIAR  
HEALTH - ALLOCATION: IDR6.2 BILLION**

## A


**TENAGA  
KESEHATAN  
HEALTH  
WORKERS**

- Bantuan transportasi dan akomodasi bagi petugas dan kader posyandu di Dusun Mekar Sari, Desa Kupang Baru, Desa Muara Siran, Dusun Muara Kedang Kepala, dan Desa Bukit Jering.
- Bantuan transportasi dan akomodasi bagi petugas kesehatan di Dusun Mekar Sari dan Desa Bukit Jering.
- Pelatihan kader posyandu dan petugas kesehatan di Desa Dusun Mekar Sari, Desa Kupang Baru, Desa Muara Siran, Dusun Muara Kedang Kepala, dan Desa Bukit Jering.
- Pelatihan dasar bagi kader posyandu di Desa Gunung Sari dan Desa Long Lalang.
- Donation of transportation and accommodation for health workers and cadres of the integrated healthcare center in Mekar Sari Village, Kupang Baru Village, Muara Siran Village, Muara Kedang Kepala Village, and Bukit Jering Village.
- Donation of transportation and accommodation for health workers in Mekar Sari Village and Bukit Jering Village.
- Training for cadres of the integrated healthcare center and health workers in Dusun Mekar Sari Village, Kupang Baru Village, Muara Siran Village, Muara Kedang Kepala Village, and Bukit Jering Village.
- Basic training for cadres of the integrated healthcare center in Gunung Sari Village and Long Lalang Village.

## B


**SARANA  
DAN/ATAU  
PRASARANA  
KESEHATAN  
HEALTHCARE  
FACILITIES  
AND/OR  
INFRASTRUCTURE**

- Pengadaan 1-unit ambulans untuk masyarakat di Desa Umaq Dian.
- Pembangunan Puskesmas Pembantu (Pusban) di Desa Muara Ritan.
- Peningkatan dan pengembangan Posyandu Pembantu di Kecamatan Bengalon.
- Penambahan bangunan serta renovasi toilet Pusban di Desa Muara Siran.
- Pengadaan sarana dan prasarana kesehatan untuk Pusban di Dusun Mekar Sari, Desa Kupang Baru, Desa Muara Siran, Dusun Muara Kedang Kepala, dan Desa Bukit Jering.
- Pengadaan sarana dan prasarana kegiatan posyandu di Kecamatan Tabang, serta di Desa Gunung Sari, Desa Long Lalang, Desa Long Beleh Modang, dan Desa Makmur Jaya.
- Program pembuatan sanitasi di dalam rumah di Desa Long Beleh Modang.
- Pembangunan fasilitas sanitasi bagi warga tidak mampu di Desa Muara Kaman Ulu, Desa Kupang Baru, dan Desa Muara Siran.
- Pembangunan MCK bagi warga tidak mampu di Dusun Mekar Sari.
- Pembangunan toilet bagi warga tidak mampu di Kampung Tanjung Pagar.
- Pembangunan lapangan voli di Desa Satui Timur.
- Pengadaan fasilitas dan perlengkapan olahraga di Kecamatan Tabang, Kecamatan Kembang Janggut, serta di Desa Hambau, Desa Makmur Mulia, dan Kampung Benggeris.
- Procurement of 1 unit of ambulance for the community in Umaq Dian Village.
- Development of supporting public health center in Muara Ritan Village.
- Improvement and development of supporting integrated healthcare center in Bengalon Subdistrict.
- Addition of building and toilet renovation in the supporting public health center in Muara Siran Village.
- Procurement of health facilities for the supporting public health center in Mekar Sari Village, Kupang Baru Village, Muara Siran Village, Muara Kedang Kepala Village, and Bukit Jering Village.
- Procurement of facilities for integrated healthcare center in Tabang Subdistrict, as well as Gunung Sari Village, Long Lalang Village, Long Beleh Modang Village, and Makmur Jaya Village.
- Development of household sanitation facilities in Long Beleh Modang Village.
- Development of sanitation facilities for disadvantaged people in Muara Kaman Ulu Village, Kupang Baru Village, and Muara Siran Village.
- Development of MCK facilities for disadvantaged people in Mekar Sari Village.
- Development of toilets for disadvantaged people in Tanjung Pagar Village.
- Development of volley field in Satui Timur Village.
- Procurement of sport facilities and equipment in Tabang Subdistrict, Kembang Janggut Subdistrict, as well as Hambau Village, Makmur Mulia Village, and Kampung Benggeris Village.



**KESEHATAN  
MASYARAKAT  
SEKITAR  
TAMBANG  
COMMUNITY  
HEALTH  
AROUND  
THE MINING  
AREA**

- Pengobatan gratis bagi masyarakat di Desa Gunung Sari, Desa Umaq Dian, Dusun Mekar Sari, Desa Kupang Baru, Desa Muara Siran, Dusun Muara Kedang Kepala, Desa Bukit Jering, Kampung Abit, Dusun Ruang, Kampung Tanjung Pagar, Desa Long Beleh Modang, Desa Long Lalang, Desa Sekerat, dan Desa Sekurau Atas.
- Pengobatan gratis bagi lansia di Desa Sekerat, Desa Sekurau Atas, dan Desa Sepaso Timur.
- Pemeriksaan kesehatan mata dan pemberian kacamata gratis di Kecamatan Kembang Janggut, Kecamatan Tabang, Desa Long Beleh Modang, dan Desa Gunung Sari.
- Program donor darah di Kecamatan Muara Pahu, Kecamatan Muara Kaman, Kecamatan Kembang Janggut, Kecamatan Tabang, dan Kecamatan Satu.
- Pemberian Makanan Tambahan (PMT) bagi balita serta ibu hamil dan menyusui di Desa Enggelam, Desa Lamin Telihan, Desa Muara Ritan, Desa Bila Talang, Kampung Empakuq, Kampung Empas, Kampung Lambing, Kampung Benggeris, Kampung Mendika, Kampung Damai Kota, Kampung Sempant Kelauq, Kampung Jengan Danum, Kampung Muara Bunyut, Kampung Jerang Dayak, Kampung Jerang Melayu, Kampung Mendung, Kampung Muara Beloan, Kampung Tondoh, Kampung Muara Jawaq, Kampung Abit, dan Desa Lebak Cilong.
- Pelayanan Posyandu bagi balita, ibu hamil/menyusui, dan lansia di Dusun Mekar Sari, Desa Kupang Baru, Desa Muara Siran, Dusun Muara Kedang Kepala, Desa Bukit Jering, Desa Gunung Sari, Desa Long Beleh Modang, Desa Buluq Sen, Desa Ritan Baru, Desa Tukung Ritan, Desa Muara Pedohon, dan Desa Long Lalang.
- Program BAYAN Peduli stunting/anak kurang gizi di seluruh desa binaan BAYAN Group di Tabang Project, di Kecamatan Jempang, Kecamatan Siluk Ngurai, Kecamatan Muara Pahu, serta seluruh desa binaan di Kecamatan Bengalon dan Kecamatan Satu.
- Program *One Day One Egg* selama 60 hari bagi anak usia PAUD, TK, dan SD di Desa Buluq Sen, Desa Kelekat, Desa Kembang Janggut, Desa Hambau, Dusun Ruang, Kampung Sebelang, Kampung Tanjung Pagar, Kampung Abit, Desa Ritan Baru, Desa Tukung Ritan, Desa Long Beleh Modang, Desa Kelekat, Desa Gunung Sari, Desa Long Lalang, dan Dusun Long Mahli.
- Bantuan pembayaran iuran BPJS Kesehatan (Pekerja Bukan Penerima Upah/PBPU) bagi 202 masyarakat tidak mampu selama 12 bulan di Kecamatan Tabang dan Kecamatan Kembang Janggut, serta partisipasi pembayaran BPJS (PBPU) di Kabupaten Kutai Kartanegara.
- Program JKS SRIKANDI bagi 100 masyarakat tidak mampu.
- Pemeriksaan kesehatan dan bantuan lainnya yang mendukung kesehatan masyarakat di Kecamatan Jempang dan Kecamatan Siluk Ngurai.
- Kampanye kesehatan masyarakat di Kecamatan Tabang, Kecamatan Kembang Janggut, Dusun Mekar Sari, Desa Kupang Baru, Desa Muara Siran, Dusun Muara Kedang Kepala, dan Desa Bukit Jering.
- Pembinaan olahraga masyarakat di Dusun Mekar Sari, Desa Kupang Baru, Desa Muara Siran, Dusun Muara Kedang Kepala, Desa Bukit Jering, Desa Muara Kaman Ulu, Desa Muara Kaman Ilir, dan Kecamatan Muara Kaman.
- Pengadaan peralatan dan pembukaan lapangan sepak bola di Desa Lamin Telihan.
- Program bakti sosial sunatan massal di Desa Muara Siran, Desa Benua Puhun, dan Kecamatan Muara Pahu.
- Bayan Run 2025 sebagai kegiatan olahraga dan kompetisi masyarakat di Kecamatan Kembang Janggut dan Kecamatan Tabang.
- Free medical services for people in Gunung Sari Village, Umaq Dian Village, Mekar Sari Village, Kupang Baru Village, Muara Siran, Muara Kedang Kepala Village, Bukit Jering Village, Abit Village, Ruang Village, Tanjung Pagar Village, Long Beleh Modang Village, Long Lalang Village, Sekerat Village, and Sekurau Atas Village.
- Free medical service for senior citizens in Sekerat Village, Sekurau Atas Village, and Sepaso Timur Village.
- Provision of free eye health screening and eyeglasses in Kembang Janggut Subdistrict, Tabang Subdistrict, Long Beleh Modang Village, and Gunung Sari Village.
- Blood donation program in Muara Pahu Subdistrict, Muara Kaman Subdistrict, Kembang Janggut Subdistrict, Tabang Subdistrict, and Satu Subdistrict.
- Provision of additional food for toddlers, pregnant/breastfeeding women in Enggelam Village, Lamin Telihan Village, Muara Ritan Village, Bila Talang Village, Empakuq Village, Empas Village, Lambing Village, Benggeris Village, Mendika Village, Damai Kota Village, Sempant Kelauq Village, Jengan Danum Village, Muara Bunyut Village, Jerang Dayak Village, Jerang Melayu Village, Mendung Village, Muara Beloan Village, Tondoh Village, Muara Jawaq Village, Abit Village, and Lebak Cilong Village.
- Integrated healthcare center for toddlers, pregnant/breastfeeding women, and elderly in Mekar Sari Village, Kupang Baru Village, Muara Siran Village, Muara Kedang Kepala Village, Bukit Jering Village, Gunung Sari Village, Long Beleh Modang Village, Buluq Sen Village, Ritan Baru Village, Tukung Ritan Village, Muara Pedohon Village, and Long Lalang Village.
- BAYAN Peduli program for stunting at all fostered villages of the BAYAN Group in Tabang Project, Jempang Subdistrict, Siluk Ngurai Subdistrict, Muara Pahu Subdistrict, and all fostered villages at Bengalon Subdistrict and Satu Subdistrict.
- One Day One Egg program during 60 days for students of preschools, kindergarten, and elementary in Buluq Sen Village, Kelekat Village, Kembang Janggut Village, Hambau Village, Ruang Village, Sebelang Village, Tanjung Pagar Village, Abit Village, Ritan Baru Village, Tukung Ritan Village, Long Beleh Modang Village, Kelekat Village, Gunung Sari Village, Long Lalang Village, and Long Mahli Village.
- Provision of support for premium payments of BPJS health insurance (Non-Wage Recipient/PBPU) for 202 economically disadvantaged beneficiaries for 12 months in Tabang Subdistrict and Kembang Janggut Subdistrict, as well as support of PBPU premium payments in Kutai Kartanegara Subdistrict.
- JKS SRIKANDI program for 100 economically disadvantaged individuals.
- Provision of health screening and other health-related assistance to support community well-being in Jempang Subdistrict and Siluk Ngurai Subdistrict.
- Public health campaigns in Tabang Subdistrict, Kembang Janggut Subdistrict, Mekar Sari Village, Kupang Baru Village, Muara Siran Village, Muara Kedang Kepala Village, and Bukit Jering Village.
- Community sports development in Mekar Sari Village, Kupang Baru Village, Muara Siran Village, Muara Kedang Kepala Village, Bukit Jering Village, Muara Kaman Ulu Village, Muara Kaman Ilir Village, and Muara Kaman Subdistrict.
- Procurement of equipment and opening of football fields in Lamin Telihan Village.
- Mass circumcision community service program in Muara Siran Village, Benua Puhun Village, and Muara Pahu Subdistrict.
- 2025 Bayan Run as the community sport and competition event in Kembang Janggut Subdistrict and Tabang Subdistrict.

**E**

**SURAT DARI DIREKSI**  
A View from the Top

**F**

**TATA KELOLA KEBERLANJUTAN**  
Sustainability Governance

**G**

**KINERJA KEBERLANJUTAN**  
Sustainability Performance

**H**

**TANGGUNG JAWAB PENGEMBANGAN  
PRODUK/JASA BERKELANJUTAN**  
Responsibility for Sustainable Product/Service Development

## 3

## TINGKAT PENDAPATAN RIIL ATAU PEKERJAAN/EKONOMI KERAKYATAN - ALOKASI: RP8,3 MILIAR

### REAL INCOME LEVEL OR EMPLOYMENT/PEOPLE'S ECONOMY – ALLOCATION: IDR8.3 BILLION

Kegiatan ekonomi menurut profesi yang dimiliki:  
Economic activities according to the profession:

## A



#### PERDAGANGAN TRADING

- Pembangunan pertokoan BUMDES dan Sentra UMKM di Desa Makmur Mulia.
- Development of shops of the village-owned enterprises and UMKM Center at Makmur Mulia Village.

## B



#### PERKEBUNAN PLANTATION

- Pengembangan budidaya tanaman nanas di Desa Enggelam.
- Maintenance of fruit cultivation garden under the food security program for environmental enhancement in Enggelam Village.
- Pemeliharaan kebun budidaya buah-buahan dalam rangka program pangan untuk penghijauan di Kampung Jengan Danum, Kampung Mendika dan Desa Sekurau Atas.
- Provision of oil palm seedlings to community members in Jengan Danum Village, Mendika Village, and Sekurau Atas Village.
- Bantuan bibit kelapa sawit untuk masyarakat di Desa Umaq Dian.
- Provision of oil palm seedlings to community members in Umaq Dian Village.

## C



#### PERTANIAN AGRICULTURE

- Lanjutan pengembangan persawahan Kelompok Tani Sinar Jaya di Desa Tukung Ritan dan Desa Ritan Baru.
- Continuation of paddy field development for the Sinar Jaya Farmers Group in Tukung Ritan Village and Ritan Baru Village.
- Pembangunan tempat penggilingan padi Kelompok Tani Harapan Bersama di Kampung Sebelang.
- Construction of a rice milling facility for the Harapan Bersama Farmers Group in Sebelang Village.
- Pengembangan budidaya tanaman padi sawah di Desa Sepaso Timur.
- Development of paddy cultivation in Sepaso Timur Village.
- Pembinaan budidaya padi di Desa Kota Bangun 3 dan Desa Lebak Cilong.
- Capacity-building support for paddy cultivation in Kota Bangun 3 Village and Lebak Cilong Village.
- Pengembangan budidaya tanaman padi gunung di Desa Sekurau Atas.
- Development of upland rice cultivation in Sekurau Atas Village.
- Pengembangan konsep Rumah Pangan Lestari bagi masyarakat di Desa Muara Ritan.
- Development of Rumah Pangan Lestari (Sustainable Food House) concept for communities in Muara Ritan Village.
- Pengembangan budidaya hidroponik sayuran dalam Program BAYAN Peduli Disabilitas.
- Development of hydroponic vegetable cultivation under the BAYAN Peduli Disabilitas Program.
- Budidaya hidroponik di Desa Kota Bangun 3.
- Hydroponic cultivation initiative in Kota Bangun 3 Village.
- Pengembangan pertanian sayuran dan buah di Desa Muara Kaman Ulu.
- Development of vegetable and fruit farming in Muara Kaman Ulu Village.
- Bantuan budidaya tanaman hortikultura di Desa Sekerat dan Desa Sepaso Timur.
- Provision of support for horticultural crop cultivation in Sekerat Village and Sepaso Timur Village.
- Pengembangan budidaya tanaman nanas di Desa Enggelam.
- Development of pineapple cultivation in Enggelam Village.
- Budidaya Tanaman Jahe Merah di Desa Sepaso Timur.
- Red ginger cultivation initiative in Sepaso Timur Village.
- Pertanian hidroponik pesantren di Desa Buluq Sen dan Desa Sejahtera Mulia.
- Islamic boarding school-based hydroponic farming in Buluq Sen Village and Sejahtera Mulia Village.
- Pengembangan demplot pertanian di Desa Sejahtera Mulia.
- Development of agricultural demonstration plots in Sejahtera Mulia Village.
- Pengembangan kelompok tani yang sudah berjalan di Dusun Mekar sari dan Desa Kupang Baru.
- Development of the existing Farmers Groups in Mekar Sari Village and Kupang Baru Village.
- Program prioritas pangan untuk penghijauan di Desa Ritan Baru, Desa Buluq Sen, dan Desa Gunung Sari serta desa-desa binaan lain di Kecamatan Tabang, Kecamatan Kembang Janggut, dan Kecamatan Muara Kaman.
- Priority food security for environmental restoration program in Ritan Baru Village, Buluq Sen Village, and Gunung Sari Village, as well as other fostered villages in Tabang Subdistrict, Kembang Janggut Subdistrict, and Muara Kaman Subdistrict.
- Optimalisasi budidaya jamur tiram di Desa Kembang Janggut.
- Optimization of oyster mushroom cultivation in Kembang Janggut Village.
- Pembinaan kelompok usaha bidang pertanian di Kecamatan Jempang, Kecamatan Siluk Ngurai, Kecamatan Muara Pahu.
- Capacity-building support for agricultural business groups in Jempang Subdistrict, Siluk Ngurai Subdistrict, and Muara Pahu Subdistrict.

## D



### PETERNAKAN LIVESTOCK

- Budidaya ayam petelur di Desa Umaq Dian, Desa Kupang Baru dan Desa Long Beleh Modang.
- Pengembangan budidaya ayam petelur di Desa Buluq Sen dan Desa Hambau.
- Pengembangan dan pendampingan budidaya sapi di Desa Sidomulyo.
- Budidaya peternakan sapi di Kampung Empakuq, Kampung Lambing, dan Kampung Mendika.
- Bantuan peternakan sapi di Kampung Muhur.
- Pengadaan bibit sapi Bali di Desa Ring 1 dan Desa Ring 2.
- Pengembangan budidaya peternakan babi di Desa Kelekat, Desa Long Lalang dan Desa Tukung Ritan.
- Program budidaya peternakan babi di Desa Umaq Dian.
- Lanjutan peternakan kambing di Kampung Tanjung Pagar.
- Budidaya lebah madu kelulut di Desa Sekarat.
- Program Eco Petra Loop di Desa Tukung Ritan.
- Laying hen farming initiatives in Umaq Dian Village, Kupang Baru Village, and Long Beleh Modang Village.
- Development of laying hen farming in Buluq Sen Village and Hambau Village.
- Development and technical assistance for cattle farming in Sidomulyo Village.
- Cattle farming initiatives in Empakuq Village, Lambing Village, and Mendika Village.
- Provision of support for cattle farming in Muhur Village.
- Procurement of Bali cattle breeding stock in Ring 1 Village and Ring 2 Village.
- Development of pig farming in Kelekat Village, Long Lalang Village, and Tukung Ritan Village.
- Pig farming program in Umaq Dian Village.
- Continuation of goat farming activities in Tanjung Pagar Village.
- Kelulut honey bee cultivation in Sekarat Village.
- Eco Petra Loop Program in Tukung Ritan Village.

## E



### PERIKANAN FISHERY

- Budidaya ikan di kolam bekas tambang di Kampung Muhur.
- Budidaya ikan keramba sungai di Desa Sepaso Timur.
- Budidaya ikan keramba sungai di Kampung Sempant Kelauq.
- Fish farming in a post-mining pond at Muhur Village.
- River cage fish farming at Sepaso Timur Village.
- River cage fish farming at Sempant Kelauq Village.

## F



### KEWIRUSAHAAN ENTREPRENEURSHIP

- Pembinaan usaha jasa service AC di Desa Sungai Cuka Satu.
- Pembinaan usaha barbershop, menjahit, dan bengkel sepeda motor di Kecamatan Tabang.
- Pembinaan usaha menjahit di Kecamatan Kintap.
- Pengembangan (pengadaan alat produksi dan peralatan penunjang) usaha kain sasirangan di Banjarmasin.
- Pengutamaan penggunaan tenaga kerja masyarakat sekitar tambang sesuai dengan kompetensi.
- Program *On the Job Training (OJT)* bagi peserta pelatihan keterampilan berbasis kompetensi lulusan SMA/SMK atau sederajat yang berasal dari Desa Gunung Sari, Desa Long Beleh Modang, Desa Buluq Sen, Desa Ritan Baru, dan Desa Muara Pedohon.
- Program OJT (magang kerja) bagi peserta Basic Mechanic Course di Tabang Project dari Desa Long Beleh Modang, Desa Gunung Sari, Desa Ritan Baru, Desa Buluq Sen, Desa Umaq Dian, Desa Long Lalang, Desa Tukung Ritan, Desa Bila Talang dan Desa Muara Ritan.
- Capacity-building support for air conditioning (AC) service business in Sungai Cuka Satu Village.
- Capacity-building support for barbershop, tailoring, and motorcycle repair business in Tabang Subdistrict.
- Capacity-building support for tailoring business in Kintap Subdistrict.
- Business development support (including provision of production equipment and supporting tools) for the Sasirangan fabric business in Banjarmasin.
- Prioritization of employment opportunities for local communities surrounding the mining area, in accordance with their competencies.
- On-the-Job Training (OJT) Program for participants of competency-based skills training for senior high school/ vocational high school graduates or equivalent from Gunung Sari Village, Long Beleh Modang Village, Buluq Sen Village, Ritan Baru Village, and Muara Pedohon Village.
- OJT (Internship) Program for participants of the Basic Mechanic Course at the Tabang Project from Long Beleh Modang Village, Gunung Sari Village, Ritan Baru Village, Buluq Sen Village, Umaq Dian Village, Long Lalang Village, Tukung Ritan Village, Bila Talang Village, and Muara Ritan Village.



## 4

KEMANDIRIAN EKONOMI - ALOKASI: RP1,8 MILIAR  
ECONOMIC INDEPENDENCE - ALLOCATION: IDR1.8 BILLION

## A



**PENINGKATAN KAPASITAS DAN AKSES MASYARAKAT SETEMPAT DALAM USAHA KECIL DAN MENENGAH**  
IMPROVEMENT OF LOCAL PUBLIC CAPACITY AND ACCESS IN SMALL AND MEDIUM BUSINESS

- Pembinaan dan pendampingan 5 UMKM yang sudah berjalan di Desa Muara Siran, Desa Muara Kaman Ulu dan Desa Muara Kaman Ilir.
- Pengembangan usaha kecil makanan ringan di Desa Sungai Cuka Satui.
- Penambahan bangku payung di area wahana sentra UMKM di Desa Makmur Jaya.
- Bimbingan teknis dan pelatihan UMKM binaan di Desa Kota Bangun, Desa Lebak Cilong di wilayah Kecamatan Bengalon.
- Bantuan pemberian peralatan dan perlengkapan UMKM.
- Festival Danau Siran di Desa Muara Siran.
- Capacity-building and mentoring support for five existing MSMEs in Muara Siran Village, Muara Kaman Ulu Village, and Muara Kaman Ilir Village.
- Development of small-scale snack food enterprises in Sungai Cuka Satui Village.
- Provision of additional umbrella benches in the MSME center recreational area in Makmur Jaya Village.
- Technical guidance and training for fostered MSMEs in Kota Bangun Village and Lebak Cilong Village, Bengalon Subdistrict.
- Provision of equipment and operational tools for MSMEs.
- Lake Siran Festival in Muara Siran Village.

## B



**PENGEMBANGAN USAHA KECIL DAN MENENGAH MASYARAKAT SEKITAR TAMBANG**  
DEVELOPMENT OF SMALL- AND MEDIUM-ENTERPRISES FOR THE COMMUNITY AROUND THE MINING AREA INFRASTRUCTURE

- Pembinaan dan pengembangan UMKM/BUMKA di Kecamatan Jempang, Kecamatan Siluk Ngurai, dan Kecamatan Muara Pahu.
- Bimbingan teknis dan pelatihan UMKM binaan di wilayah Kecamatan Bengalon.
- Pengembangan produk UMKM binaan di wilayah Kecamatan Bengalon.
- Pengembangan UMKM makanan olahan (izin industri rumah tangga, sertifikasi halal, dan bantuan peralatan) UMKM di Desa Kota Bangun.
- Peningkatan UMKM Kelompok Sadar Wisata melalui penyediaan mesin sablon di Kecamatan Bengalon.
- Bantuan pemberian peralatan dan perlengkapan usaha bagi pedagang kecil.
- Pendampingan UMKM di Kecamatan Tabang dan Kecamatan Kembang Janggut.
- Pengembangan usaha perbengkelan di Kampung Jengan Danum.
- Pembinaan dan pendampingan UMKM di Kampung Muara Beloan.
- Bantuan Tenda UMKM di Kecamatan Bengalon.
- Capacity-building and development of MSMEs/BUMKA (Village-Owned Enterprises) in Jempang Subdistrict, Siluk Ngurai Subdistrict, and Muara Pahu Subdistrict.
- Technical guidance and training for fostered MSMEs in Bengalon Subdistrict.
- Product development support for fostered MSMEs in Bengalon Subdistrict.
- Development of processed food MSMEs (including home industry permits, halal certification, and equipment support) in Kota Bangun Village.
- Strengthening of Tourism Awareness Group MSMEs through the provision of screen-printing machines in Bengalon Subdistrict.
- Provision of business equipment and tools for small traders.
- Mentoring support for MSMEs in Tabang Subdistrict and Kembang Janggut Subdistrict.
- Development of automotive workshop business in Jengan Danum Village.
- Capacity-building and mentoring support for MSMEs in Muara Beloan Village.
- Provision of MSME tents in Bengalon Subdistrict.



**C**

**PEMBERIAN KESEMPATAN KEPADA MASYARAKAT SEKITAR TAMBANG UNTUK IKUT BERPARTISIPASI DALAM PENGEMBANGAN USAHA KECIL DAN MENENGAH**  
**PROVIDING OPPORTUNITIES TO THE COMMUNITY AROUND THE MINING AREA TO PARTICIPATE IN THE DEVELOPMENT OF SMALL- AND MEDIUM- ENTERPRISES**

- Program OJT bagi peserta pelatihan keterampilan berbasis kompetensi bagi putra/i lulusan SMU/SMK atau sederajat di Kecamatan Kembang Janggut.
- Bantuan fasilitas sarana dan prasarana pendukung untuk pengembangan wisata Gunung Pek (Tahap 1) di Desa Ritan Baru.
- Bazar pasar murah, event UMKM dan festival musik di Desa Makmur Mulia.
- Partisipasi dalam Festival Laut dan Nusantara di Desa Sekerat.
- Partisipasi UMKM dalam pameran dan expo tingkat Kabupaten Kutai Barat dan Provinsi.
- OJT program for participants of competency-based skills training from senior high school/vocational high school graduates or equivalent in Kembang Janggut Subdistrict.
- Provision of supporting facilities and infrastructure for the development of Gunung Pek tourism (Phase 1) in Ritan Baru Village.
- Budget bazaara, MSME fair, and music festival in Makmur Mulia Village.
- Participation in the Marine and Archipelago Festival in Sekerat Village.
- MSME participation in exhibitions and expos at the Kutai Barat regency and provincial levels.

**E**

**SURAT DARI DIREKSI**  
A View from the Top

**F**

**TATA KELOLA KEBERLANJUTAN**  
Sustainability Governance

**5**

**SOSIAL DAN BUDAYA - ALOKASI: RP18,9 MILIAR**  
**SOCIAL AND CULTURE - ALLOCATION: IDR18.9 BILLION**

**A**



**BANTUAN PEMBANGUNAN SARANA DAN/ATAU PRASARANA IBADAH DAN HUBUNGAN DI BIDANG KEAGAMAAN**  
**SUPPORT FOR THE DEVELOPMENT OF RELIGIOUS FACILITIES AND/OR INFRASTRUCTURE AND RELIGIOUS RELATIONS**

- Pembangunan Masjid Nur Ahmad di Desa Long Bleh Modang.
- Pembangunan gereja GKII Malong di Desa Lamin Telihan.
- Pembangunan gereja GKII Sungai Efrat di Desa Enggelam.
- Pembangunan gereja GPDI di Desa Ruang, Desa Long Bleh Modang dan Desa Bila Talang.
- Penyelesaian gereja Katholik Santa Maria di Desa Long Lalang.
- Kontribusi pembangunan masjid di Desa Muara Siran.
- Rehab lantai gereja GPDI di Desa Tukung Ritan.
- Bantuan AC untuk gereja GKII dan GPDI di Desa Umaq Dian.
- Pengadaan sarana dan prasarana masjid di Dusun Muara Kedang Kepala dan Desa Satui Timur.
- Pembangunan menara masjid di Desa Sepaso Timur.
- Penggantian kubah masjid di Desa Sungai Cuka Kintap.
- Pemasangan lantai keramik Gereja Toraja di Desa Sekurau Atas.
- Pembangunan pendopo area pemakaman umum di Desa Pasir Putih.
- Bantuan untuk perayaan Idul Fitri di Dusun Mekar Sari, Desa Kupang Baru, Desa Muara Siran, Dusun Muara Kedang Kepala, Desa Bukit Jering, dan desa-desa binaan di Kecamatan Bengalon serta Tabang Project.
- Bantuan perayaan Natal & Paskah bagi umat Kristiani di Desa Umaq Dian, Desa Buluq Sen, Desa Ritan Baru, Desa Kelekat, Kampung Lambing, Kampung Benggeris, Kampung Mendika, Kampung Damai Kota, Kampung Sempatn Kelauq, Kampung Jengan Danum, Kampung Empas, Kampung Empakuq, dan Kampung Muara Bunyut serta Desa/Kampung binaan lainnya di Kecamatan Tabang, Kecamatan Muara Wis, Kecamatan Kota Bangun Darat, Kecamatan Jempang, Kecamatan Siluq Ngurai dan Kecamatan Muara Pahu.
- Construction of Nur Ahmad Mosque in Long Bleh Modang Village.
- Construction of GKII Malong church in Lamin Telihan Village.
- Construction of GKII Sungai Efrat Church in Enggelam Village.
- Construction of GPDI Church in Ruang Village, Long Bleh Modang Village, and Bila Talang Village.
- Completion of Santa Maria Catholic Church in Long Lalang Village.
- Contribution to mosque construction in Muara Siran Village.
- Rehabilitation of the GPDI Church floor in Tukung Ritan Village.
- Provision of air conditioning units for GKII and GPDI churches in Umaq Dian Village.
- Provision of mosque facilities and infrastructure in Muara Kedang Kepala Village and Satui Timur Village.
- Construction of a mosque tower in Sepaso Timur Village.
- Replacement of the mosque dome in Sungai Cuka Kintap Village.
- Installation of ceramic flooring at Toraja Church in Sekurau Atas Village.
- Construction of a pavilion in the public cemetery area in Pasir Putih Village.
- Support for Eid al-Fitr celebrations in Mekar Sari Village, Kupang Baru Village, Muara Siran Village, Muara Kedang Kepala Village, Bukit Jering Village, and other fostered villages in Bengalon Subdistrict, and at the Tabang Project.
- Support for Christmas and Easter celebrations for Christian communities in Umaq Dian Village, Buluq Sen Village, Ritan Baru Village, Kelekat Village, Lambing Village, Benggeris Village, Mendika Village, Damai Kota Village, Sempatn Kelauq Village, Jengan Danum Village, Empas Village, Empakuq Village, Muara Bunyut Village, and other fostered villages in Tabang Subdistrict, Muara Wis Subdistrict, Kota Bangun Darat Subdistrict, Jempang Subdistrict, Siluq Ngurai Subdistrict, and Muara Pahu Subdistrict.

**G**

**KINERJA KEBERLANJUTAN**  
Sustainability Performance

**H**

**TANGGUNG JAWAB PENGEMBANGAN PRODUK/JASA BERKELANJUTAN**  
Responsibility for Sustainable Product/Service Development

- Bantuan hewan qurban pada perayaan Idul Adha di Desa Gunung Sari, Desa Sidomulyo, Dusun Long Mahli, Dusun Mekar Sari, Desa Kupang Baru, Desa Muara Siran, Dusun Muara Kedang Kepala, Desa Bukit Jering, Desa Muara Kaman Ulu, Desa Muara Kaman Ilir, Desa Muai, Desa Long Beleh Haloq, Desa Muara Ritan, Kampung Sebelang, Kampung Gunung Bayan, Kampung Muara Tae, Kampung Muhur, Kampung Jerang Melayu, Kampung Muara Beloan, Kampung Lambing, Kampung Jengan Danum, Desa Sejahtera Mulia, Desa Sungai Cuka Satui, Desa Satui Timur, Desa Sungai Cuka Kintap, Desa Sekerat, Desa Sepaso Timur, Desa Sekurau Atas, dan desa/kampung binaan di Kecamatan Tabang, Kecamatan Kembang Janggut, Kecamatan Muara Kaman, Kecamatan Muara Wis, Kecamatan Kota Bangun Darat, dan Kecamatan Bengalon.
- Bantuan untuk perayaan Maulid Nabi Muhammad SAW di Dusun Mekar Sari, Desa Kupang Baru, Desa Muara Siran, Dusun Muara Kedang Kepala, Desa Bukit Jering, dan desa-desa binaan lainnya di Kecamatan Tabang dan Kecamatan Kembang Janggut.
- Bantuan untuk perayaan Isra Mi'raj di Dusun Mekar Sari, Desa Kupang Baru, Desa Muara Siran, Dusun Muara Kedang Kepala, Desa Bukit Jering, dan desa-desa binaan lainnya.
- Kontribusi untuk MTQ Kecamatan di Kecamatan Tabang, Kecamatan Kembang Janggut, Kecamatan Muara Kaman, Kecamatan Damai, Kecamatan Muara Lawa, Kecamatan Satui dan Kecamatan Kintap.
- Pembangunan pagar Masjid di Desa Bukit Jering.
- Pemasangan pagar stainless Gereja GPDI di Desa Buluq Sen.
- Buka puasa bersama anak yatim piatu dan tidak mampu di Desa Sungai cuka Kintap.
- Kegiatan Safari Ramadhan di Desa Muara Siran, Desa Bukit Jering, Gunung Sari, Desa Long Bleh Modang, dan di Kecamatan Tabang serta Kecamatan Kembang Janggut.
- Bantuan Honor Penjaga Masjid di Kampung Tanjung Pagar.
- Provision of sacrificial animals for Eid al-Adha celebrations in Gunung Sari Village, Sidomulyo Village, Long Mahli Village, Mekar Sari Village, Kupang Baru Village, Muara Siran Village, Muara Kedang Kepala Village, Bukit Jering Village, Muara Kaman Ulu Village, Muara Kaman Ilir Village, Muai Village, Long Beleh Haloq Village, Muara Ritan Village, Sebelang Village, Gunung Bayan Village, Muara Tae Village, Muhur Village, Jerang Melayu Village, Muara Beloan Village, Lambing Village, Jengan Danum Village, Sejahtera Mulia Village, Sungai Cuka Satui Village, Satui Timur Village, Sungai Cuka Kintap Village, Sekerat Village, Sepaso Timur Village, Sekurau Atas Village, and fostered villages in Tabang Subdistrict, Kembang Janggut Subdistrict, Muara Kaman Subdistrict, Muara Wis Subdistrict, Kota Bangun Darat Subdistrict, and Bengalon Subdistrict.
- Support for Maulid Nabi Muhammad SAW commemorations in Mekar Sari Village, Kupang Baru Village, Muara Siran Village, Muara Kedang Kepala Village, Bukit Jering Village, and other fostered villages in Tabang Subdistrict and Kembang Janggut Subdistrict.
- Support for Isra Mi'raj commemorations in Mekar Sari Village, Kupang Baru Village, Muara Siran Village, Muara Kedang Kepala Village, Bukit Jering Village, Muara Kaman Ulu Village, Muara Kaman Ilir Village, and other fostered villages.
- Contribution to subdistrict-level MTQ (Qur'anic Recitation Competition) events in Tabang Subdistrict, Kembang Janggut Subdistrict, Muara Kaman Subdistrict, Damai Subdistrict, Muara Lawa Subdistrict, Satui Subdistrict, and Kintap Subdistrict.
- Construction of a mosque fence in Bukit Jering Village.
- Installation of a stainless-steel fence at GPDI Church in Buluq Sen Village.
- Iftar gathering with orphans and underprivileged children in Sungai Cuka Kintap Village.
- Ramadan Safari activities in Muara Siran Village, Bukit Jering Village, Gunung Sari Village, Long Bleh Modang Village, Tabang Subdistrict, and Kembang Janggut Subdistrict.
- Provision of honorarium support for mosque caretakers in Tanjung Pagar Village.



## BANTUAN BENCANA ALAM DAN BANTUAN SOSIAL LAINNYA AID FOR DISASTER AND OTHER SOCIAL DONATIONS

- Bantuan operasional untuk Lembaga Kesejahteraan Sosial Anak (LKSA) BAYAN Berbagi Asa untuk seluruh desa binaan BAYAN Group di Tabang Project.
- Bantuan bahan bakar solar untuk genset desa di Dusun Mekar Sari dan Desa Kupang Baru.
- Program air bersih desa di Dusun Mekar Sari dan Desa Kupang Baru.
- Bantuan pangan (sembako) untuk masyarakat tidak mampu dan jompo di Desa Umaq Dian.
- Bantuan untuk para korban yang terkena bencana di seluruh desa binaan BAYAN Group di Tabang Project, antara lain Desa Umaq Dian, Desa Buluq Sen, Desa Gunung Sari, Desa Long Bleh Modang, Desa Muara Ritan, Desa Ritan Baru, Desa Tukung Ritan, Desa Senyuir, Dusun Mekar Sari, Desa Kupang Baru, Desa Muara Siran, Dusun Muara Kedang Kepala, Desa Bukit Jering, Desa Satui Timur, Desa SejahteraMulia, Desa Sungai Cuka Satui, Desa Sungai Cuka Kintap, Desa Sekerat, Desa Sepaso Timur, Desa Sekurau Atas, Kecamatan Bengalon, Kampung Lambing, Benggeris, Mendika, Damai Kota, Sempatn Kelauq, Jengan Danum, Empas, Empakuq, dan Muara Bunyut, desa/kampung binaan di wilayah Kecamatan Muara Wis, Kecamatan Kota Bangun Darat, Kecamatan Jempang, Kecamatan Siluq Ngurai, Kecamatan Muara Pahu, Kecamatan Melak, Kecamatan Satui, dan Kecamatan Kintap.
- Bantuan untuk perayaan HUT Kemerdekaan RI untuk seluruh desa binaan BAYAN Group di Tabang Project antara lain Desa Umaq Dian, Buluq Sen, Gunung Sari, Long Bleh Modang, Muara Ritan, Ritan Baru, Tukung Ritan, Dusun Mekar Sari, Desa Kupang Baru, Desa Muara Siran, Dusun Muara Kedang Kepala, Desa Bukit Jering, Muara Kaman Ulu, dan Muara Kaman Ilir, kemudian desa/kampung binaan di Kecamatan Muara Wis, Kecamatan Kota Bangun Darat termasuk Kampung Lambing, Kampung Benggeris, Kampung Mendika, Kampung Damai Kota, Kampung Sempatn Kelauq, Kampung Jengan Danum, Kampung Empas, Desa Empakuq dan Desa Muara Bunyut, lalu Desa Satui Timur, Desa Sejahtera Mulia, Desa Sungai Cuka Satui, Sungai Cuka Kintap, serta desa binaan lain di Kecamatan Satui dan Kecamatan Kintap serta Desa Sekerat, Desa Sepaso Timur, Desa Sekurau Atas, Kecamatan Bengalon, Kecamatan Jempang, Kecamatan Siluq Ngurai.
- Operational support for the Child Social Welfare Institution (LKSA) of BAYAN Berbagi Asa for all fostered villages of the BAYAN Group within the Tabang Project area.
- Provision of diesel fuel for village generators in Mekar Sari Village and Kupang Baru Village.
- Implementation of a village clean water program in Mekar Sari Village and Kupang Baru Village.
- Provision of food assistance (basic necessities) for underprivileged and elderly residents in Umaq Dian Village.
- Assistance for disaster-affected communities across all fostered villages of the BAYAN Group within the Tabang Project area, including Umaq Dian Village, Buluq Sen Village, Gunung Sari Village, Long Bleh Modang Village, Muara Ritan Village, Ritan Baru Village, Tukung Ritan Village, Senyuir Village, Mekar Sari Village, Kupang Baru Village, Muara Siran Village, Muara Kedang Kepala Village, Bukit Jering Village, Satui Timur Village, Sejahtera Mulia Village, Sungai Cuka Satui Village, Sungai Cuka Kintap Village, Sekerat Village, Sepaso Timur Village, Sekurau Atas Village, Bengalon Subdistrict, Lambing Village, Benggeris Village, Mendika Village, Damai Kota Village, Sempatn Kelauq Village, Jengan Danum Village, Empas Village, Empakuq Village, and Muara Bunyut Village, as well as other fostered villages in Muara Wis Subdistrict, Kota Bangun Darat Subdistrict, Jempang Subdistrict, Siluq Ngurai Subdistrict, Muara Pahu Subdistrict, Melak Subdistrict, Satui Subdistrict, and Kintap Subdistrict.
- Support for the commemoration of the Independence Day of the Republic of Indonesia for all fostered villages of the BAYAN Group within the Tabang Project area, including Umaq Dian Village, Buluq Sen Village, Gunung Sari Village, Long Bleh Modang Village, Muara Ritan Village, Ritan Baru Village, Tukung Ritan Village, Mekar Sari Village, Kupang Baru Village, Muara Siran Village, Muara Kedang Kepala Village, Bukit Jering Village, Muara Kaman Ulu Village, and Muara Kaman Ilir Village, as well as fostered villages in Muara Wis Subdistrict and Kota Bangun Darat Subdistrict, including Lambing Village, Benggeris Village, Mendika Village, Damai Kota Village, Sempatn Kelauq Village, Jengan Danum Village, Empas Village, Empakuq Village, and Muara Bunyut Village; as well as Satui Timur Village, Sejahtera Mulia Village, Sungai Cuka Satui Village, Sungai Cuka Kintap Village, and other fostered villages in Satui Subdistrict and Kintap Subdistrict, and Sekerat Village, Sepaso Timur Village, Sekurau Atas Village, Bengalon Subdistrict, Jempang Subdistrict, and Siluq Ngurai Subdistrict.

- Bantuan sosial lainnya untuk seluruh desa binaan BAYAN Group di Tabang Project antara lain Desa Umaq Dian, Buluq Sen, Long Lalang, Gunung Sari, Muara Ritan, Ritan Baru, Tukung Ritan, Kampung Benggeris, Kampung Mendika, Kampung Damai Kota, Kampung Sempatn Kelauq, Kampung Jengan Danum, Kampung Empas, Desa Empakuq dan Desa Muara Bunyut, dan kampung binaan di wilayah Kecamatan Melak, Muara Pahu, Damai dan Muara Lawa serta Desa Sekerat, Desa Sepaso Timur, Desa Sekurau Atas, dan Kecamatan Bengalon.
- Bantuan kegiatan Maratua Run 2025.
- Kegiatan khitanan massal untuk masyarakat sekitar tambang di Kecamatan Tabang dan Kecamatan Kembang Janggut.
- Bantuan baju pemadam dan lain-lain di Kampung Sebelang.
- Pengadaan tenda dan kursi untuk Rukun Kematian di Desa Gunung Sari.
- Bantuan untuk Tim Sepakbola Kec. Bengalon dalam Turnamen Bupati Kutai Timur Cup.
- Other social assistance programs for all fostered villages of the BAYAN Group within the Tabang Project area, including Umaq Dian Village, Buluq Sen Village, Long Lalang Village, Gunung Sari Village, Muara Ritan Village, Ritan Baru Village, Tukung Ritan Village, Benggeris Village, Mendika Village, Damai Kota Village, Sempatn Kelauq Village, Jengan Danum Village, Empas Village, Empakuq Village, Muara Bunyut Village, and fostered villages within Melak Subdistrict, Muara Pahu Subdistrict, Damai Subdistrict, Muara Lawa Subdistrict, as well as Sekerat Village, Sepaso Timur Village, Sekurau Atas Village, and Bengalon Subdistrict.
- Support for the Maratua Run 2025 event.
- Organization of mass circumcision programs for communities surrounding the mining area in Tabang Subdistrict and Kembang Janggut Subdistrict.
- Provision of firefighting uniforms and others in Sebelang Village.
- Procurement of tents and chairs for the Funeral Association in Gunung Sari Village.
- Support for the Bengalon Subdistrict Football Team in the East Kutai Regent Cup Tournament.

## C



**PARTISIPASI  
DALAM  
PELESTARIAN  
BUDAYA DAN  
KEARIFAN LOKAL  
SETEMPAT  
PARTICIPATION  
IN CULTURAL  
PRESERVATION  
AND LOCAL  
WISDOM**

- Pembangunan Kompleks Lamin Adat Besar Kecamatan Tabang.
- Pembangunan Lamin Adat Dayak Tunjung di Desa Pulau Pinang.
- Festival tari dan musik tingkat sekolah sekitar tambang di Kecamatan Tabang dan Kecamatan Kembang Janggut.
- Kontribusi Pembangunan Rumah Adat Kutai di Desa Gunung Sari.
- Pembangunan taman Kecamatan Muara Kaman.
- Renovasi balai Umaq Sungai Barang di Desa Tukung Ritan.
- Lanjutan pengembangan dan pembinaan seni sanggar tari di desa sekitar wilayah tambang.
- Pengadaan seragam/kostum tarian tradisional di Kecamatan Satui.
- Kontribusi kegiatan ulang tahun desa, acara adat, dan turnamen antar desa (Mecak Undat dan Uman Jenai) serta Festival Budaya di Desa Umaq Dian, Buluq Sen, Tukung Ritan, Ritan Baru, Gunung Sari, Long Bleh Modang, Desa Muara Ritan, dan Kecamatan Tabang.
- Kontribusi upacara adat di Kecamatan Jempang, Kecamatan Siluq Ngurai, dan Kecamatan Muara Pahu.
- Festival Budaya Kutai "Erau" di Kecamatan Bengalon.
- Bantuan pengadaan kipas angin untuk balai desa di Desa Buluq Sen dan Desa Ritan Baru.
- Construction of the Lamin Adat Besar Complex in Tabang Subdistrict.
- Construction of the Lamin Adat Dayak in Pulau Pinang Village.
- Dance and music festival for schools surrounding the mining area in Tabang Subdistrict and Kembang Janggut Subdistrict.
- Contribution to the construction of the Kutai Traditional House in Gunung Sari Village.
- Development of a public park in Muara Kaman Subdistrict.
- Renovation of the Umaq Sungai Barang community hall in Tukung Ritan Village.
- Continued development and capacity-building of local dance studios in villages surrounding the mining area.
- Provision of traditional dance uniforms/costumes in Satui Subdistrict.
- Contributions to village anniversary celebrations, traditional ceremonies, and inter-village tournaments (Mecak Undat and Uman Jenai), as well as Cultural Festivals in Umaq Dian Village, Buluq Sen Village, Tukung Ritan Village, Ritan Baru Village, Gunung Sari Village, Long Bleh Modang Village, Muara Ritan Village, and Tabang Subdistrict.
- Contributions to traditional ceremonies in Jempang Subdistrict, Siluq Ngurai Subdistrict, and Muara Pahu Subdistrict.
- Support for the Kutai Cultural Festival "Erau" in Bengalon Subdistrict.
- Provision of electric fans for the village halls in Buluq Sen Village and Ritan Baru Village.



## 6



## PEMBERIAN KESEMPATAN KEPADA MASYARAKAT SETEMPAT UNTUK IKUT BERPARTISIPASI DALAM PENGELOLAAN LINGKUNGAN - ALOKASI: RP2,0 MILIAR

### PROVIDING OPPORTUNITIES TO LOCAL COMMUNITIES TO PARTICIPATE IN ENVIRONMENTAL MANAGEMENT - ALLOCATION: IDR2.0 BILLION

- Program pengelolaan sampah terpadu untuk terwujudnya gerakan Desa Bebas Sampah di Desa Kelekat, Desa Gunung Sari, Desa Long Bleh Modang, dan Desa Long Lalang.
- Pengembangan pengelolaan bank sampah Muara Ritan di Desa Muara Ritan.
- Pengembangan kampung iklim di Desa Al Kautsar.
- Pemanfaatan kolam bekas tambang untuk sumber air bersih di Kampung Muhur.
- Program pembuatan implementasi Instalasi Pengolahan Air Limbah (IPAL) komunal dan program MCK bagi lingkungan masyarakat di Desa Gunung Sari dan Desa Long Lalang.
- Lanjutan pengembangan Ruang Terbuka Hijau (RTH) di seputar Underpass Muara Ritan di Desa Muara Ritan.
- Pembuatan kompos dari kotoran ternak di Desa Buluq Sen.
- Program reboisasi hutan milik desa di Desa Ritan Baru.
- Pembangunan taman kecamatan (*multiyears*) di Kecamatan Muara Pahu.
- Pelatihan dan pengadaan peralatan pengelolaan sampah di Desa Sekerat.
- Pengadaan kendaraan roda 3 untuk pengelolaan sampah desa di Desa Sungai Danau.
- Program *restocking* ikan sungai di desa-desa binaan.
- Program *restocking* ikan di Danau Siran Desa Muara Siran.
- Program Sekolah Adiwiyata SMP Negeri 02 Tabang (Tahap II) di Desa Tukung Ritan.
- Pengadaan poster penyuluhan kebersihan lingkungan di Desa Umaq Dian, Desa Hambau, dan Desa Kelekat.
- Penyuluhan lingkungan hidup dan pengadaan bibit pohon buah lokal di desa-desa binaan.
- Program edukasi cita satwa bagi Siswa di Sekolah Lingkar Tambang di Kecamatan Tabang dan Kembang Janggut.
- Implementation of an integrated waste management program to support the realization of a "Waste-Free Village" movement in Kelekat Village, Gunung Sari Village, Long Bleh Modang Village, and Long Lalang Village.
- Development of the Muara Ritan Waste Bank management system in Muara Ritan Village.
- Development of a climate village program in Al Kautsar Village.
- Utilization of former mining pits as a source of clean water in Muhur Village.
- Implementation of a communal wastewater treatment plant and public sanitation facilities for community in Gunung Sari Village and Long Lalang Village.
- Continued development of Green Open Space (RTH) surrounding the Muara Ritan Underpass in Muara Ritan Village.
- Production of compost from livestock manure in Buluq Sen Village.
- Reforestation program for village-owned forest areas in Ritan Baru Village.
- Multi-year development of a subdistrict park in Muara Pahu Subdistrict.
- Training and provision of waste management equipment in Sekerat Village.
- Provision of three-wheeled vehicles for village waste management operations in Sungai Danau Village.
- River fish restocking program in fostered villages.
- Fish restocking program in Lake Siran, Muara Siran Village.
- Implementation of the Adiwiyata School Program (Phase II) at SMP Negeri 02 Tabang in Tukung Ritan Village.
- Installation of environmental awareness signboards/posters promoting cleanliness in Umaq Dian Village, Hambau Village, and Kelekat Village.
- Environmental awareness campaigns and provision of local fruit tree seedlings in fostered villages.
- Wildlife conservation education program for students in schools surrounding the mining area in Tabang Subdistrict and Kembang Janggut Subdistrict.

## 7



## PEMBENTUKAN KELEMBAGAAN KOMUNITAS MASYARAKAT DALAM MENUNJANG KEMANDIRIAN PPM - ALOKASI: Rp492 JUTA

### ESTABLISHMENT OF COMMUNITY INSTITUTIONS TO SUPPORT THE INDEPENDENCE OF PPM - ALLOCATION: IDR492 MILLION

- Pelatihan tata kelola BUMDES dan Pokdarwis (Kelompok Sadar Wisata) di Kecamatan Satui dan Kecamatan Kintap.
- Pembentukan/penguatan kelembagaan ekonomi masyarakat dalam menunjang kemandirian PPM di desa binaan di wilayah Kecamatan Bengalon.
- Bimbingan teknis peningkatan kapasitas aparatur desa/kampung/BUMDES di Desa Buluq Sen, Desa Gunung Sari, Desa Long Bleh Modang, dan Desa Ritan Baru.
- Koordinasi dan penguatan kelembagaan dalam pengembangan program PPM yang berkelanjutan di Desa Buluq Sen, Desa Gunung Sari, Desa Long Bleh Modang, Desa Ritan Baru, Kampung Lambing, Kampung Benggeris, Kampung Mendika, Kampung Damai Kota, Kampung Sempatn Kelauq, Kampung Jengan Danum, Kampung Empas, Desa Empakuq, Desa Muara Bunyut dan desa-desa binaan lain.
- Pembentukan dan pembinaan kelompok peduli sampah di Kampung Muhur dan Kampung Muara Tae.
- Kegiatan Monitoring dan Evaluasi (Monev) Program PPM di seluruh desa binaan.
- Training on governance of Village-Owned Enterprises (BUMDES) and Tourism Awareness Groups (Pokdarwis) in Satui Subdistrict and Kintap Subdistrict.
- Establishment and strengthening of community economic institutions to support the self-reliance of PPM programs in fostered villages within Bengalon Subdistrict.
- Technical guidance to enhance the capacity of village officials and BUMDES management in Buluq Sen Village, Gunung Sari Village, Long Bleh Modang Village, and Ritan Baru Village.
- Coordination and institutional strengthening to support the sustainable development of PPM programs in Buluq Sen Village, Gunung Sari Village, Long Bleh Modang Village, Ritan Baru Village, Lambing Village, Benggeris Village, Mendika Village, Damai Kota Village, Sempatn Kelauq Village, Jengan Danum Village, Empas Village, Empakuq Village, Muara Bunyut Village, and other fostered villages.
- Establishment and capacity-building of waste awareness groups in Muhur Village and Muara Tae Village.
- Monitoring and Evaluation (M&E) activities for PPM programs across all fostered villages.



## PEMBANGUNAN INFRASTRUKTUR - ALOKASI: Rp28,8 MILIAR INFRASTRUCTURE DEVELOPMENT – ALLOCATION: IDR28.8 BILLION

- Pengadaan dan pemasangan PJU *Solar Cell* sebanyak 270 dan *Home Solar System* sebanyak 215 unit di Kecamatan Satui, Kecamatan Kintap, Desa Sungai Cuka Kintap, Desa Sekurau Atas, dan seluruh desa binaan BAYAN Group.
- Pembangunan Masjid Nur Ahmad di Desa Long Beleh Modang.
- Renovasi Kantor Badan Permusyawaratan Desa (BPD) BPD Gunung Sari.
- Pembangunan SMK Peternakan oleh BAYAN Group di Kecamatan Tabang.
- Perbaikan jalan umum Gunung Tinggi untuk akses masyarakat di Kecamatan Tabang, dan perbaikan jalan masyarakat Pondok Labu menuju Gunung Tinggi di Desa Buluq Sen.
- Perbaikan jalan dan jembatan di Kampung Empas, Muara Bunyut dan Empakuq.
- Program semenisasi jalan Desa Gunung Sari.
- Renovasi/bedah rumah layak huni bagi warga tidak mampu di desa-desa binaan.
- Pembangunan pagar keliling kompleks Lamin Adat Besar Tabang (Tahap 1) di Kecamatan Tabang.
- Renovasi lantai bagian panggung atas Lamin Adat Desa Tukung Ritan.
- Program peningkatan jaringan komunikasi dan internet melalui pembangunan tower di Desa Umaq Dian.
- Bantuan peningkatan jaringan komunikasi dan internet untuk masyarakat di Desa Buluq Sen.
- Operasional infrastruktur komunikasi 8 BTS di desa-desa binaan.
- Program optimalisasi air bersih RT 04 Desa Gunung Sari.
- Operasional pengelolaan WTP Desa Long Beleh Madang.
- Bantuan air bersih untuk masyarakat di Kecamatan Satui dan Kecamatan Kintap.
- Kontribusi pembangunan *rest area* KM 59 Desa Pragat Ruang Jalan Poros Samarinda–Bontang.
- Pengaspalan jalan masyarakat CHR 100 di desa-desa binaan.
- Pembangunan pipa distribusi air bersih dan sambungan rumah serta pengadaan/perbaikan mesin pompa air di Desa Long Beleh Modang.
- Perbaikan jalan usaha tani di Desa Pasir Putih.
- Perbaikan Jalan Blok Beruang di Desa Sekerat.
- Program sambungan rumah air bersih untuk masyarakat Desa Ritan Baru, Desa Tukung Ritan, dan Desa Long Beleh Modang.
- Bantuan operasional WTP Desa Gunung Sari.
- Pembangunan fasilitas umum berupa kamar mandi dan toilet di Desa Ruang.
- Pembangunan dan perbaikan infrastruktur yang menunjang PPM di Kampung Muara Tae.
- Pembangunan tribun sepak bola untuk masyarakat di Kampung Abit.
- Pembangunan tiang bendera di Desa Ritan Baru.
- Bantuan pengadaan sarana dan prasarana kampung di kampung-kampung binaan.
- Procurement and installation of 270 solar-powered street lighting units and 215 Home Solar System units in Satui Subdistrict, Kintap Subdistrict, Sungai Cuka Kintap Village, Sekurau Atas Village, and across all fostered villages of the BAYAN Group.
- Construction of Nur Ahmad Mosque in Long Bleh Modang Village.
- Renovation of the Village Consultative Body (BPD) Office in Gunung Sari Village.
- Construction of a Livestock Vocational High School (SMK Peternakan) by the BAYAN Group in Tabang Subdistrict.
- Improvement of the Gunung Tinggi public road to enhance community access in Tabang Subdistrict, as well as improvement of the Pondok Labu–Gunung Tinggi community road in Buluq Sen Village.
- Rehabilitation of roads and bridges in Empas Village, Muara Bunyut Village, and Empakuq Village.
- Road cementing program in Gunung Sari Village.
- House renovation and reconstruction program to provide livable housing for underprivileged residents in fostered villages.
- Construction of the perimeter fence for Lamin Adat Besar Complex of Tabang (Phase I) in Tabang Subdistrict.
- Renovation of the upper stage flooring of the Lamin Adat in Tukung Ritan Village.
- Program to enhance communication and internet networks through the construction of a telecommunications tower in Umaq Dian Village.
- Support to improve communication and internet networks for the community in Buluq Sen Village.
- Operational support for eight BTS telecommunications towers in fostered villages.
- Clean water optimization program for RT 04, Gunung Sari Village.
- Operational management of the WTP in Long Bleh Modang Village.
- Provision of clean water for communities in Satui Subdistrict and Kintap Subdistrict.
- Contribution to the construction of a rest area at KM 59 Pragat Ruang Village of the Samarinda–Bontang Main Road.
- Asphalt paving of community roads along CHR 100 in fostered villages.
- Construction of clean water distribution pipelines and household connections, as well as procurement/repair of water pump machines in Long Bleh Modang Village.
- Rehabilitation of farm access roads in Pasir Putih Village.
- Rehabilitation of Jalan Blok Beruang in Sekerat Village.
- Household clean water connection program for communities in Ritan Baru Village, Tukung Ritan Village, and Long Bleh Modang Village.
- Operational support for WTP in Gunung Sari Village.
- Construction of public sanitation facilities, including bathrooms and toilets, in Ruang Village.
- Construction and improvement of infrastructure supporting PPM programs in Muara Tae Village.
- Construction of a football grandstand for the community in Abit Village.
- Construction of a flagpole in Ritan Baru Village.
- Provision of village facilities and infrastructure in fostered villages.

**E**

SURAT DARI DIREKSI  
A View from the Top

**F**

TATA KELOLA KEBERLANJUTAN  
Sustainability Governance

**G**

KINERJA KEBERLANJUTAN  
Sustainability Performance

**H**

TANGGUNG JAWAB PENGEMBANGAN  
PRODUK/JASA BERKELANJUTAN  
Responsibility for Sustainable Product/Service Development

**A**

**Capaian Kegiatan Tanggung Jawab Sosial dan Lingkungan / Achievement of the Social and Environmental Responsibilities Activities [SEOJK F.25]**

TENTANG LAPORAN INI  
About the Report

No.	Program Utama Main Program	Tujuan Pembangunan Berkelanjutan (TPB) yang Terkait Related Sustainability Development Goals	Dampak yang Diharapkan Expected Impact
1	Pendidikan Education	TPB 4 dan 10 SDG 4 and 10  	<ul style="list-style-type: none"> <li>a. Meningkatnya tingkat pendidikan masyarakat / Improving the community's education;</li> <li>b. Meningkatnya kesempatan masyarakat untuk mendapatkan pekerjaan / Improving the opportunity of the people to find a job;</li> <li>c. Meningkatnya kesejahteraan dan kapasitas guru honorer / Improving the welfare and capacity of honorary teachers;</li> <li>d. Meningkatnya jumlah dan kualitas sarana prasarana pendidikan / Increasing the number and quality of educational facilities;</li> <li>e. Meningkatnya keterampilan masyarakat untuk berusaha / Improving the community skills to do business.</li> </ul>
2	Kesehatan Health	TPB 2, 3 dan 6 SDG 2, 3 and 6   	<ul style="list-style-type: none"> <li>a. Meningkatnya kesehatan masyarakat / Improving the community's health;</li> <li>b. Meningkatnya kesejahteraan tenaga kesehatan / Increasing the welfare of health workers;</li> <li>c. Meningkatnya jumlah dan kualitas sarana prasarana kesehatan / Increasing the number and quality of health facilities;</li> <li>d. Menurunnya angka stunting / Decreasing the number of stunting cases.</li> </ul>
3	Tingkat Pendapatan Riil atau Pekerjaan/Ekonomi Kerakyatan Real Income Level or Employment/People's Economy	TPB 1, 2 dan 8 SDG 1, 2 and 8   	<ul style="list-style-type: none"> <li>a. Meningkatnya pendapatan masyarakat / Increasing the community's revenue;</li> <li>b. Meningkatnya jumlah orang yang bekerja (menurunnya tingkat pengangguran) / Increasing the number of people working (decreasing the unemployment level);</li> <li>c. Meningkatnya penggunaan tenaga kerja masyarakat lokal sesuai kompetensi / Increasing the use of workers from the local community based on their competence.</li> </ul>
4	Kemandirian Ekonomi Economic Independence	TPB 1 dan 8 SDG 1 and 8  	<ul style="list-style-type: none"> <li>a. Meningkatnya jumlah wirausaha mandiri / Increasing the number of independent entrepreneurs;</li> <li>b. Meningkatnya kesempatan masyarakat untuk mendapatkan pekerjaan / Improving the opportunity of the people to find a job;</li> <li>c. Meningkatnya pendapatan dan kesejahteraan masyarakat / Increasing community income and welfare;</li> <li>d. Meningkatnya produksi hasil olahan / Increasing the production of processed products;</li> <li>e. Meningkatnya ketahanan pangan / Increasing food security.</li> </ul>
5	Sosial dan Budaya / Social and Culture	TPB 1, 2, 3, 4, 5, 11, 16, dan 17 SDG 1, 2, 3, 4, 5, 11, 16, and 17        	<ul style="list-style-type: none"> <li>a. Meningkatnya jumlah dan kualitas sarana prasarana ibadah / Increasing the number and quality of place of worships;</li> <li>b. Terpeliharanya kegiatan-kegiatan adat dan budaya lokal / Maintaining local traditions and cultural activities;</li> <li>c. Lestarnya kearifan lokal / Preserving local wisdom.</li> </ul>

**B**

STRATEGI KEBERLANJUTAN  
Sustainability Strategies

**C**

BAYAN GROUP DALAM ANGKA  
BAYAN Group in Figures

**D**

PROFIL PERSEORAN  
Company Profile

No.	Program Utama <i>Main Program</i>	Tujuan Pembangunan Berkelanjutan (TPB) yang Terkait <i>Related Sustainability Development Goals</i>	Dampak yang Diharapkan <i>Expected Impact</i>
6	<p>Pemberian kesempatan kepada masyarakat setempat untuk ikut berpartisipasi dalam pengelolaan lingkungan Providing opportunities to local communities to participate in environmental management</p>	<p>TPB 6, 7, 11, 12, 13, dan 15 SDG 6, 7, 11, 12, 13, and 15</p> 	<ul style="list-style-type: none"> <li>a. Meningkatnya kesadaran masyarakat untuk mengelola lingkungannya / Increasing the awareness of people to preserve their environment;</li> <li>b. Terjaganya kualitas lingkungan hidup di sekitar wilayah pertambangan / Maintaining the environment quality surrounding the mining area.</li> <li>c. Meningkatnya kesehatan masyarakat / Improving the community's health.</li> </ul>
7	<p>Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM Establishment of community institutions to support the independence of PPM</p>	<p>TPB 16 SDG 16</p> 	<ul style="list-style-type: none"> <li>a. Terbentuknya kelembagaan usaha di desa / Establishment of business institutions in the village;</li> <li>b. Meningkatnya jumlah dan kualitas kelembagaan usaha / Increasing the number and quality of business institutions.</li> <li>c. Meningkatnya perekonomian masyarakat / Improving the community's economy condition.</li> </ul>
8	<p>Pembangunan Infrastruktur Infrastructure Development</p>	<p>TPB 6, 7, 9 dan 11 SDG 6, 7, 9 and 11</p> 	<ul style="list-style-type: none"> <li>a. Terbangunnya atau tersedianya infrastruktur yang lebih berkualitas / The establishment or availability of infrastructure with better quality;</li> <li>b. Meningkatnya jumlah dan kualitas infrastruktur / Increasing the number and quality of infrastructure.</li> <li>c. Meningkatnya perekonomian masyarakat / Improving the community's economy condition.</li> </ul>

## Program Unggulan PPM

### 1. Usaha Kain Sasirangan “Rumah Kreatif dan Pintar”

#### Latar Belakang

Kain Sasirangan merupakan warisan budaya khas Kalimantan Selatan yang memiliki nilai historis, estetika, dan ekonomi tinggi. Sebagai produk unggulan daerah, Sasirangan tidak hanya menjadi simbol identitas budaya suku Banjar, tetapi juga memiliki potensi besar untuk dikembangkan sebagai komoditas ekonomi kreatif yang mampu mendorong pemberdayaan masyarakat lokal.

Program pengembangan usaha kain Sasirangan ini bertujuan untuk memperkuat ekosistem usaha kecil dan menengah (UKM) di sektor kerajinan tradisional melalui pelatihan keterampilan membuat pola, inovasi desain, peningkatan kualitas produksi, serta penguatan akses pasar lokal maupun nasional bahkan intrnasional. Program ini menasar para perajin tradisional, pelaku UKM, generasi muda kreatif, serta kelompok perempuan bahkan penyandang disabilitas di wilayah Kalimantan Selatan. Selain aspek ekonomi, program ini juga berupaya menjaga kelestarian budaya lokal dengan mendorong regenerasi perajin muda serta meningkatkan kesadaran masyarakat akan pentingnya pelestarian kain tradisional. Dengan pendekatan pemberdayaan masyarakat berbasis budaya, kain Sasirangan diharapkan dapat menjadi motor penggerak ekonomi kreatif yang berkelanjutan.

#### Tujuan

Program ini bertujuan merangkul generasi muda dan komunitas rentan untuk bangkit dan menghasilkan karya produk ramah lingkungan, mendukung program pemerintah untuk pemberdayaan swadaya generasi muda dalam berkreaitivitas, serta melestarikan budaya dan meningkatkan pendapatan konomi

#### Penerima Manfaat

Usaha Kain Sasirangan “Rumah Kreatif & Pintar” di bawah binaan PT Wahana Baratama Mining memiliki galeri pemasaran di Banjarmasin, outlet di Bandara Internasional Syamsudin Noor Banjar Baru, serta outlet pemasaran di Mall Sarinah Jakarta.

Melalui usaha yang tekun dan sungguh-sungguh, pada saat ini setidaknya ada 60 orang bernaung di bawah Usaha Kain Sasirangan “Rumah Kreatif & Pintar.” Sejak awal didirikan, program ini tidak selalu berorientasi hanya kepada keuntungan ekonomi. Hal ini dibuktikan dengan banyaknya pekerja yang merupakan masyarakat rentan, yaitu bekas narapidana, anak jalanan, penyalahguna nafza, perempuan orang tua tunggal, penyandang disabilitas, dan anak-anak panti asuhan (yatim dan piatu).

#### Omzet dan Produk

Nilai penjualan produk dari program ini setiap bulan mencapai Rp50.000.000 s/d Rp100.000.00. Produk yang dihasilkan berupa baju, gaun, kemeja, kaus, jilbab, cardigan, kain dan aneka olahan souvenir berbahan dasar Sasirangan. Selain itu, diproduksi juga tas dan pouch berbahan dasar anyaman purun yang dikombinasi dengan ecoprint, Sasirangan, dan bahan lainnya, serta sepatu ecoprint dan sasirangan, dan produk fashion lainnya.

## Flagship PPM Programs

### 1. Sasirangan Fabric Business at “Rumah Kreatif dan Pintar”

#### Background

Sasirangan fabric is a distinctive cultural heritage of South Kalimantan, possessing significant historical, aesthetic, and economic value. As a leading regional product, Sasirangan not only represents the cultural identity of the Banjar ethnic group but also holds substantial potential to be developed as a creative economic commodity capable of advancing local community empowerment.

The Sasirangan business development program aims to strengthen the small and medium enterprises (SME) ecosystem in the traditional handicraft sector through trainings on pattern-making skills, design innovation, enhancement of production quality, and expansion of access to local, national, and international markets. The program targets traditional artisans, SME actors, creative youth, women’s groups, and persons with disabilities in South Kalimantan. Beyond its economic objectives, the program also seeks to preserve local cultural heritage by encouraging the regeneration of young artisans and increasing public awareness of the importance of safeguarding traditional textiles. Through a culture-based community empowerment approach, Sasirangan fabric is expected to serve as a sustainable driver of the creative economy.

#### Objectives

This program aims to engage young people and vulnerable communities in developing environmentally friendly products, to support government initiatives in promoting youth empowerment and creativity, to preserve cultural heritage, and to enhance economic income.

#### Beneficiaries

The Sasirangan Fabric Business at “Rumah Kreatif & Pintar,” under the guidance of PT Wahana Baratama Mining, operates a marketing gallery in Banjarmasin, an outlet at Syamsudin Noor International Airport in Banjarbaru, and a marketing outlet at Sarinah in Jakarta.

Through consistent and dedicated efforts, currently there are at least 60 individuals working under the Sasirangan Fabric Business at “Rumah Kreatif & Pintar.” Since its establishment, the program has not been solely profit-oriented. This is reflected in the inclusion of workers from vulnerable groups, including former inmates, street children, former substance abuse survivors, single mothers, persons with disabilities, and children from orphanages.

#### Revenue and Products

The monthly sales of products from this program ranges from IDR 50,000,000 to IDR 100,000,000. The products include shirts, dresses, blouses, T-shirts, hijabs, cardigans, fabric materials, and various Sasirangan-based souvenir items. In addition, the business produces bags and pouches made from woven purun grass combined with ecoprint, Sasirangan, and other materials, as well as ecoprint and Sasirangan footwear and other fashion products.

## 2. Program BAYAN Peduli Disabilitas

Program BAYAN Peduli Disabilitas adalah salah satu program unggulan yang dilaksanakan pada tahun 2022 sampai tahun 2025 melalui pemberian alat bantu serta pelatihan keterampilan yang disesuaikan dengan potensi dan kebutuhan penyandang disabilitas, meliputi pelatihan membatik, menjahit, pijat, anyaman rotan, melukis, kerajinan manik-manik, serta budidaya hidroponik sayur dan buah.

Program "Bebas Batas Penyandang Disabilitas" bertujuan meningkatkan kemandirian ekonomi penyandang disabilitas, mendukung pengentasan kemiskinan berbasis komunitas, serta memperkuat pemenuhan hak dan inklusivitas penyandang disabilitas dalam kehidupan sosial dan dunia kerja.

Hingga saat ini, sebanyak 20 penyandang disabilitas telah mengikuti program pelatihan, dan 5 orang di antaranya telah terserap sebagai karyawan di perusahaan dalam BAYAN Group dengan penugasan pada pengelolaan hidroponik sayur dan buah, sebagai bentuk keberlanjutan program dan implementasi praktik ketenagakerjaan yang inklusif.

Atas komitmen dan capaian tersebut, PT Bara Tabang pada tanggal 26 November 2025 menerima penghargaan dari Kementerian Ketenagakerjaan Republik Indonesia dalam bidang perusahaan yang memperkerjakan tenaga kerja penyandang disabilitas pada saat Naker Award 2025.

## 3. Program Budidaya Ayam Petelur (Pertiwi Telur Berdaya Emas)

Program Budidaya Ayam Petelur dilaksanakan sejak 2024 untuk melibatkan perempuan, khususnya ibu rumah tangga, dalam kegiatan ekonomi dan pemenuhan pangan di desa tertinggal. Berdasarkan data BPS (2018), petani perempuan mencapai 24,24% dari total petani di Indonesia, namun produktivitasnya masih 18–30% lebih rendah dibanding laki-laki akibat keterbatasan akses lahan, modal, teknologi, dan pelatihan. Melalui pemberdayaan Kelompok Wanita Tani (KWT) Desa Buluq Sen, program ini mendorong inovasi sosial dan ekonomi sirkular guna meningkatkan ketahanan pangan, kapasitas perempuan, dan kesetaraan gender.

Program ini memiliki tujuan sebagai berikut :

- Pemberdayaan perempuan melalui peternakan berkelanjutan untuk ketahanan pangan.
- Penerapan inovasi sosial dalam kegiatan usaha.
- Pengembangan ekonomi sirkular dan ramah lingkungan berbasis ayam petelur.

## 4. Pembangunan Lamin Adat Tabang

Dalam bidang pelestarian budaya, BAYAN Group melakukan pembangunan Lamin Adat Tabang dengan ukuran bangunan 20 x 40 m. Lamin adat sebagai simbol kearifan lokal dan pusat kegiatan sosial masyarakat memiliki peran strategis dalam menjaga nilai-nilai tradisi, mempererat hubungan antarwarga, serta menjadi ruang dialog dan musyawarah adat. Keberadaan Lamin Adat diharapkan dapat melestarikan warisan budaya secara berkelanjutan, serta menjadi sarana pengembangan potensi wisata budaya di Kecamatan Tabang.

## 2. BAYAN Peduli Program for People with Disabilities

The BAYAN Peduli Program for People with Disabilities is a flagship initiative implemented from 2022 to 2025, which provided assistive devices and skills training tailored to the abilities and needs of persons with disabilities, including training in batik making, sewing, massage, rattan weaving, painting, beadwork, as well as hydroponic cultivation of vegetables and fruit.

The "Bebas Batas Penyandang Disabilitas" program aims to enhance the economic independence of persons with disabilities, support community-based poverty alleviation, and strengthen the fulfilment of rights and inclusivity for persons with disabilities in social life and workforce.

To date, a total of 20 persons with disabilities have participated in the training program, and 5 of them have been employed within the BAYAN Group with the assignment of managing hydroponic vegetable and fruit cultivation. This demonstrates a sustainability program and the implementation of inclusive employment practices.

In recognition of its commitment and achievements, PT Bara Tabang received an award from the Ministry of Manpower of the Republic of Indonesia on 26 November 2025 in the category of companies employing persons with disabilities, during the 2025 Naker Award.

## 3. BAYAN Peduli Program for People with Disabilities

The Laying Hen Farming Program has been implemented since 2024 to engage women, particularly housewives, in economic activities and food security efforts in underdeveloped villages. Based on data from BPS (2018), women farmers accounted for 24.24% of the total farmers in Indonesia; however, their productivity remains 18–30% lower than that of men due to limited access to land, capital, technology, and training. Through the empowerment of the Women Farmers Group (KWT) of Desa Buluq Sen, the program promotes social innovation and circular economy practices in order to strengthen food security, enhancing women's capacity, and advancing gender equality.

The objectives of this program are as follows:

- Empowering women through sustainable poultry farming to support food security.
- Applying social innovation in business activities.
- Developing an environmentally friendly and circular economy on laying hen farming.

## 4. Development of Lamin Adat Tabang

As part of its cultural preservation initiatives, the BAYAN Group constructed the Lamin Adat Tabang, a traditional longhouse with the size of 20 x 40 meters. As a symbol of local wisdom and a center of community social activities, the Lamin Adat holds a strategic role in safeguarding traditional values, strengthening relationships among community members, and serving as a space for customary dialogue and deliberation. The presence of the Lamin Adat is expected to contribute to the sustainable preservation of cultural heritage, while also supporting the potential of cultural tourism development in Tabang Subdistrict.

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## Program CSR

Selain kegiatan PPM, BAYAN Group juga melaksanakan program-program CSR dengan cakupan yang lebih luas.

Program BAYAN Peduli dapat berupa kemitraan (*partnership*) dan (*donation*). Dalam hal kemitraan, dilakukan pengaturan formal oleh dua pihak atau lebih untuk berkolaborasi dengan visi yang sama dan menciptakan inisiatif yang berkelanjutan. Melalui penggabungan keahlian, sumber daya, dan hubungan yang baik, tantangan yang kompleks dapat diatasi dan tercipta dampak positif. Sementara itu, dalam hal donasi, BAYAN Peduli memberikan dukungan finansial kepada suatu organisasi/proyek yang menangani masalah sosial kritis, mendukung pengembangan masyarakat, dan memberikan bantuan pada saat krisis.

## CSR Programs

Besides PPM activities, the BAYAN Group also carried out CSR programs with wider coverage.

The BAYAN Peduli programs can be realized in the form of partnership and donations. In the event of partnership, a formal arrangement is made between two or more parties to collaborate with the same vision and to initiate sustainable initiatives. By combining the expertise, resources, and good relations, complex challenges can be managed and a positive impact will incur. Meanwhile, in the event of donation, BAYAN Peduli provides financial support to an organization/project handling critical social issues, helps public development, and gives relief during crisis.

### PROSES IDENTIFIKASI DAN PENYUSUNAN PROGRAM CSR BAYAN GROUP IDENTIFICATION AND PREPARATION PROCESS OF THE CSR PROGRAMS OF THE BAYAN GROUP

3



**PENETAPAN DAN  
PERENCANAAN  
PROGRAM CSR  
DETERMINATION AND  
PLANNING OF CSR  
PROGRAMS**

2



**PROSES VALIDASI  
LANJUTAN  
FURTHER VALIDATION  
PROCESS**

**Disesuaikan dengan prioritas  
pembangunan nasional dan  
pilar BAYAN Peduli  
Being adjusted to the national  
development priorities and the  
pillars of BAYAN Peduli**

1



**SOCIAL MAPPING  
SOCIAL MAPPING**

**Mengacu pada isu  
strategis nasional  
dalam RPJMN  
Referring to national  
strategic issues in RPJMN**



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2,334

**Mahasiswa yang dapat melanjutkan pendidikan ke jenjang yang lebih tinggi untuk tahun ajaran atau tahun akademik 2025/2026.**  
Students enabled to pursue higher levels of education for the 2025/2026 academic year.



Inisiatif ini dirancang untuk memberikan akses pendidikan yang setara terhadap pendidikan berkualitas bagi semua masyarakat untuk menciptakan masa depan yang baik dan sumber daya manusia yang dapat memberikan dampak positif bagi mereka dan sekitarnya. Pendidikan adalah pondasi bagi masyarakat sejahtera, maka dari itu BAYAN Peduli berfokus pada pendidikan sebagai kunci untuk memutus siklus kemiskinan dan mencapai pertumbuhan sosial ekonomi.

- **Beasiswa Pendidikan Nasional** merupakan beasiswa yang diberikan untuk mahasiswa di seluruh Indonesia yang memiliki prestasi akademik dan tidak mampu secara ekonomi (termasuk untuk mahasiswa dari lingkaran tambang BAYAN Group), yang diberikan dalam bentuk beasiswa penuh yang mencakup biaya uang kuliah tunggal, biaya hidup, biaya ujian/penelitian/skripsi, biaya wisuda, biaya transportasi/kost/ akomodasi, dan biaya buku (termasuk laptop). Penerima Beasiswa Pendidikan BAYAN Peduli merupakan mahasiswa dari 9 universitas (UI, ITB, IPB, UGM, ITS, UPN, UNY, PEP dan UNDIP). Beasiswa diberikan untuk jenjang sarjana (S1) dan Diploma 3 (D3) khusus PEP Bandung.

- **Program Beasiswa Pendidikan untuk Mahasiswa Disabilitas** merupakan beasiswa yang diberikan untuk mahasiswa yang memiliki keterbatasan fisik, intelektual, mental dan sensorik. Beasiswa diberikan dalam bentuk beasiswa penuh, bekerja sama dengan dua universitas, yaitu Universitas Sebelas Maret dan Universitas Lambung Mangkurat. Beasiswa ini dibuka untuk program S1 dan D4, dengan komponen beasiswa mencakup biaya uang kuliah tunggal, biaya iuran pengembangan institusi, biaya hidup, biaya transportasi, biaya kost/akomodasi, biaya penyelesaian tugas akhir, dan biaya buku (termasuk laptop).

- **Beasiswa Pendidikan Kalimantan Timur** merupakan beasiswa yang diberikan untuk mahasiswa tidak mampu secara ekonomi di Provinsi Kalimantan Timur, termasuk untuk mahasiswa yang berasal dari lingkaran tambang BAYAN Group). Skema pemberian beasiswa diberikan dalam dua mekanisme, yaitu *Partial Scholarship* berupa bantuan biaya uang kuliah tunggal dan *Full Scholarship*, yang mencakup biaya uang kuliah tunggal, biaya hidup, biaya ujian/penelitian/skripsi, biaya wisuda, biaya transportasi/kost/akomodasi. Penerima Beasiswa Pendidikan Kalimantan

This initiative is designed to provide equal access to quality education for all communities, aiming to create a better future and develop human resources capable of delivering positive impacts for themselves and their surroundings. Education serves as the foundation for a prosperous society; therefore, BAYAN Peduli focuses on education as the key to break the cycle of poverty and achieve socio-economic growth.

- **National Education Scholarship** is a scholarship program awarded to students across Indonesia who demonstrate academic excellence and come from economically disadvantaged backgrounds, including students from the BAYAN Group mining area. The scholarship is provided as a full scholarship, which covers single tuition fee, living expenses, examination/ research/thesis fees, graduation fees, transportation/accommodation costs, and book expenses (including laptops). Recipients of the BAYAN Peduli Education Scholarship are students from nine universities (UI, ITB, IPB, UGM, ITS, UPN, UNY, PEP, and UNDIP). The scholarship is available for undergraduate (S1) and Diploma 3 (D3, specifically for PEP Bandung) programs.

- **Education Scholarship Program for Students with Disabilities** is a scholarship program intended for students with physical, intellectual, mental, and sensory disabilities. The program is offered as a full scholarship in collaboration with two universities (Universitas Sebelas Maret and Universitas Lambung Mangkurat). The scholarship is available for undergraduate (S1) and Diploma 4 (D4) programs, with components covering single tuition fee (UKT), institutional development fee, living expenses, transportation cost, accommodation cost, final project completion costs, and book expenses (including laptops).

- **East Kalimantan Education Scholarship** is a scholarship program provided to economically disadvantaged students in East Kalimantan, including those originating from the areas surrounding the BAYAN's group operation. The scholarship is offered through two mechanisms: *Partial Scholarship* in the form of single tuition fees, and *Full Scholarship*, which covers single tuition fees, living expenses, examination/research/thesis fees, graduation fees, transportation/ accommodation costs. Recipients of the East Kalimantan Education Scholarship are students

Timur merupakan mahasiswa dari tiga universitas, yaitu Universitas Mulawarman, Universitas Kutai Kartanegara, dan Universitas Balikpapan. Beasiswa diberikan untuk jenjang sarjana (S1).

- **Beasiswa Pendidikan Anak Karyawan BAYAN Group** adalah bantuan dana pendidikan untuk anak karyawan BAYAN Group program S1 dan D4 dalam bentuk beasiswa penuh (universitas mitra BAYAN Peduli) dan beasiswa parsial (universitas tersebar di seluruh Indonesia).
- **Beasiswa Universitas Diponegoro** adalah bantuan dana pendidikan kepada mahasiswa program S1 dan D4 Vokasi tahun ajaran 2025/2026 dalam bentuk beasiswa penuh, yang mencakup biaya uang kuliah tunggal, biaya hidup, biaya transportasi, kost/akomodasi, biaya praktek lapangan, biaya peralatan kuliah, biaya seragam, biaya kaos praktikum, biaya jas lab, dan biaya buku (termasuk di dalamnya laptop) dalam jangka waktu 48 bulan.

from three universities: Universitas Mulawarman, Universitas Kutai Kartanegara, and Universitas Balikpapan. The scholarship is available for undergraduate (S1) programs.

- **Education Scholarship for the BAYAN Group Employees' Children** is a financial assistance program for the children of the BAYAN Group's employees, covering undergraduate (S1) and Diploma 4 (D4) programs. The scholarship is provided as a full scholarship at the partner universities of BAYAN Peduli and as a partial scholarship at universities across Indonesia.
- **Diponegoro University Scholarship** is an educational funding program for students enrolled in undergraduate (S1) and Diploma 4 (D4) vocational programs for the 2025/2026 academic year. The scholarship is provided as a full scholarship, covering single tuition fees, living expenses, transportation, accommodation, field practice fees, study equipment, uniforms, practical shirts, laboratory coats, and book expenses (including laptops), for a duration of 48 months.



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**A****Pilar Kesehatan / Health Pillar**TENTANG LAPORAN INI  
About the Report**2,472**

Pasien dalam Program Pelayanan Kesehatan Gratis yang dilaksanakan di wilayah 3T Kalimantan Timur melalui RSK BAYAN Peduli I.  
Patients served through the Free Healthcare Services Program implemented in 3T areas of East Kalimantan through RSK BAYAN Peduli I.

**B**STRATEGI KEBERLANJUTAN  
Sustainability Strategies**3,920**

Pasien dalam Program Pelayanan Kesehatan Gratis yang dilaksanakan di wilayah sungai, khususnya di area operasional BAYAN Group di Kalimantan, melalui RSK Putra Tomia.  
Patients served through the Free Healthcare Services Program implemented in riverine areas, particularly within the BAYAN Group's operational areas in Kalimantan, through the RSK Putra Tomia.

**C**BAYAN GROUP DALAM ANGKA  
BAYAN Group in Figures**13,317**

Penerima manfaat Program Bank Darah di Kabupate Yapen, Papua dan Kabupaten Raja Ampat, Papua Barat Daya. Jenis pelayanan yang mendapatkan manfaat langsung dari adanya fasilitas bank darah, antara lain pelayanan bedah (operasi mayor), pelayanan persalinan normal, dan pelayanan rawat inap (anemia berat, hamil, dan pendarahan hebat).  
Beneficiaries of the Blood Bank Program in Yapen Regency, Papua, and Raja Ampat Regency, Southwest Papua. Services directly benefiting from the blood bank facilities include surgical services (major operations), normal delivery services, and inpatient care (severe anemia, pregnancy-related cases, and major hemorrhage).



Melalui Program Program BayRun for Charity 2025:  
Through the BayRun for Charity 2025 Program:

**16,400**

Penerima manfaat program penyediaan akses air bersih  
Beneficiaries of the clean water access program

**6,000**

Anak memperoleh perlindungan, pendampingan serta pemulihan bagi korban bencana alam dan kekerasan.  
Children provided with protection, assistance, and recovery support for victims of natural disasters and violence.

**D**PROFIL PERSEORAN  
Company Profile**6,840**

Atlet berpartisipasi dalam BAYAN – KONI Championship 2025.  
Athletes participated in the BAYAN – KONI Championship 2025.

**1,300**

Atlet berpartisipasi dalam BAYAN Open.  
Athletes participated in the BAYAN Open.

Pilar ini berfokus pada peningkatan standar dan akses pelayanan kesehatan bagi masyarakat Indonesia, khususnya di wilayah Indonesia Timur melalui program yang holistik, inovatif dan berkelanjutan. Program pada pilar ini juga bertujuan untuk membina dan meningkatkan prestasi atlet agar memenuhi syarat sebagai atlet potensial yang dapat terlibat hingga ke level nasional hingga internasional.

- Program kesehatan meliputi pembangunan Rumah Sakit Kapal (RSK) BAYAN Peduli II serta penyediaan pelayanan kesehatan gratis di wilayah 3T (Terdepan, Terluar, Tertinggal) melalui Rumah Sakit Kapal (RSK) BAYAN Peduli I untuk wilayah Kalimantan Timur dan Indonesia Timur, serta penyediaan pelayanan kesehatan gratis melalui Rumah Sakit Kapal Putra Tomia untuk wilayah sungai khususnya di area operasional BAYAN Group di Kalimantan Timur. Program ini berkolaborasi dengan doctorShare.
- Program dukungan dana untuk pembangunan *Training Center* National Paralympic Committee (NPC) yang bertujuan sebagai tempat pemusatan latihan dan pengembangan atlet penyandang disabilitas yang dikelola oleh National Paralympic Committee (NPC) Indonesia.
- BAYAN - KONI Championship 2025 adalah program penyelenggaraan kegiatan olahraga dengan 4 cabang olahraga, yaitu taekwondo, karate, pencak silat, dan sepakbola usia dini, di Samarinda untuk mendukung pengembangan atlet muda serta peningkatan kualitas dan daya saing kompetisi olahraga.
- BayRun for Charity 2025 adalah kegiatan amal yang dikolaborasikan dengan acara lari yang bertemakan "Perlindungan bagi Anak-Anak Korban Kekerasan". Pada kegiatan ini, dana yang terkumpul sepenuhnya didonasikan kepada Lembaga Perlindungan Anak Indonesia (LPAI) untuk mendukung advokasi, asistensi, dan rehabilitasi anak yang akan didistribusikan ke lebih dari 3.000 anak korban kekerasan di 29 LPAI daerah di wilayah Indonesia.

This pillar focuses on improving health service standards and expanding access to healthcare for communities in Indonesia, particularly in Eastern Indonesia, through holistic, innovative, and sustainable initiatives. Additionally, the programs under this pillar aim to nurture and enhance the achievements of athletes, enabling them to qualify as potential athletes who can participate at both national and international levels.

- Health programs include the construction of the BAYAN Peduli II Floating Hospital; Free Healthcare Services in 3T areas (Frontier, Outermost, Disadvantaged) through the BAYAN Peduli I Floating Hospital for East Kalimantan and Eastern Indonesia, as well as free healthcare services via the Putra Tomia Floating Hospital for river areas, particularly in the BAYAN Group's operational areas in East Kalimantan. These programs are implemented in collaboration with doctorShare.
- Financial support program for the construction of the National Paralympic Committee (NPC) Training Center, which serves as a centralized facility for training and developing athletes with disabilities, managed by the National Paralympic Committee (NPC) Indonesia.
- The BAYAN - KONI Championship 2025 is a sports event program featuring four sports branches, i.e., taekwondo, karate, pencak silat, and junior football, in Samarinda, which is designed to support the development of young athletes and enhance the quality and competitiveness of sports competitions.
- BayRun for Charity 2025 is a charitable initiative organized in conjunction with a running event, highlighting the theme "Protection for Children Victims of Violence." All funds raised from this activity were fully donated to the Indonesian Child Protection Institute (LPAI) to support advocacy, assistance, and rehabilitation programs for children. These donations will be distributed to more than 3,000 child victims of violence across 29 LPAI regional offices throughout Indonesia.



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**A**

## Pilar Sosial Budaya / Socio-Economic/Cultural Pillar

**Bantuan kemanusiaan logistik BAYAN Group untuk Aceh, Sumatera Utara, dan Sumatera Barat.**

Humanitarian logistics assistance provided by the BAYAN Group to Aceh, North Sumatra, and West Sumatra.

# Rp1 Miliar IDR1 Billion



# 3,000 ++



**Lebih dari 3.000 anak penerima manfaat bantuan pendampingan pemulihan di wilayah terdampak banjir bandang dan tanah longsor di Aceh dan Sumatera Barat. More than 3,000 children received recovery assistance support in areas affected by flash floods and landslides in Aceh and West Sumatra.**

**B**

Pilar ini berfokus untuk meningkatkan kesejahteraan anak dan masyarakat marginal secara umum di wilayah tertinggal. Program CSR pada pilar ini salah satunya berfokus kepada pembangunan fasilitas bagi anak-anak yatim piatu dan anak-anak di Pulau Sumbawa yang mengalami kekerasan dalam keluarga dan ditelantarkan oleh keluarga.

This pillar is focused on improving the welfare of children and marginalized communities, particularly in underdeveloped areas. The CSR programs under this pillar are among others dedicated to the development of facilities for orphans and children on Sumbawa Island who have experienced domestic violence and have been neglected.

**STRATEGI KEBERLANJUTAN**  
Sustainability Strategies

- Program sosial ekonomi/budaya meliputi dukungan sarana prasarana dan perlengkapan fasilitas penunjang untuk pembangunan Yayasan Peduli Anak (YPA) di Sumbawa. Dukungan ini mencakup furnitur hunian anak, perlengkapan medis, serta obat-obatan untuk mendukung operasional fasilitas klinik dan infrastruktur YPA yang telah dibangun dengan adanya dukungan BAYAN Peduli pada tahun sebelumnya.
- Bantuan kemanusiaan logistik BAYAN Group untuk Sumatra adalah dukungan dana untuk korban banjir bandang dan tanah longsor pada saat krisis. Bentuk kepedulian kemanusiaan yang diberikan untuk masyarakat yang terkena dampak bencana berupa bantuan logistik seperti paket kebutuhan dasar (beras, mie instan, sarden, sosis siap saji, minyak goreng), air minum, paket sanitasi, paket kebutuhan anak dan balita, perlengkapan dapur serta peralatan ibadah.

- The socio-economic/cultural programs include providing infrastructure support and essential equipment for the development of Yayasan Peduli Anak (YPA) in Sumbawa. This support covers children's residential furniture, medical equipment, and medicines to ensure the effective operation of the YPA clinic and infrastructure, which have been established with the BAYAN Peduli's support in previous years.
- The BAYAN Group's humanitarian logistics assistance for Sumatra comprises financial support for victims of flash floods and landslides during crisis situations. This humanitarian aid is provided to affected communities in the form of logistical packages, including basic necessities (rice, instant noodles, sardines, ready-to-eat sausages, cooking oil), drinking water, sanitation kits, packages for children and infants, kitchen equipment, and religious supplies.

**C****BAYAN GROUP DALAM ANGKA**  
BAYAN Group in Figures**D****PROFIL PERSEORAN**  
Company Profile

## Sponsorship/Donasi / Sponsorship Donation



# Rp1 Miliar IDR1 Billion

**Sponsorship Human Capital Summit 2025 – Badan Pengembangan Sumber Daya Manusia Kementerian ESDM.**  
**Sponsorship of the Human Capital Summit 2025 organized by the Human Resources Development Agency of the Ministry of ESDM.**

Melalui program donasi, BAYAN Group memberikan dukungan finansial kepada organisasi/proyek dan bertujuan yang memberikan dampak signifikan terhadap kehidupan orang lain. Sumbangan ini ditargetkan untuk proyek-proyek yang mengatasi masalah-masalah sosial yang kritis, mendukung pengembangan masyarakat, dan memberikan bantuan pada saat krisis. Dengan menyalurkan sumber daya ke tempat yang paling membutuhkan, untuk memberikan nilai nyata dan dampak positif.

- *Sponsorship* untuk Human Capital Summit adalah dukungan partisipasi keterlibatan dan kontribusi dalam rangka mendukung program transisi energi menuju Net Zero Emission 2060. Pada acara ini, BAYAN Group menampilkan program kegiatan yang terlaksana yang berhubungan dengan Sumber Daya Manusia.

Through its donation program, the BAYAN Group provides financial support to organizations and projects aimed at making a significant impact on the lives of others. These contributions are directed toward projects that address critical social issues, support community development, and provide assistance in times of crisis. By channeling resources to areas of greatest need, the BAYAN Group delivers tangible value and creates a positive impact.

- Sponsorship for the Human Capital Summit demonstrates the BAYAN Group's active participation and contribution in support of the energy transition program towards Net Zero Emission 2060. At this event, the BAYAN Group showcased its successfully implemented human resource development initiatives.



## Human Capital Summit 2025

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## A

### Program CSR Balikpapan

Di provinsi Kalimantan Timur, beberapa program CSR BAYAN Group telah dijalankan untuk bidang pendidikan, konservasi dan lingkungan, pelestarian budaya dan bantuan sosial serta olahraga.

Di bidang pendidikan, program berupa pemberian beasiswa bagi mahasiswa Universitas Kutai Kartanegara, Universitas Balikpapan, dan Universitas Mulawarman, serta bantuan infrastruktur pendidikan dengan nilai total sekitar Rp16 miliar.

Di bidang konservasi dan lingkungan, dilakukan beberapa program pengelolaan dan kajian terkait yang bekerja dengan pihak ketiga, antara lain:

- Program Pengelolaan Habitat dan Populasi Orang Utan dan Satwa Liar Lain dalam kerja sama dengan Badan Riset dan Inovasi Nasional (BRIN) dan Yayasan Borneo Biodiversity Conservation.
- Kajian Potensi Sumber Daya Ikan Ekonomis dan Ekologis Penting bersama Tim Ahli dari Fakultas Perikanan dan Ilmu Kelautan Universitas Mulawarman.
- Kajian Profil Hidrologi dan Kualitas Air Sungai untuk Mendukung Pengelolaan Sungai Berkelanjutan bersama Tim Lembaga Mitra Lingkungan Kalimantan (LEMILKA) Samarinda.

Di bidang budaya dan bantuan sosial, BAYAN Group telah mengadakan Bayan CraftArt Festival 2025 yang ditujukan untuk mengembangkan dan memberdayakan UMKM, serta kesenian tari dan musik lokal. Kemudian, BAYAN Group juga memberikan bantuan untuk pengadaan dapur MBG yang bekerja sama dengan Polda Kalimantan Timur dan program ketahanan pangan.

Di bidang olahraga, BAYAN Group kembali mengadakan dua kegiatan besarnya. Pertama, BAYAN OPEN 2025 yang diikuti oleh 1.300 peserta dan menjadi ajang pembinaan atlet muda bulutangkis. Selain itu, BAYAN Group juga mengadakan BAYAN RUN 2025 di Balikpapan dengan kategori 21K, 10K, 5K, dan Kid Dash, dengan jumlah peserta mencapai 6.000 orang.

## B

### Balikpapan CSR Program

In East Kalimantan, the BAYAN Group has implemented several CSR programs in the fields of education, conservation and environment, cultural preservation and social assistance, as well as sports.

In the education field, the BAYAN Group's programs include scholarship awards for students at Universitas Kutai Kartanegara, Universitas Balikpapan, and Universitas Mulawarman, as well as infrastructure support for education with a total value of approximately IDR16 billion.

In the field of conservation and environment, several management and research programs have been carried out in collaboration with third parties, including:

- Habitat and Population Management Program for Orangutans and Other Wildlife in collaboration with the National Research and Innovation Agency (BRIN) and Borneo Biodiversity Conservation Foundation.
- Study on the Potential of Economically and Ecologically Important Fish Resources with the Expert Team from the Faculty of Fisheries and Marine Science of Universitas Mulawarman.
- Assessment of Hydrology Profile and River Water Quality to Support Sustainable River Management, in collaboration with the team from Lembaga Mitra Lingkungan Kalimantan (LEMILKA) Samarinda.

In the field of culture and social assistance, the BAYAN Group organized the Bayan CraftArt Festival 2025, aimed at developing and empowering MSMEs, as well as local dance and music arts. Furthermore, the BAYAN Group provided support for the establishment of MBG kitchens in cooperation with the East Kalimantan Regional Police and the food security program.

In the field of sport, the BAYAN Group organized its two major events. The first was the BAYAN OPEN 2025, which was attended by 1,300 participants and served as a platform for developing young badminton athletes. In addition, the BAYAN Group also held the BAYAN RUN 2025 in Balikpapan, featuring categories of 21K, 10K, 5K, and Kid Dash, with a total of 6,000 participants.

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## D



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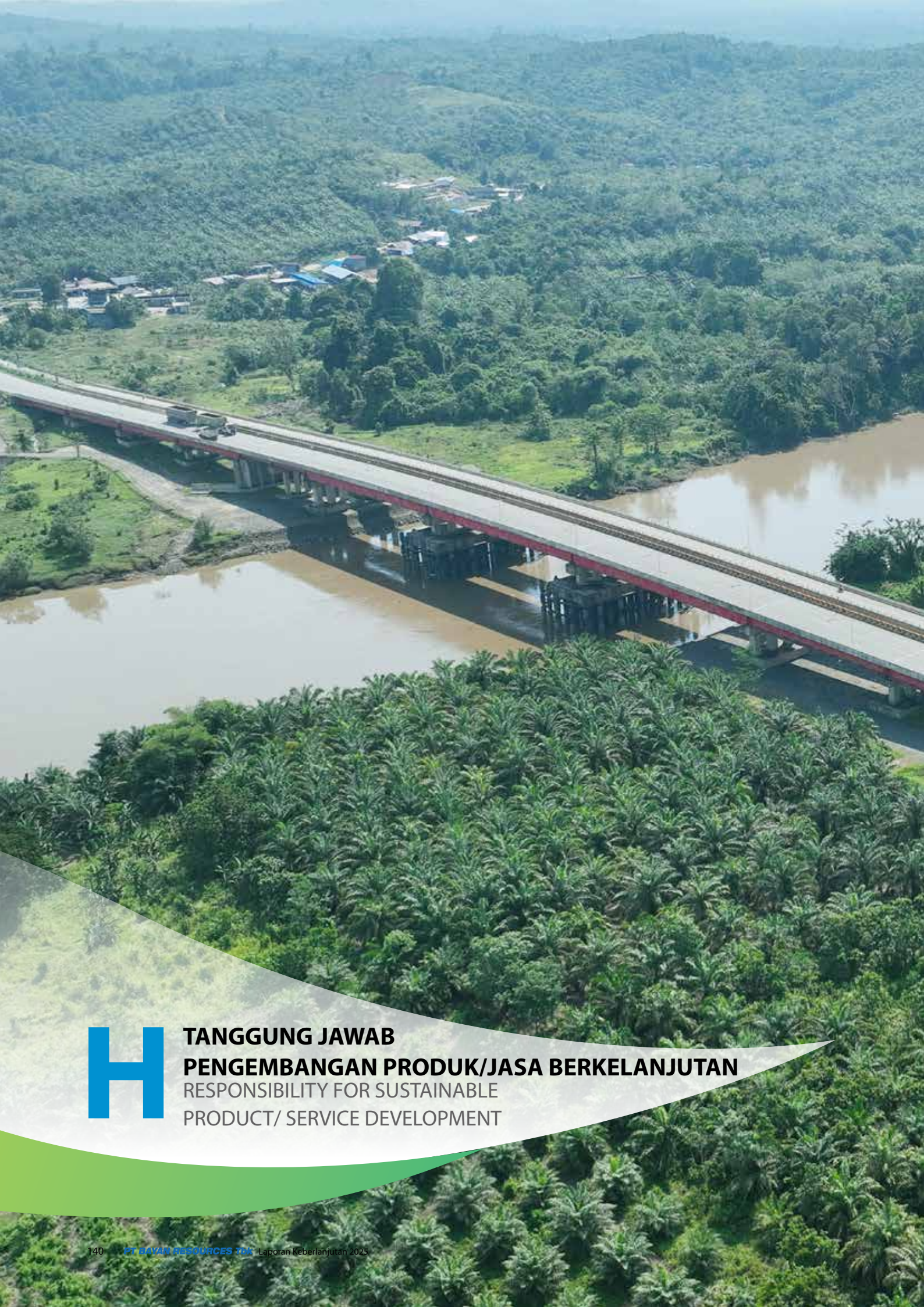
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**A**TENTANG LAPORAN INI  
About the Report**H.1. Inovasi dan Pengembangan Produk/Jasa Keuangan Berkelanjutan [SEOJK F.26]**

Infrastruktur dan logistik selalu menjadi strategi BAYAN Group untuk membuat proses pengiriman batubara yang lebih efektif dan efisien. Selain menyediakan rantai logistik yang andal untuk pengiriman batubara kepada pelanggannya, BAYAN Group juga telah membangun jalan umum dengan lebar sekitar 7,5 m sebagai bagian inisiatif CSR yang telah diserahkan kepada pemerintah lokal di Kalimantan Timur.

Empat tambahan *unloading cranes* di BCT saat ini sedang dibangun dan dijadwalkan akan diselesaikan dan dioperasikan di kuartal 3 hingga kuartal 4 tahun 2026, sehingga operasional BCT akan menjadi lebih efektif dan efisien serta meningkatkan kapasitas *throughput* batubara tahunan dari BCT. Lebih lanjut, BAYAN Group sedang dalam proses pengembangan pembangkit listrik tenaga surya di lokasi tambang.

Menargetkan untuk memiliki dan mengoperasikan salah satu infrastruktur dan fasilitas logistik terbaik adalah kunci untuk memastikan pengiriman yang konsisten dan efisien kepada para pelanggan dengan reputasi baik. Memiliki basis cadangan yang besar dan umur konsesi yang panjang telah membuat BAYAN Group sebagai pemasok pilihan untuk banyak pembangkit listrik besar di wilayah ini.

**H.2. Produk/Jasa yang Sudah Dievaluasi Keamanannya bagi Pelanggan dan Dampaknya**

Sebagai produsen batubara terintegrasi, BAYAN Group bertujuan untuk memastikan bahwa kualitas produknya sesuai standar industri dan sertifikasi. BAYAN Group memastikan bahwa komoditas yang didistribusikan sesuai dengan spesifikasi dan kuantitas yang telah disepakati oleh pembeli. BAYAN Group memastikan telah melakukan uji sampel oleh laboratorium pihak ketiga yang independen dan pengujian komoditas untuk setiap komoditas yang dijual sebelum didistribusikan kepada pembeli sesuai dengan standar internasional. [SEOJK F.27][SEOJK F.28][GRI 416-1]

**H.3. Jumlah Produk yang Ditarik Kembali [SEOJK F.29]**

Sepanjang tahun 2025, tidak terdapat produk BAYAN Group yang ditarik kembali. Seluruh produk yang dijual telah melalui proses pengendalian mutu yang ketat.

**B**STRATEGI KEBERLANJUTAN  
Sustainability Strategies**C**BAYAN GROUP DALAM ANGKA  
BAYAN Group in Figures**D**PROFIL PERSEORAN  
Company Profile**H.1. Innovation and Development of Sustainable Financial Products/Services [SEOJK F.26]**

Infrastructure and logistics have always been the BAYAN Group's strategies to make the coal delivery process more effective and efficient. In addition to providing a reliable logistics chain to deliver coal to its customers, BAYAN Group had also constructed a public road with a width of around 7.5 m as part of the CSR initiative which has been handed over to the local government in East Kalimantan.

Four additional unloading cranes in BCT are currently under construction and scheduled to be completed and operated in quarter 3 to quarter 4 of 2026, which will make the BCT operation even more effective and efficient as well as increase the BCT annual coal throughput capacity. Furthermore, the BAYAN Group is in the process of commissioning the solar power plant at the mine site.

Targeting to be having and operating one of the best infrastructures and logistics facilities is key to ensure consistent and efficient delivery to our reputable customers. Having a large reserves base and long concession life have made the BAYAN Group the supplier of choice for many of the major power plants in the region.

**H.2. Products which the Safety Has Been Evaluated for the Customers and the Impact**

As an integrated coal producer, the BAYAN Group aims to ensure its product quality is in accordance with industry standards and certifications. The BAYAN Group ensures that the products distributed are in accordance with the specifications and quantities agreed upon by the buyers. The BAYAN Group ensures that it has conducted sample tests by independent third-party laboratories and commodity assessments for each commodity sold before being distributed to buyers according to international standard methods. [SEOJK F.27][SEOJK F.28][GRI 416-1]

**H.3. Number of Products Rejected [SEOJK F.29]**

During 2025, there were no BAYAN Group's products that were rejected. All of the products sold have passed through strict quality control process.

#### H.4. Survei Kepuasan Pelanggan Terhadap Produk dan/atau Jasa Keuangan Berkelanjutan [SEOJK F.30]

BAYAN Group melakukan survei kepuasan pelanggan untuk memahami persepsi pelanggan mengenai kualitas produk dan jasa yang diberikan oleh BAYAN Group. BAYAN Group juga membuat kuesioner KYC (*Know Your Customers/Kenali Pelanggan Anda*). Dalam kolaborasi dengan pihak independen (akademisi), survei dilakukan terhadap pelanggan BAYAN Group yang semuanya masih memiliki kontrak aktif yang masih berjalan. Hasil survei menunjukkan bahwa kinerja BAYAN Group memuaskan.

Kesesuaian dengan standar kualitas produk sebagaimana diminta oleh pelanggan terkait erat dengan kelangsungan usaha BAYAN Group dalam jangka panjang. Oleh karena itu, BAYAN Group telah menerapkan ISO 9001:2015 Sistem Manajemen Mutu untuk menjamin kualitas produksi batubara BAYAN Group. Spesifikasi dan persyaratan lain dari pelanggan didokumentasikan dan disampaikan secara efektif kepada semua departemen terkait agar dapat terpenuhi dan menghindari adanya potensi klaim.

#### H.4. Customer Satisfaction Survey on Sustainable Financial Products and/or Services [SEOJK F.30]

The BAYAN Group conducts customer satisfaction survey to understand customers' perception of the products and services quality provided by the BAYAN Group. The BAYAN Group also conducts KYC (*Know Your Customers*) questionnaire. In collaboration with an independent party (academician), the survey was conducted on BAYAN Group's customers, all of which had ongoing active contracts. The survey result shows that the BAYAN Group has a satisfactory performance.

Compliance with the product quality standards as required by customers is closely linked with the Company's long term business viability. For this reason, the BAYAN Group has implemented ISO 9001:2015 Quality Management System to guarantee the quality of the BAYAN Group's coal production. Specifications and other requirements of customers are documented and communicated effectively to all relevant departments in order to meet those requirements and avoid potential claims.



E

SURAT DARI DIREKSI  
A View from the Top

F

TATA KELOLA KEBERLANJUTAN  
Sustainability Governance

G

KINERJA KEBERLANJUTAN  
Sustainability Performance

H

TANGGUNG JAWAB PENGEMBANGAN  
PRODUK/JASA BERKELANJUTAN  
Responsibility for Sustainable Product/Service Development



## Independent Assurance Statement

### To the management and stakeholders of PT Bayan Resources Tbk

BATS Sustainability Assurer ('the assurer') were engaged by PT Bayan Resources Tbk ('BYAN') to provide assurance in respect to its Sustainability Report 2025 ('the Report'). The assurance engagement was conducted by a team of qualified professionals specializing in sustainability, sustainability reporting, and independent assurance with certification includes Certified Sustainability Reporting Specialist (CSRS), Certified Sustainability Report Assurer (CSRA), and Associate Certified Sustainability Assurance Practitioner (ACSAP).

### Independence

The assurer is independent of BYAN, having not been involved in the preparation of any key part of the Report. Nor did we provide any services to BYAN during 2025 that could conflict with the independence of the assurance engagement.

### Responsibility

BYAN is responsible for the preparation of the Report and along with all the data, information and claims in the Report. This includes but not limited to sustainability management targets, performance management, data collection, and other performative actions.

The purpose of this assurance engagement is to provide stakeholders with confidence regarding the reliability and accuracy of the Report. However, the assurer does not guarantee the completeness of all data presented in the Report. The assurer's responsibility is to verify and express an independent opinion based on available evidence on the agreed scope. The assurer's conclusions do not represent a comprehensive audit but serve to enhance the credibility of the Report.

### Scope

The scope of the assurance engagement includes the following:

- **Reporting period:** January 1, 2025 – December 31, 2025;
- **Coverage:** sustainability data and information presented in the Report; and
- **Verification standard:** AA1000 Assurance Standards v3 (Type 1, Moderate Level) and AccountAbility Principles.

In addition, the assurer reviewed:

- Sustainability Performance indicators comply with and is in reference to:
  - Indonesia's Financial Services Authority Regulation (POJK) No.51/POJK.03/2017 and SEOJK No.16/SEOJK.04/2021;
  - GRI Universal Standards 2021;
  - GRI Topic Standards;
  - GRI 12: Coal Sector Standards; and
  - SASB: Coal Operations Standard.

### Assurance Level and Type

This assurance engagement is conducted with a type 1 and moderate level of assurance based on AA1000 Assurance Standards v3 (AA1000AS v3) where the scope is limited to moderate-level verification based on document reviews, interviews, and sample data analysis.

### Limitations

The assurer conducted verification using sampling methodologies, meaning that not all data points were individually audited. Any limitations encountered during the verification process





were noted, and the assurer did not guarantee complete accuracy beyond the scope of the assurance engagement.

The assurer does not express any opinion about the current reporting period or for previous periods regarding the financial data and figures with assumption that the financial data and figures provided by BYAN has been audited by independent parties therefore, presentation of financial data and figures in the Report not within the scope of assurance.

### Methodology

The following methodologies were applied to assess the specified sustainability data disclosed in the Report, as well as the systems and processes used to manage and report them:

- 1. Review of Sustainability Management System:** Assess and review the sustainability reporting management system;
- 2. Evaluation of the Report's Disclosure:** Evaluate the Report's content, disclosures, and presentation based on POJK No.51/POJK.03/2017, SEOJK No.16/SEOJK.04/2021, GRI Universal Standards, GRI Topic Standard, GRI 12: Coal Sector Standard, and SASB Coal Operations Standard;
- 3. Interviews with Key Personnel:** Discussion with relevant department to verify the relevant sustainability practice and policies along with data collection process.
- 4. Sampling Verification:** Cross-checking selected sustainability data points against source documentation and interview result. This includes the stakeholder engagement and materiality determination process; and
- 5. Evaluation of BYAN Adherence to the four AccountAbility Principles (2018):** Evaluation is done using the available data and information along with information gathered during the interview process.

### Opinion Statement

This assurance engagement was conducted in accordance with AA1000 Assurance Standard v3 (Type 1, Moderate Level). The assurer confirms that:

- The Report complies with the Regulation of Indonesia Financial Service Authority (POJK) No.51/POJK.03/2017 and SEOJK No.16/SEOJK.04/2021;
- The Report aligns with the GRI Standards and is in reference to GRI Universal Standards 2021, GRI Topic Standards, and GRI 12: Coal Sector Standards;
- The Report aligns with the applicable reporting requirements in SASB: Coal Operations Standard;
- The Report adheres to AA1000 AccountAbility Principles; and
- No significant errors or misstatements were identified in the data verification process.

### Findings and Conclusions

The Report was prepared to comply with the Regulation of Indonesia Financial Service Authority (POJK) No.51/POJK.03/2017 and SEOJK No.16/SEOJK.04/2021, in reference to the GRI Standards, and SASB: Coal Operations Standard. The assurer's opinion on BYAN's adherence to AA1000 AccountAbility Principles (2018) is as follows:

- **Inclusivity**  
Nothing has come to our attention that has caused us to believe that any key stakeholder groups have been excluded from stakeholder engagement activities in developing BYAN's sustainability programs and initiatives. BYAN has implemented a systematic process to





ensure that feedback is effectively channeled to its sustainability strategies and programs development.

- **Materiality**  
BYAN has implemented a systematic approach to identify and prioritize material issues within each key department.
- **Responsiveness**  
Nothing has come to our attention of any matters that BYAN has not applied this principle through its decisions, actions, performance, and communication. BYAN has demonstrated a proactive approach through its risk management and sustainability development.
- **Impact**  
BYAN has managed to understand, identify, evaluate and integrate its sustainability impacts in relevant business functions.

#### **Recommendation**

The assurer recommends that BYAN continues advancing its materiality assessment through the adoption of the double materiality concept, alongside ongoing improvements to its sustainability processes, disclosures, and impact measurement across departments.

#### **Adherence to POJK No.51/POJK.03/2017 and SEOJK No.16/SEOJK.04/2021.**

BYAN has declared the Report's compliance with POJK No.51/POJK.03/2017 and SEOJK No.16/SEOJK.04/2021 disclosure guidelines. The assurer confirmed compliance with POJK No.51/POJK.03/2017 and SEOJK No.16/SEOJK.04/2021.

#### **Adherence to GRI Standards**

BYAN has declared the Report's adherence to the GRI Standards. The assurer confirmed compliance in reference to GRI Universal Standards (2021), GRI Topic Standards, and GRI 12: Coal Sector Standard.

#### **Adherence to SASB: Coal Operations**

BYAN has declared the Report's adherence to the SASB: Coal Operations Standard. The assurer confirmed compliance with SASB: Coal Operations Standard.

Based on our limited assurance engagement, nothing has come to our attention that causes us to believe the data of the Report, in relation to the agreed scope, has been materially misstated. All key assurance findings are included herein, while detailed observations and follow-up recommendations have been submitted to BYAN management in a separate report.

Issue Date: March 23<sup>th</sup> 2026

#### **BATS Sustainability Assurer**



**Brian Pramudita, SE, Ak, M.Ak, CA, ACPA, BKP, CIB, CCA, Cert-DA, Cert-SF, CSRS, CSRA., CSP., ACSAP**

**PT Keberlanjutan Menjaga Bumi**  
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sustainabilityassurrer.bats-consulting.com



**AA1000**  
Licensed Report  
001-030/V3-5QDZJ



## Lembar Umpan Balik / Feedback Form [SEOJK G.2]

Kami sangat menghargai perhatian dan apresiasi Bapak/Ibu/Sdr terhadap laporan kami ini. Untuk meningkatkan pelayanan kami dan pengembangan laporan keberlanjutan yang akan datang, maka kami mohon kesediaan Bapak/Ibu/Sdr untuk mengisi kuesioner berikut serta mengirimkannya kembali kepada kami. Kami sangat mengharapkan pemikiran, saran, dan kritik dari Bapak/Ibu/Sdr.

Thank you for your willingness to read our sustainability report. We greatly appreciate your assistance with this report. Your willingness to complete the following and return the questionnaire will help us in the improvement of our service and development of the upcoming sustainability report. We really appreciate your thoughts, suggestions, and criticism.

Nama/ Name : .....  
Email : .....

Institusi / Institution:

- Pemerintah / Government
- Investor / Investor
- Pelanggan / Customer
- Mitra Bisnis / Business partner
- Masyarakat / Public
- Karyawan / Employee
- Media / Media
- Lainnya / Others

Laporan ini mudah dimengerti / This report is easy to understand :

- Setuju / Agree
- Ragu-ragu / No opinion
- Tidak setuju / Disagree

Informasi yang ada pada laporan ini cukup lengkap / This report contains comprehensive information :

- Setuju / Agree
- Ragu-ragu / No opinion
- Tidak setuju / Disagree

Isi laporan, desain, layout,dll / Content, design, layout, etc :

- Menarik / Interesting
- Cukup menarik / Quite interesting
- Tidak menarik / Not interesting

Topik material yang paling penting menurut anda: (nilai 1 = paling tidak penting s.d nilai 5 = paling penting)

Material topic which is the most important to you: (score 1 = least important up to score 5 = most important)

- Kinerja ekonomi / Economic performace ( )
- Emisi dan efisiensi energi / Emission and energy efficieny ( )
- Keanekaragaman hayati / Biodiversity ( )
- Ketenagakerjaan / Employment ( )
- Pengembangan dan pemberdayaan masyarakat / Society and local community development ( )

Saran/usul/komentar Saudara atas laporan ini: / Please provide your inputs/ suggestions/ comments on this report:

.....  
.....  
.....

Mohon agar tanggapan/masukan/formulir ini dapat dikirimkan kembali kepada: /

Please provide your inputs/ suggestions/ comments on this report:

### CORPORATE SECRETARY

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Email: corporate.secretary@bayan.com.sg

### **Tanggapan Terhadap Umpan Balik Laporan Keberlanjutan Tahun Sebelumnya. [SEOJK G.3]**

Dalam Laporan Keberlanjutan 2024, Perseroan telah memuat lembar umpan balik pada bagian akhir Laporan. Namun, Perseroan tidak menerima tanggapan dari para pemangku kepentingan sepanjang tahun 2025 terkait Laporan Keberlanjutan yang telah dipublikasinya.

Terlepas dari hal tersebut, Perseroan terus meningkatkan kualitas Laporan Keberlanjutannya sesuai dengan standar dan peraturan yang berlaku, yaitu POJK No. 51/POJK.03/2017, SEOJK No. 16/SEOJK.04/2021, Standar GRI, dan Standar SASB. Selain itu, Perseroan juga berupaya untuk meningkatkan kinerja keberlanjutannya dalam semua aspek terkait dalam kegiatan operasionalnya.

### **Response to the Feedback on the Sustainability Report of the Previous Year [SEOJK G.3]**

In the 2024 Sustainability Report, the Company included a feedback form at the end of the report. However, the Company did not receive any responses from the stakeholders in 2025 related to the Sustainability Report that had been published.

Regardless of such matter, the Company constantly improves the quality of its Sustainability Report based on the prevailing standards and regulations, i.e., POJK No. 51/POJK.03/2017, SEOJK No. 16/SEOJK.04/2021, GRI, and SASB Standards. Moreover, the Company also strives to increase its sustainability performance in all aspects related to the operational activities.

**Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 /**  
**List of Disclosure Based on the Financial Services Authority Regulation Number 51/POJK.03/2017**  
[SEOJK G.4]

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Statement of Use

PT Bayan Resources Tbk telah melaporkan dengan merujuk ke Standar GRI untuk periode 1 Januari–31 Desember 2025.  
PT Bayan Resources Tbk has reported with reference to the GRI Standards for the period of 1 January–31 December 2025.

GRI 1 Digunakan  
GRI 1 Used

GRI 1: Landasan 2021  
GRI 1: Foundation 2021

Standar Sektor GRI yang Berlaku  
Applicable GRI Sector Standard

GRI 12: Sektor Batubara 2022  
GRI 12: Coal Sector 2022

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2-7	Karyawan Employees		28-32
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2-16	Komunikasi Keprihatinan Kritis Communication of critical concerns		112
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2-22	Pernyataan tentang strategi pembangunan berkelanjutan Statement on sustainable development strategy		45-50
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<b>GRI 203: Dampak Ekonomi Tidak Langsung 2016 / Indirect Economic Impacts 2016</b>			
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205-3	Insiden korupsi yang terbukti dan tindakan yang diambil Confirmed incidents of corruption and actions taken	12.20.4	67
<b>GRI 207: Pajak 2019 / Tax 2019</b>			
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207-3	Keterlibatan pemangku kepentingan dan pengelolaan kepedulian yang berkaitan dengan pajak Stakeholder engagement and management of concerns related to tax	12.21.6	79
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305-5	Pengurangan emisi GRK Reduction of GHG emissions	12.2.3	93
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<b>GRI 306: Efluen dan Limbah 2016 / Effluents and Waste 2016</b>			
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<b>GRI 306: Limbah 2020 / Waste 2020</b>			
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306-2	Pengelolaan dampak yang signifikan terkait limbah Management of significant waste-related impacts	12.6.3	95
306-3	Timbulan Limbah Waste Generated	12.6.4 12.13.2	94
306-4	Limbah yang dialihkankan dari pembuangan akhir Waste diverted from disposal	12.6.5	98
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401-3	Cuti melahirkan Parental leave	12.15.4; 12.19.4	102
<b>GRI 403: Keselamatan dan Kesehatan Kerja / Occupational Health and Safety</b>			
403-1	Sistem manajemen keselamatan dan kesehatan kerja Occupational health and safety management system	12.14.2	105
403-2	Identifikasi bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment, and incident investigation	12.14.3	106
403-3	Layanan kesehatan kerja Occupational health services	12.14.4	105
403-4	Partisipasi, konsultasi, dan komunikasi pekerja tentang keselamatan dan kesehatan kerja Worker participation, consultation, and communication on occupational health and safety	12.14.5	105
403-5	Pelatihan bagi pekerja mengenai keselamatan dan kesehatan kerja Worker training on occupational health and safety	12.14.6	109
403-6	Peningkatan kualitas kesehatan pekerja Promotion of worker health	12.14.7	108
403-7	Pencegahan dan mitigasi dampak dari keselamatan dan kesehatan kerja yang secara langsung terkait hubungan bisnis Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	12.14.8	106

Referensi GRI GRI Standard	Pengungkapan Disclosure	No. Ref. Standar Sektor Sector Standard Ref. No.	Halaman Page Numbers
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403-9	Kecelakaan kerja Work-related injuries	12.14.10	21, 107
<b>GRI 404: Pelatihan dan Pendidikan / Training and Education</b>			
404-1	Rata-rata jam pelatihan per tahun per karyawan Average hours of training per year per employee	12.15.6; 12.19.5	104
404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Programs for upgrading employee skills and transition assistance programs	12.3.3; 12.15.7	103
<b>GRI 405: Keanekaragaman dan Peluang Setara 2016 / Diversity and Equal Opportunity 2016</b>			93
405-1	Keanekaragaman badan tata kelola dan karyawan Diversity of governance bodies and employees	12.19.6	30, 32
405-2	Rasio gaji pokok dan remunerasi perempuan dibandingkan laki-laki Ratio of basic salary and remuneration of women to men	12.19.7	102
<b>GRI 406: Nondiskriminasi 2016 / Non-discrimination 2016</b>			
406-1	Insiden diskriminasi dan tindakan perbaikan yang dilakukan Incidents of discrimination and corrective actions taken	12.19.8	102
<b>GRI 408: Pekerja Anak 2016 / Child Labor 2016</b>			
408-1	Operasi dan pemasok yang berisiko signifikan terhadap insiden pekerja anak Operations and suppliers at significant risk for incidents of child labor	12.16.2	102
<b>GRI 409: Kerja Paksa atau Wajib Kerja 2016 / Forced or Compulsory Labor 2016</b>			
409-1	Operasi dan pemasok yang berisiko signifikan terhadap insiden kerja paksa atau wajib kerja Operations and suppliers at significant risk for incidents of forced or compulsory labor	12.17.2	102
<b>GRI 411: Hak Masyarakat Adat 2016 / Rights of Indigenous Peoples 2016</b>			
411-1	Insiden pelanggaran yang melibatkan hak-hak masyarakat adat Incidents of violations involving rights of indigenous peoples	12.11.2	112
<b>GRI 413: Masyarakat Lokal / Local Communities</b>			
413-1	Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan Operations with local community engagement, impact assessments, and development programs	12.9.2	21, 109, 114
413-2	Operasi dengan dampak negatif aktual dan potensial yang signifikan terhadap masyarakat lokal Operations with significant actual and potential negative impacts on local communities	12.9.3	64
<b>GRI 416: Kesehatan dan Keselamatan Pelanggan 2016 / Customer Health and Safety 2016</b>			
416-1	Penilaian dampak kesehatan dan keselamatan dari berbagai kategori produk dan jasa Assessment of the health and safety impacts of product and service categories		142
<b>Pengungkapan Sektor Tambahan / Additional Sector Disclosures</b>			
12.3	Penutupan dan rehabilitasi Closure and rehabilitation	12.3.5	81
12.9	Local communities Masyarakat lokal	12.9.4	68

## Indeks Isi SASB untuk Operasi Batubara / SASB Content Index for Coal Operations

Topik Topic	Metrik Metric	Kode Code	Halaman Page
Emisi Gas Rumah Kaca Greenhouse Gas Emission	Emisi cakupan 1 global bruto, persentase yang tercakup dalam peraturan pembatasan emisi Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	EM-CO-110a.1	92
	Pembahasan tentang strategi atau rencana jangka panjang dan pendek untuk mengelola emisi cakupan, target pengurangan emisi, dan analisis kinerja terhadap target tersebut Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-CO-110a.2	93
Pengelolaan Air Water Management	(1) Total air yang diambil, (2) total air yang dikonsumsi; persentase masing-masing di daerah dengan <i>High or Extremely High Baseline Water Stress</i> (1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	EM-CO-140a.1	84
	Jumlah insiden ketidakpatuhan yang terkait dengan izin, standar, dan peraturan kualitas air Number of incidents of non-compliance associated with water quality permits, standards and regulations	EM-CO-140a.2	N/A
Pengelolaan Limbah Waste Management	Total berat limbah non-mineral yang dihasilkan Total weight of non-mineral waste generated	EM-CO-150a.2	94, 95
	Total berat <i>tailings</i> yang dihasilkan Total weight of tailings produced	EM-CO-150a.3	BAYAN Group tidak menghasilkan <i>tailings</i> BAYAN Group did not produce any tailings
	Total berat limbah batu yang dihasilkan Total weight of waste rock generated	EM-CO-150a.4	N/A
	Total berat limbah berbahaya yang dihasilkan Total weight of hazardous waste generated	EM-CO-150a.5	94
	Total berat limbah berbahaya yang didaur ulang Total weight of hazardous waste recycled	EM-CO-150a.6	98
	Jumlah insiden signifikan yang terkait dengan pengelolaan limbah berbahaya Number of significant incidents associated with hazardous waste management	EM-CO-150a.7	98
	Deskripsi kebijakan dan prosedur limbah untuk operasi yang aktif dan non-aktif. Description of waste management policies and procedures for active and inactive operations	EM-CO-150a.8	95
	Deskripsi kebijakan dan praktik pengelolaan dampak biodiversitas untuk situs aktif Description of environmental management policies and practices for active sites	EM-CO-160a.1	90
Dampak terhadap Keanekaragaman Hayati Biodiversity Impacts	Persentase lokasi tambang di mana drainase batuan asam: (1) diprediksi terjadi ARD, (2) dikurangi secara aktif, dan (3) sedang dalam perawatan atau remediasi Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-CO-160a.2	N/A
	Persentase cadangan yang (1) terbukti dan (2) kemungkinan di atau dekat situs dengan status konservasi yang dilindungi atau habitat spesies yang terancam punah Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-CO-160a.3	N/A
Hak Masyarakat Adat Rights of Indigenous Peoples	Persentase (1) terbukti dan (2) kemungkinan cadangan di atau dekat tanah adat Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-CO-210a.1	N/A
	Diskusi tentang proses keterlibatan dan praktik <i>due diligence</i> sehubungan dengan pengelolaan hak-hak adat Discussion of engagement processes and due diligence practices with respect to the management of indigenous rights	EM-CO-210a.2	N/A
Hubungan Masyarakat Community Relations	Diskusi tentang proses pengelolaan risiko dan peluang yang terkait dengan hak dan kepentingan masyarakat Discussion of process to manage risks and opportunities associated with community rights and interests	EM-CO-210b.1	111
	(1) Jumlah dan (2) durasi penundaan non-teknis (1) Number and (2) duration of nontechnical delays	EM-CO-210b.2	N/A

Topik Topic	Metrik Metric	Kode Code	Halaman Page
Hubungan dengan Tenaga Kerja Labour Relations	Persentase tenaga kerja aktif yang dipekerjakan berdasarkan perjanjian perundingan bersama Percentage of active workforce employed under collective agreements	EM-CO-310a.1	102
	(1) Jumlah dan (2) durasi rata-rata pemogokan dan penguncian 1) Number and (2) duration of strikes and lockouts	EM-CO-310a.2	N/A
Tempat Kerja yang Sehat dan Aman Workforce Health & Safety	(1) Angka semua insiden, (2) tingkat kematian, dan (3) tingkat frekuensi nyaris ketinggalan (NMFR) untuk (a) karyawan langsung dan (b) karyawan kontrak (1) All-incident rate, (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	EM-CO-320a.1	107
	Pembahasan tentang manajemen risiko kecelakaan dan keselamatan serta risiko kesehatan dan keselamatan jangka panjang Discussion of management of accident and safety risks and long-term health and safety risks	EM-CO-320a.2	108
Penilaian Cadangan & Belanja Modal Reserves Valuation & Capital Expenditures	Sensitivitas tingkat cadangan batubara terhadap skenario proyeksi harga di masa depan yang memperhitungkan harga emisi karbon Sensitivity of coal reserve levels to future price projection scenarios that account for a price on carbon emissions	EM-CO-420a.1	N/A
	Perkiraan emisi karbon dioksida yang terkandung dalam cadangan batubara yang terbukti Estimated carbon dioxide emissions embedded in proven coal reserves	EM-CO-420a.2	N/A
	Pembahasan bagaimana harga dan permintaan atas Batubara atau regulasi iklim mempengaruhi strategy CAPEX atas eksplorasi, akuisisi, dan pengembangan aset Discussion of how price and demand for coal or climate regulation influence the capital expenditure strategy for exploration, acquisition and development of assets	EM-CO-420a.3	63
Pengelolaan dan Fasilitas Penyimpanan Tailings Tailings Storage Facilities Management	Tabel inventarisasi fasilitas penyimpanan <i>tailings</i> : (1) nama fasilitas, (2) lokasi (3) status kepemilikan (4) status operasional (5) metode kapasitas penyimpanan saat ini (6) kapasitas penyimpanan maksimum yang diizinkan (7) jumlah tailing yang disimpan saat ini, (8) klasifikasi konsekuensi (9) tanggal tinjauan teknis independen terbaru (10) temuan material (11) tindakan mitigasi (12) EPRP khusus lokasi Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	EM-CO-540a.1	BAYAN Group tidak menghasilkan <i>tailings</i> / BAYAN Group did not produce any <i>tailings</i>
	Ringkasan sistem manajemen tailing dan struktur tata kelola yang digunakan untuk memantau dan menjaga stabilitas fasilitas penyimpanan <i>tailings</i> Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-CO-540a.2	
	Pendekatan pengembangan Rencana Kesiapsiagaan dan Tanggap Darurat (EPRP) untuk fasilitas penyimpanan <i>tailings</i> Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-CO-540a.3	
Metriks Aktivitas Activity Metrics	Produksi batubara termal Production of thermal coal	EM-CO-000.A	N/A
	Produksi batubara metalurgi Production of metallurgical coal	EM-CO-000.B	N/A

## Pembatasan Tanggung Jawab

Laporan ini memuat beberapa pernyataan yang dapat dianggap sebagai pandangan masa depan sehingga hasil Perseroan, pelaksanaan atau pencapaiannya dapat berbeda dari hasil yang diperoleh melalui pandangan masa depan; yang merupakan hasil dari perubahan-perubahan ekonomi dan politik baik nasional maupun regional, perubahan nilai tukar valuta asing, perubahan harga dan permintaan dan penawaran pasar komoditas, perubahan kompetisi Perseroan, perubahan undang-undang atau peraturan dan prinsip-prinsip akuntansi, kebijakan-kebijakan dan pedoman-pedoman serta perubahan-perubahan asumsi-asumsi yang digunakan dalam membuat pandangan masa depan.

## Disclaimer

This report contains several statements that may be considered forward-looking, thus the Company's actual results, performance or achievements may differ from those obtained through forward-looking statements; which, among other things, are results from national and regional economic and political changes, changes in foreign exchange rates, prices, demand and supply of commodity markets, changes in the Company's competition, changes in laws or regulations and accounting principles, policies and guidelines, as well as changes in assumptions used in making the forward looking statements.

## Daftar Singkatan / List of Abbreviation

Singkatan <i>Abbreviation</i>	Deskripsi <i>Description</i>
BAYAN Group	PT Bayan Resources Tbk. dan anak-anak perusahaannya PT Bayan Resources Tbk. and its subsidiaries
BCT	Balikpapan Coal Terminal
BEI	PT Bursa Efek Indonesia
BT	PT Bara Tabang
DAS	Daerah Aliran Sungai Watershed area
DPP	PT Dermaga Perkasapratama
ESDM	Energi dan Sumber Daya Mineral Energy and Mineral Resources
FKP	PT Firman Ketaun Perkasa
FSP	PT Fajar Sakti Prima
GBP	PT Gunung Bayan Pratamacoal
HSE	<i>Health, Safety, and Environment</i>
ICI	Indonesian Coal Index
IP	PT Indonesia Pratama
IPPKH	Izin Pinjam Pakai Kawasan Hutan Borrow-to-Use Forest Area
ISO	International Organization for Standardization
IUP	Izin Usaha Pertambangan Mining Business Permits
K3 OHS	Keselamatan dan Kesehatan Kerja Occupational Health and Safety
KLHK	Kementerian Lingkungan Hidup dan Kehutanan Ministry of Environmental and Forestry
KFT	Kalimantan Floating Transshipment Facility
KRL	Kangaroo Resources Pty Ltd.

Singkatan Abbreviation	Deskripsi Description
ML	PT Muji Lines
OHSAS	Occupational Health and Safety Assessment Series
OJK	Otoritas Jasa Keuangan Financial Services Authority
Permen ESDM No. 12 Tahun 2015 Regulation of Minister of ESDM No. 12 of 2015	Peraturan Menteri Energi dan Sumber Daya Mineral No. 12 Tahun 2015 tentang Perubahan Ketiga atas Peraturan Menteri Energi & Sumber Daya Mineral Nomor 32 Tahun 2008 tentang Penyediaan, Pemanfaatan, dan Tata Niaga Bahan Bakar Nabati (Biofuel) sebagai Bahan Bakar Lain Minister of Energy and Mineral Resources Regulation No. 12 of 2015 concerning Third Amendment to Minister of Energy and Mineral Resources Number 32 of 2008 concerning Provision, Utilization, and Commerce of Biofuel as Other Fuels
Perseroan The Company	PT Bayan Resources Tbk.
PKP2B	Perjanjian Karya Pengusahaan Pertambangan Batubara Coal Contract of Works
PIK	PT Perkasa Inakakerta
POJK	Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik Financial Services Authority Regulation Number 51/POJK.03/2017 concerning Application of Sustainable Finance to Financial Services Institutions, Issuers, and Publicly Listed Companies
PPM	Pengembangan dan Pemberdayaan Masyarakat
SEOJK	Surat Edaran Otoritas Jasa Keuangan Nomor 16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik Financial Services Authority Circular Letter Number 16/SEOJK.04/2021 concerning Form and Content of Annual Reports of Issuers or Publicly Listed Companies.
TPB SDG	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals
TSA	PT Teguh Sinarabadi
WBM	PT Wahana Baratama Mining





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