

Driving Excellence

Shaping the Future



2025

Laporan Keberlanjutan
Sustainability Report

Penjelasan Tema

Theme Rationale



Driving Excellence Shaping the Future



“Driving Excellence, Shaping the Future” mencerminkan ketangguhan Perseroan dalam menavigasi dinamika pasar sepanjang tahun 2025. Di tengah volatilitas harga komoditas dan tantangan operasional, Perseroan terus memperkuat keunggulan melalui akselerasi digitalisasi, pengelolaan lingkungan yang terintegrasi, penguatan kapabilitas sumber daya manusia, serta peningkatan efisiensi alat berat. Upaya ini menjadi fondasi bagi optimalisasi layanan dan produk yang adaptif terhadap perubahan, sekaligus mendukung keberlanjutan kinerja jangka panjang.

Perseroan menegaskan arah pertumbuhan berkelanjutan melalui diversifikasi portofolio yang proaktif di sektor mineral non-batu bara dan energi terbarukan. Pembangunan ekosistem bisnis yang lebih hijau dan berkelanjutan diwujudkan melalui peningkatan efisiensi energi, pengembangan inovasi ramah lingkungan, penguatan kontribusi sosial, serta penerapan tata kelola yang transparan dan bertanggung jawab. Komitmen terhadap prinsip lingkungan, sosial, dan tata kelola (ESG) terus diintegrasikan secara konsisten dalam seluruh lini operasional.

Pengembangan sumber daya manusia dan penciptaan nilai tambah bagi seluruh pemangku kepentingan menjadi pilar utama transformasi berkelanjutan United Tractors. Dengan mengoptimalkan kompetensi, kolaborasi, dan budaya inovasi, Perseroan tetap optimis dalam menghadirkan solusi industri yang cerdas, inklusif, dan berdaya saing, sekaligus memberikan dampak nyata bagi pembangunan Indonesia yang berkelanjutan di masa depan.



“Driving Excellence, Shaping the Future” reflects the Company’s resilience in navigating market dynamics in 2025. Amid commodity price volatility and operational challenges, the Company strengthened its competitive edge through accelerated digitalization, integrated environmental management, enhanced human capital capabilities, and improved heavy equipment efficiency, thereby establishing a foundation for optimizing adaptive services and products while supporting long-term performance sustainability.

The Company has reaffirmed the direction of its sustainable growth through proactive portfolio diversification into non-coal minerals and renewable energy. The development of a greener and more sustainable business ecosystem is being advanced through improved energy efficiency, the development of environmentally friendly innovations, strengthened social contributions, and the implementation of transparent and responsible governance. Commitment to environmental, social, and governance (ESG) principles is embedded across all operational activities.

Human capital development and value creation for stakeholders remain the core pillars of the Company’s sustainable transformation. By optimizing competencies, collaboration, and a culture of innovation, the Company remains optimistic about delivering intelligent, inclusive, and competitive industrial solutions, while generating tangible impacts for Indonesia’s future sustainable development.

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Sanggahan | Disclaimer

Laporan Keberlanjutan 2025 PT United Tractors Tbk, selanjutnya disebut "Laporan", berisi data dan informasi bersifat material bagi para pemangku kepentingan. Isi Laporan berasal dari analisis internal serta sumber dokumen dan narasumber yang dapat dipercaya. Laporan Keberlanjutan ini saling melengkapi dengan Buku Laporan Tahunan 2025 PT United Tractors Tbk. Istilah "United Tractors", "UT", "Grup UT", atau "Perseroan" yang digunakan di dalam Laporan menekankan pada PT United Tractors Tbk.

Laporan Keberlanjutan ini berisi pernyataan-pernyataan yang beberapa di antaranya dapat dianggap sebagai pandangan masa depan (*forward looking statements*), yang memiliki prospek risiko dan ketidakpastian, dan kenyataan yang terjadi mungkin dapat secara material berbeda dengan apa yang terdapat dalam pernyataan.

The PT United Tractors Tbk 2025 Sustainability Report, hereinafter referred to as "Report", contains material and information for stakeholders. The contents of this Report originated from internal analysis as well as trustworthy documents and sources. This Sustainability Report is mutually complementary with Book of the PT United Tractors Tbk 2025 Annual Report. The term "United Tractors", "UT", "UT Group", or the "Company" used in this Report emphasizes on PT United Tractors Tbk.

This Sustainability Report contains statements, some of which may be considered forward looking statements, which have the prospect of risk and uncertainty, and their actual development may be materially different from that which is stated.

Pembuka

Opening



01

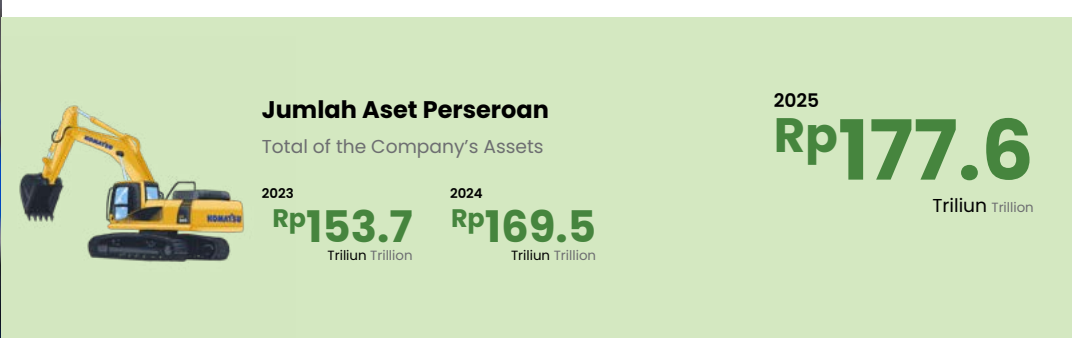
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Ekonomi Economy

SEOJK B.1





Produk Ramah Lingkungan Environmentally Friendly Products

SEOJK F.26

Komatsu PC950LC-11R

Ekskavator kelas 95 ton generasi terbaru dengan mengombinasikan mesin SAA6D140E-7 dan kapasitas *bucket* 7 m³, dengan pilihan E Mode, P Mode, dan P+ Mode. Melalui konfigurasi tersebut, efisiensi bahan bakar dapat meningkat hingga 54% dibandingkan model sebelumnya.

A latest-generation 95-ton class excavator that combines the SAA6D140E-7 engine with a 7 m³ bucket capacity and is equipped with E Mode, P Mode, and P+ Mode options. Through this configuration, fuel efficiency can be improved by up to 54% compared with the previous model.



Hydrogen Tower Lamp

Inovasi R&D Patria yang memanfaatkan kombinasi *fuel cell* 5 kW dan panel surya 3,5 kWp untuk menyuplai energi ke lampu LED 4 x 500 Watt secara mandiri tanpa bergantung pada diesel maupun jaringan listrik. Efisiensi *fuel cell* mencapai 45%, sekitar 15% lebih tinggi dibandingkan *tower lamp* ICE yang berada di kisaran 30%.

An innovation developed by Patria's R&D that utilizes a combination of a 5 kW fuel cell and a 3.5 kWp solar panel to supply power independently to four 500-watt LED lamps without relying on diesel or grid electricity. The fuel cell achieves an efficiency of up to 45%, around 15% higher than conventional ICE-based tower lamps, which typically operate at about 30%.

Komatsu Battery Forklift

Menggunakan *lithium traction battery* dengan waktu pengisian cepat hingga 2 jam serta dilengkapi *Battery Management System* untuk pemantauan kinerja secara daring. Teknologi ini menghasilkan penggunaan energi lebih efisien dan menekan konsumsi listrik PLN.

Uses a lithium traction battery with fast charging of up to 2 hours and is equipped with a Battery Management System for online performance monitoring. This technology enables more efficient energy use and helps reduce electricity consumption from the grid.



Toyota Forklift Fuel Cell 70-8FBE18

Forklift berbahan bakar hidrogen pertama di Indonesia ini menandai babak baru transformasi energi di sektor industri. Mengusung teknologi *fuel cell* tanpa emisi karbon langsung, inovasi ini menawarkan alternatif yang lebih bersih dibandingkan *forklift* konvensional. Selain itu, pengisian penuh hidrogen hanya memakan waktu 3 menit dan mampu dioperasikan selama 8 jam.











Indonesia's first hydrogen-powered forklift marks a new chapter in the energy transformation of the industrial sector. Equipped with fuel cell technology that produces no direct carbon emissions, this innovation offers a cleaner alternative to conventional forklifts. In addition, a full hydrogen refueling takes only about 3 minutes and enables up to 8 hours of operation.



Aspirasi Keberlanjutan 2030 UT

UT 2030 Sustainability Aspirations

SEOJK B.2, B.3

SDG			2025	2024*	2023*
	<p>Penurunan Emisi Gas Rumah Kaca</p> <p>Greenhouse Gas Emissions Reduction</p>	<p>Setara dengan 459.218,11 ton CO₂-eq penurunan emisi gas rumah kaca dari <i>baseline</i> 2019</p> <p>Equivalent to 459,218.11 tons of CO₂-eq greenhouse gas emissions reduction from 2019 baseline</p>	12.03%	11.02%	10.21%
	<p>Bauran Energi Terbarukan</p> <p>Renewable Energy Mix</p>	<p>Setara dengan 24.330.507,41 GJ bauran energi terbarukan</p> <p>Equivalent to 24,330,507.41 GJ renewable energy mix</p>	36.17%	31.92%	30.43%
	<p>Penurunan Intensitas Pengambilan Air</p> <p>Water Withdrawal Intensity Reduction</p>	<p>Setara dengan 1.285,62 Megaliter pengurangan pengambilan air dari <i>baseline</i> 2019</p> <p>Equivalent to 1,285.62 Megaliters of water withdrawal reduction from 2019 baseline</p>	23.09%	14.81%	19.75%
 	<p>Limbah Padat Terolah</p> <p>Solid Waste Diverted</p>	<p>Setara dengan 40.349,94 ton limbah padat terolah</p> <p>Equivalent to 40,349.94 tons of solid waste diverted</p>	73.84%	68.44%	53.64%
	<p>Tingkat <i>Lost Time Injury Frequency Rate</i> (LTI-FR)</p> <p>Lost Time Injury Frequency Rate (LTI-FR)</p>	-	0.09	0.12	0.10
   	<p>Jumlah Penerima Manfaat</p> <p>Total of Beneficiaries</p>	<p>Akumulasi jumlah penerima manfaat baru sejak 2021</p> <p>The accumulation of the number of new beneficiaries from 2021</p>	743,313	630,023	536,362

Keterangan:

- Angka penurunan emisi gas rumah kaca merupakan angka *net emission* yang diperoleh setelah dikurangi dari efisiensi energi, pemanfaatan energi terbarukan, serta pembelian Renewable Energy Certificate (REC) dan kredit karbon.

* Terdapat penyajian kembali karena adanya perbaikan metode perhitungan dan perluasan cakupan data.

Note:

- The greenhouse gas emission reduction figure represents net emissions, calculated after accounting for energy efficiency, the use of renewable energy, and the purchase of Renewable Energy Certificate (RECs) and carbon credits.

* A restatement has been made due to improvements in calculation methodologies and the expansion of data scope.

Lingkungan

Environment

SEOJK B.2

Pelestarian Keanekaragaman Hayati

Biodiversity Conservation

6 Lokasi Locations

Program Pelestarian Keanekaragaman Hayati yang dilakukan, di antaranya program Pembinaan Hutan Adat (RTH Hemaq Beniung) (5.000 ha), Konservasi Hutan Mangrove di Pantai Lamaru (0,5 ha), pembinaan Taman Hutan Kampus IPB (0,09 ha), pembinaan area revegetasi dan penghindaran deforestasi Gunung Arjuno (500,7 ha) dan Taman Kanal Banjir Timur (3,94 ha), serta konservasi flora dan fauna di Aek Pahu Tapanuli Selatan (57,42 ha). **GRI 304-2**

The Biodiversity Conservation Programs implemented include the Indigenous Forest Development Program (RTH Hemaq Beniung) (5,000 ha), mangrove forest conservation at Lamaru Beach (0.5 ha), development of the IPB Campus Forest Park (0.09 ha), management of revegetation areas and efforts to prevent deforestation in Mount Arjuno (500.7 ha) and the East Flood Canal Park (3.94 ha), as well as flora and fauna conservation in Aek Pahu, South Tapanuli (57.42 ha). **GRI 304-2**

269,996

Pohon
Trees

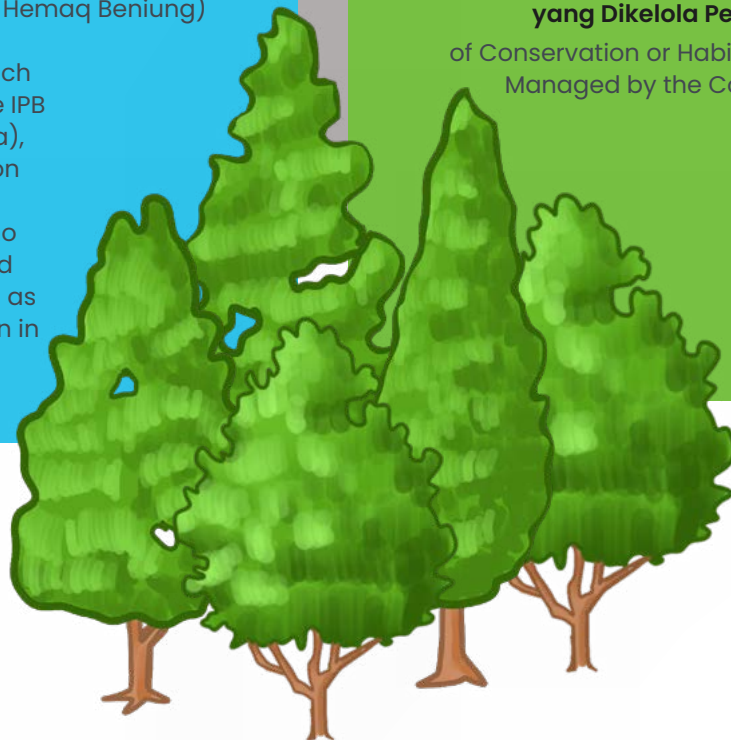
yang Berhasil Ditanam pada Program
Trees Planting

Planted through Trees Planting Program

5,563 ha

Luas Area Konservasi atau Habitat
yang Dikelola Perseroan

of Conservation or Habitat Area
Managed by the Company





Sosial

Social

SEOJK B.3

Pengembangan SDM

People's Development



* Jumlah partisipan yang mengikuti UT SMART di masing-masing modul, 1 peserta bisa mengikuti lebih dari 1 modul.

The number of participants who take UTSMART in each module, one participant can take more than one module.

Deskripsi Description	Jenis Type	2025	
		Jumlah Rata-Rata Total Average	Peningkatan Improvement
Kualitas Peningkatan Pengetahuan Knowledge Improvement Quality	Pre-test Fase 10 Pre-test Phase 10	56.37	62.9%
	Post-test Fase 10 Post-test Phase 10	91.87	
	Pre-Evaluasi Fase 70 Pre-Evaluation Phase 70	61.22	
Kualitas Peningkatan Skill Skill Enhancement Quality	Post-Evaluasi Fase 70 Post-Evaluation Phase 70	83.16	35.8%

Pelatihan Karyawan

Employee Training

Keterangan Description	Satuan Unit	2025	2024	2023
Direksi Directors		75	74	114
GM GM		77	108	114
Manajer Manager	Peserta Participants	536	530	573
Supervisor Supervisor		7,131	10,066	397
Staf Staff		30,956	28,566	308
Total Total		38,775	39,344	1,506
Total Jam Pelatihan Total Training Hours	Jam Hours	1,297,802	1,484,107	1,588,497



Tanggung Jawab Sosial Perusahaan

Corporate Social Responsibility

Pilar Pendidikan

Education Pillar



61,873

Penerima manfaat

Beneficiaries

2,240

**Sekolah Binaan Grup UT
Seluruh Jenjang**

UT Group Fostered School at All Levels

Pilar Kewirausahaan

Entrepreneurship Pillar



5,311

Penerima manfaat

Beneficiaries

2,950

**UMKM Binaan Grup UT Hasil Kolaborasi
dengan YDBA dan Kemenkop UKM RI**

MSMEs Assisted by UT Group in collaboration with YDBA and the Ministry of Cooperative and SMEs of the Republic of Indonesia

Pilar Kesehatan

Health Pillar



35,330

Penerima manfaat

Beneficiaries

14,037

**Kantong Darah yang Terkumpul
pada Program Donor Darah Grup UT**

Blood Bags Collected through the UT Group Blood Donation Program

352

**Posyandu Binaan Grup UT di Area
Cabang & Site UT**

Assisted Community Health Posts (Posyandu) under the UT Group across Branch and Site Areas

Pilar Lingkungan

Environmental Pillar



10,776

Penerima manfaat

Beneficiaries

269,996

**Pohon pada Program
Trees Planting**

Tree Planted through Tree Planting Program

183

**Bank Sampah
Binaan Grup UT**

Waste Banks Supported by the UT Group

131

**Jumlah Sekolah
Adiwiyata
Binaan Grup UT**

Adiwiyata Schools Supported by the UT Group

36

Proklim Grup UT

UT Group Proklim

Penghargaan dan Sertifikasi

Awards and Certifications

Penghargaan

Awards

Nama Perusahaan AHEMCE AHEMCE Company Name	Nama Penghargaan Award Name	Penyelenggara Organizer
PT United Tractors Tbk	Peringkat #Star 5 pada TOP CSR Award 2025 #5 Star Rating in the TOP CSR Award 2025	TOP Business
	<ul style="list-style-type: none"> HR Asia Best Companies to Work for in Asia HR Asia Sustainable Workplace Awards pada HR Asia Best Companies to Work for in Asia 2025 <ul style="list-style-type: none"> HR Asia Best Companies to Work for in Asia HR Asia Sustainable Workplace Awards in the HR Asia Best Companies to Work for in Asia 2025	HR Asia dan Business Media International HR Asia and Business Media International
	Indonesia DEI & ESG Awards 2025	PR Indonesia Group
	<ul style="list-style-type: none"> The Best Occupational Safety and Health Performance in Heavy Equipment & Mining Sector The Best Safety Program, The Best Occupational Health Excellence Program The Best Leadership on OHS Culture pada Penghargaan OHS Asia's Summit 2025 <ul style="list-style-type: none"> The Best Occupational Safety and Health Performance in Heavy Equipment & Mining Sector The Best Safety Program, The Best Occupational Health Excellence Program The Best Leadership on OHS Culture in the OHS Asia's Summit 2025 Award	First Indonesia
	<ul style="list-style-type: none"> Platinum Kategori Efisiensi Air dan Penurunan Beban Pencemaran Air Platinum Kategori Pengurangan dan Pemanfaatan Limbah B3 pada Environmental and Social Innovation Awards (ENSIA) 2025 <ul style="list-style-type: none"> Platinum Category for Water Efficiency and Reduction of Water Pollution Platinum Category for Reduction and Utilization of Hazardous Waste in the Environmental and Social Innovation Awards (ENSIA) 2025	Sucofindo
	Eco-Innovation pada Apresiasi ESG 2025 Eco-Innovation in the ESG Appreciation 2025	Investor Daily Indonesia

Nama Perusahaan AHEMCE AHEMCE Company Name	Nama Penghargaan Award Name	Penyelenggara Organizer
PT United Tractors Tbk	<p>Program Sekolah Binaan United Tractors (SOBAT) pada CNN Indonesia Awards 2025</p> <p>Program Sekolah Binaan United Tractors (SOBAT) in the CNN Indonesia Awards 2025</p>	CNN Indonesia
	<p>The Transformational Industrial Leader pada TOP CEO Indonesia Awards 2025</p> <p>The Transformational Industrial Leader in the TOP CEO Indonesia Awards 2025</p>	IDNFinancials dan Metro TV IDNFinancials and Metro TV
	<p>Analyst's Favorite Listed Company in the Industrials Sector pada CSA Awards 2025</p> <p>Analyst's Favorite Listed Company in the Industrials Sector pada CSA Awards 2025</p>	Perkumpulan Analisis Efek Indonesia (PAEI) dan CSA Community Indonesian Securities Analysts Association (PAEI) and CSA Community
PT Agincourt Resources	<p>Juara 3 Kategori Community Health and Well-being pada Astra Corporate Affairs Awards 2024</p> <p>3rd Place of Community Health and Well-being Category in the Astra Corporate Affairs Awards 2024</p>	PT Astra International Tbk
	<p>Bronze Award pada 4th Indonesia Diversity, Equality and Inclusion & Environmental, Social, and Governance Awards (IDEAS) 2025</p> <p>Bronze Award in the 4th Indonesia Diversity, Equality and Inclusion & Environmental, Social, and Governance Awards (IDEAS) 2025</p>	PR Indonesia
	<p>Bintang Lima pada TOP CSR Awards 2025</p> <p>Five-Star in TOP CSR Awards 2025</p>	Majalah Top Business
	<ul style="list-style-type: none"> • Juara 1 Piala Emas – Predikat The Best Captain dan Kategori High Angle Rescue & Technic (HART) • Juara 2 Piala Perak – Kategori Under Water Rescue & Recovery (UWR) <p>pada Indonesia Emergency Rescue Competition (IMERC) 2025</p> <ul style="list-style-type: none"> • 1st Place of Gold Trophy – Best Captain and High Angle Rescue & Technique (HART) Category • 2nd Place of Silver Trophy – Underwater Rescue & Recovery (UWR) Category <p>in the Indonesia Emergency Rescue Competition (IMERC) 2025</p>	Indonesia Emergency Rescue Competition (IMERC)
	<p>Tujuh Penghargaan pada Eco-Tech Pioneer and Sustainability Awards (EPSA) 2025</p> <p>Seven Awards in the Eco-Tech Pioneer and Sustainability Awards (EPSA) 2025</p>	Departemen Teknik Lingkungan, Universitas Diponegoro Department of Environmental Engineering, Diponegoro University
	<p>Silver Award Program Petani Milenial pada Anugerah BISRA 2025</p> <p>Silver Award for the Millennial Farmers Program in the BISRA Awards 2025</p>	Bisnis Indonesia Group
	<p>Penghargaan Subroto 2025</p> <p>Subroto Awards 2025</p>	Kementerian ESDM Ministry of Energy and Mineral Resources



Nama Perusahaan AHEMCE AHEMCE Company Name	Nama Penghargaan Award Name	Penyelenggara Organizer
PT Agincourt Resources	<p>“Siaga, Sigap, Juara” ERT Sahala Bersinar pada Indonesia Rescue Summit 2025</p> <p>“Siaga, Sigap, Juara” ERT Sahala Bersinar in the Indonesia Rescue Summit 2025</p>	<p>Kementerian Koordinator Bidang Pembangunan Manusia dan Kebudayaan</p> <p>Coordinating Ministry for Human Development and Cultural Affairs</p>
PT Kalimantan Prima Persada	<p>Indonesia Green Awards 2025</p> <ul style="list-style-type: none"> • Platinum for Best in Indonesia Award • Platinum for Empowerment of Women Award • Gold for Best Community Program Award • Gold for Excellence in Provision of Literacy and Education Award • Silver for Best Environmental Excellence Award <p>pada The 17th Annual Global CSR & ESG Summit 2025</p> <ul style="list-style-type: none"> • Platinum for Best in Indonesia Award • Platinum for Empowerment of Women Award • Gold for Best Community Program Award • Gold for Excellence in Provision of Literacy and Education Award • Silver for Best Environmental Excellence Award <p>in the 17th Annual Global CSR & ESG Summit 2025</p>	<p>The La Tofi School of CSR</p> <p>The Pinnacle Group International</p>
	Indonesia Best Companies in HSE Implementation	SWA Media Group
	World Safety Organization Indonesia Safety Culture Award	World Safety Organization
	The HR Asia Best Companies to Work for in Asia Awards	HR Asia
	<ul style="list-style-type: none"> • Predikat Investment in People • Predikat Health, Safety, and Well-being for All <p>pada The Asia Responsible Enterprise Awards (AREA) 2025</p> <ul style="list-style-type: none"> • Investment in People Award • Health, Safety, and Well-being for All Award <p>in the Asia Responsible Enterprise Awards (AREA) 2025</p>	Enterprise Asia
	Predikat Diamond dan Platinum pada TKMPN XXIX 2025 Diamond and Platinum Awards in the TKMPN XXIX 2025	Wahana Kendali Mutu
	Proklim Lestari 2025	Kementerian Lingkungan Hidup Ministry of Environment
PT Komatsu Remanufacturing Asia	<p>Bintang Empat pada TOP CSR Award 2025</p> <p>Four-Star in the TOP CSR Awards 2025</p>	TOP Business Magazine
	The HR Asia Best Companies to Work for in Asia Awards	HR Asia
	Special Prize pada SC Convention FY2024 Japan	Komatsu Ltd – Japan
	Gold Prize pada QC Staff Convention 2025	Komatsu Ltd – Japan
PT Bhumi Jati Power	<p>Bintang Empat pada TOP CSR Awards 2025</p> <p>Four-Star in the TOP CSR Awards 2025</p>	TOP Business Magazine
	<p>Predikat Emas untuk Implementasi Sistem Manajemen Keamanan Obvitnas</p> <p>Gold Award for the Implementation of the Obvitnas Security Management System</p>	<p>Markas Besar Kepolisian Negara Republik Indonesia</p> <p>Indonesia National Police Headquarters</p>
PT Energia Prima Nusantara	<p>Penghargaan Efisiensi Energi Nasional (PEEN)</p> <p>National Energy Efficiency Award (PEEN)</p>	<p>Kementerian ESDM</p> <p>Ministry of Energy and Mineral Resources</p>
	<p>Predikat Gold dan Diamond</p> <p>Gold and Diamond Awards</p>	TKMPN

Nama Perusahaan AHEMCE AHEMCE Company Name	Nama Penghargaan Award Name	Penyelenggara Organizer
PT Pamapersada Nusantara	Indonesia Best Workplace Awards 2025	HR Asia
	Indonesia Rescue Summit 2025	Kementerian Koordinator Bidang Pembangunan Manusia dan Kebudayaan Coordinating Ministry for Human Development and Cultural Affairs
PT Acset Indonusa Tbk	Penghargaan Kecelakaan Nihil Zero Accident Award	Dinas Tenaga Kerja dan Transmigrasi Provinsi Banten Manpower and Transmigration Office of Banten Province
Yayasan Karya Bakti United Tractors	Penghargaan Diversity, Equality, and Inclusion Excellence pada Indonesia Corporate Sustainability Award (ICSA) Diversity, Equality, and Inclusion Excellence Award in the Indonesia Corporate Sustainability Award (ICSA)	Olahkarsa
PT Bina Pertiwi	<ul style="list-style-type: none"> • Gold pada Kategori Best Employer Branding Program • Silver pada Best Employee Advocacy Program • Silver pada Best Learning Culture Journey pada HC Excellence Award 2024 • Gold for Best Employer Branding Program • Silver for Best Employee Advocacy Program • Silver for Best Learning Culture Journey in the HC Excellence Award 2024 	Employee Experience Awards 2025
	Platinum Award Kategori DMAIC pada Inovasi Opexcon Platinum Award for DMAIC Category in the Inovasi Opexcon	Opexcon
	Corporate Sustainability Initiative	Majalah SWA
PT Asmin Bara Bronang	<ul style="list-style-type: none"> • Juara 1 Astra Friendly Company Kategori Entrepreneurship & Economic Growth • Juara 3 Astra Security Management System Kategori Security Culture Ownership • Juara 3 Astra Security Management System Kategori Optimal Technology Utilization <p>pada Corporate Affair Awards 2025</p> <ul style="list-style-type: none"> • 1st Place of Astra Friendly Company for Entrepreneurship & Economic Growth Category • 3rd Place of Astra Security Management System for Security Culture Ownership Category • 3rd Place of Astra Security Management System for Optimal Technology Utilization Category <p>in the Corporate Affair Awards 2025</p>	PT Astra International Tbk
	Silver Best Community Program pada Global CSR & ESG Summit and Awards 2025 Silver for Best Community Program in the Global CSR & ESG Summit and Awards 2025	The Pinnacle Group International
	Gold Kategori Economic Empowerment pada Indonesia Social Responsibility Award (ISRA) Gold for Economic Empowerment Category in Indonesia Social Responsibility Award (ISRA)	Indonesia Social Responsibility Award (ISRA)



Nama Perusahaan AHEMCE AHEMCE Company Name	Nama Penghargaan Award Name	Penyelenggara Organizer
PT Asmin Bara Bronang	<ul style="list-style-type: none"> • Silver Kategori Inovasi Lingkungan Penurunan Emisi • Gold Kategori Inovasi Lingkungan Pengelolaan Sampah • Platinum Kategori Inovasi Pengelolaan Perlindungan Keanekaragaman Hayati <p>pada Environmental & Social Innovation Awards (ENSIA) 2025</p> <ul style="list-style-type: none"> • Silver for Environmental Innovation for Emission Reduction Category • Gold for Environmental Innovation for Waste Management Category • Platinum for Biodiversity Protection Management Innovation Category <p>in the Environmental & Social Innovation Awards (ENSIA) 2025</p>	PT Sucofindo (Persero)
PT Suprabari Mapanindo Mineral	<p>Juara 1 Astra Friendly Company Kategori Conservation & Biodiversity pada Corporate Affair Awards 2025</p> <p>1st Place of Astra Friendly Company for Conservation & Biodiversity Category in the Corporate Affair Awards 2025</p>	PT Astra International Tbk
	<p>Bronze Best Community Program pada Global CSR & ESG Summit and Awards 2025</p> <p>Bronze for Best Community Program in the Global CSR & ESG Summit and Awards 2025</p>	The Pinnacle Group International
	<ul style="list-style-type: none"> • Platinum Kategori Biodiversity Conservation – Program Konservasi Ekosistem Lahan Gambut • Bronze Kategori Economic Empowerment – Program Budidaya Perikanan Keramba <p>pada Indonesia Social Responsibility Award (ISRA)</p> <ul style="list-style-type: none"> • Platinum for Biodiversity Conservation Program – Peatland Ecosystem Conservation Program • Bronze for Economic Empowerment Category – Net Cage Aquaculture Program <p>in the Indonesia Social Responsibility Award (ISRA)</p>	Indonesia Social Responsibility Award (ISRA)
	<ul style="list-style-type: none"> • Gold – Inovasi Lingkungan Efisiensi Energi • Gold – Inovasi Lingkungan Pengelolaan Sampah • Gold – Inovasi Sosial • Silver – Inovasi Lingkungan Penurunan Emisi • Platinum – Inovasi Lingkungan Efisiensi Air dan Penurunan Beban Pencemaran Air • Platinum – Inovasi Lingkungan Pengurangan dan Pemanfaatan Limbah B3 • Platinum – Inovasi Pengelolaan Perlindungan Keanekaragaman Hayati <p>pada Environmental & Social Innovation Awards (ENSIA) 2025</p> <ul style="list-style-type: none"> • Gold – Environmental Innovation in Energy Efficiency • Gold – Environmental Innovation in Waste Management • Gold – Social Innovation • Silver – Environmental Innovation in Emission Reduction • Platinum – Environmental Innovation in Water Efficiency and Reduction of Water Pollution Load • Platinum – Environmental Innovation in Reduction and Utilization of B3 Waste • Platinum – Biodiversity Protection Management Innovation <p>in the Environmental & Social Innovation Awards (ENSIA) 2025</p>	PT Sucofindo (Persero)
	<p>Trophy Program Kampung Iklim Desa Pendreh (Desa Binaan SMM)</p> <p>Trophy for the Climate Village Program (Proklim) at Pendreh Village (SMM Assisted Village)</p>	<p>Kementerian Lingkungan Hidup dan Kehutanan (KLHK)</p> <p>Ministry of Environment and Forestry</p>

Nama Perusahaan AHEMCE AHEMCE Company Name	Nama Penghargaan Award Name	Penyelenggara Organizer
PT Suprabari Mapanindo Mineral	Gold Award – Pemanfaatan Limbah Kotoran Hewan pada Indonesia SDGs Awards (ISDA) Gold Award – Utilization of Animal Manure Waste in the Indonesia SDGs Awards (ISDA)	Corporate Forum for CSR Development (CFCD)
PT Telen Orbit Prima	Gold Kategori Health Quality Improvement pada Indonesia Social Responsibility Award (ISRA) Gold for Health Quality Improvement Category in the Indonesia Social Responsibility Award (ISRA)	Indonesia Social Responsibility Award (ISRA)
	Best Small-Scale Coal Mining Company in Southeast Asia pada ASEAN Energy Awards Best Small-Scale Coal Mining Company in Southeast Asia at the ASEAN Energy Awards	ASEAN Centre for Energy (ACE)
	Gold Award – Sumber Air Su Dekat: Peningkatan Kualitas dan Akses Air Bersih dan Minum bagi Masyarakat Desa Buhut Jaya Gold Award – <i>Sumber Air Su Dekat: Improving the Quality and Access to Clean and Drinking Water for the Community of Buhut Jaya Village</i>	Corporate Forum for CSR Development (CFCD)
PT Tuah Turangga Agung	Predikat Gold dan Platinum pada TKMPN XXIX Gold and Platinum Award in the TKMPN XXIX	PT Wahana Kendali Mutu & Asosiasi Manajemen Mutu dan Produktivitas Indonesia (AMMPI) PT Wahana Kendali Mutu & Indonesian Quality and Productivity Management Association (AMMPI)
	Platinum Award – Konservasi Ekosistem Lahan Gambut pada Indonesia SDGs Awards (ISDA) 2025 Platinum Award – Peatland Ecosystem Conservation in the Indonesia SDGs Awards (ISDA) 2025	Corporate Forum for CSR Development (CFCD)
PT United Tractors Pandu Engineering	Indonesia Sustainability Award 2025 Sustainability Communication Award 2025	First Indonesia Magazine La Tofi School Social & Responsibility
	Predikat Platinum SSNT SSNT Platinum Award	TKMPN
PT Patria Maritim Perkasa	1 st Best Participant of Solid Waste Management Project Predikat Platinum pada TKMPN XXIX Platinum Award in the TKMPN XXIX	PT Astra International Tbk TKMPN
PT Patria Maritim Lines	Juara 1 Group 4 pada Astra Awards 2025 1 st Place of Group 4 in the Astrea Awards 2025	PT Astra International Tbk
	Predikat Platinum dan Gold pada TKMPN XXIX Platinum and Gold Awards in the TKMPN XXIX	TKMPN

Informasi lebih rinci mengenai penghargaan dapat dilihat di situs web [United Tractors](#) dan [Laporan Tahunan](#).

More detailed information regarding the awards can be found on the [United Tractors](#) website and in the [Annual Report](#).

Sertifikasi

Certifications

Nama Sertifikasi Certification Name	Nama Perusahaan/Cabang/Site/Plant Company/Branch/Site/Plant Name	Masa Berlaku Sertifikat Certification Validity Period	Pemberi Sertifikat Issuer
ISO 14001:2015 Sistem Manajemen Lingkungan Environmental Management System	PT United Tractors Tbk - Kantor Pusat Head Office	2025-2029	LRQA Limited
	PT Acset Indonusa Tbk	2023-2026	TUV NORD
	PT Acset Pondasi Indonusa - Kantor Pusat Head Office	2023-2026	TUV NORD
	PT Bintai Kindenko Engineering Indonesia	2025-2028	KAN
	PT Agincourt Resources	2023-2026	SGS
	PT Energia Prima Nusantara - PLTU Pama 01	2025-2028	Sucofindo
	PT United Tractors Pandu Engineering - Kantor Pusat Head Office	2023-2026	PT Intertek SAI Global Indonesia
	PT Patria Maritim Perkasa	2024-2027	Bureau Veritas
	PT Pamapersada Nusantara - Site ABKL	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site JIEP	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site ARIA	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site ASMI	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site BAYA	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site BEKB	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site BRCB	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site BRCG	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site BTSJ	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site INDO	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site KIDE	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site KPCB	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site KPCS	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site MTBU	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site SMMS	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site TCMM	2024-2027	PT TÜV SÜD Indonesia
PT Kalimantan Prima Persada	2024-2027	PT TÜV SÜD Indonesia	
PT Asmin Bara Bronang - Kapuas Tengah	2023-2026	SGS	
PT Suprabari Mapanindo Mineral - Barito Utara	2023-2026	SGS	
PT Telen Orbit Prima - Kapuas Tengah	2023-2026	SGS	
ISO 14064-1:2018 Spesifikasi dengan Panduan di Tingkat Organisasi untuk Kuantifikasi dan Pelaporan Emisi dan Penyerapan Gas Rumah Kaca Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals	PT United Tractors Tbk - Kantor Pusat Head Office	2024-2025	Mutuagung Lestari
	PT Pamapersada Nusantara - Site KIDE	Tidak ada masa berlaku No expiration date	PT TÜV SÜD Indonesia

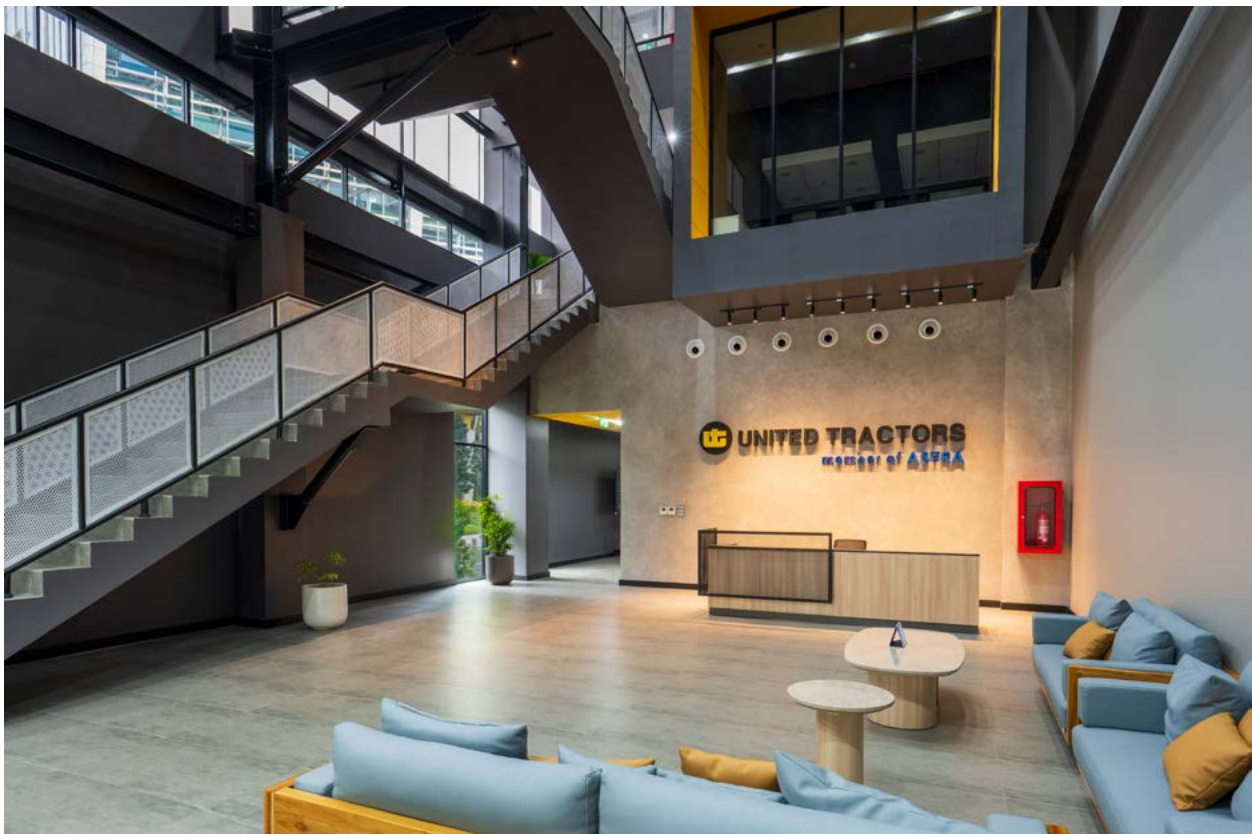
Nama Sertifikasi Certification Name	Nama Perusahaan/Cabang/Site/Plant Company/Branch/Site/Plant Name	Masa Berlaku Sertifikat Certification Validity Period	Pemberi Sertifikat Issuer
ISO 17025:2017 Persyaratan Umum untuk Kompetensi Laboratorium Pengujian dan Kalibrasi General Requirements for the Competence of Testing and Calibration Laboratories	PT Asmin Bara Bronang - Kapuas Tengah	2022-2027	KAN
	PT Telen Orbit Prima - Kapuas Tengah	2025-2029	KAN
	PT Suprabari Mapanindo Mineral - Barito Utara	2023-2028	KAN
ISO 27001:2022 Sistem Manajemen Keamanan Informasi Information Security Management System	PT Agincourt Resources	2025-2028	SGS
ISO 37001:2016 Sistem Manajemen Anti Penyuapan (SMAP) Anti-bribery Management System	PT Acset Indonusa Tbk	2023-2026	TUV NORD
ISO 45001 - EHS 2018	PT Acset Pondasi Indonusa - Kantor Pusat Head Office	2023-2026	TUV NORD
ISO 45001:2018 Sistem Manajemen Kesehatan dan Keselamatan Kerja Occupational Health and Safety Management System	PT Pamapersada Nusantara - Site ABKL	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site JIEP	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site ARIA	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site ASMI	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site BAYA	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site BEKB	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site BRCB	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site BRCG	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site BTSJ	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site INDO	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site KIDE	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site KPCB	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site KPCS	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site MTBU	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site SMMS	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site TCMM	2024-2027	PT TÜV SÜD Indonesia
	PT Asmin Bara Bronang - Kapuas Tengah	2023-2026	SGS
	PT Suprabari Mapanindo Mineral - Barito Utara	2023-2026	SGS
	PT Telen Orbit Prima - Kapuas Tengah	2023-2026	SGS
	PT United Tractors Tbk - Kantor Pusat Head Office	2025-2029	LRQA Limited
	PT Acset Indonusa Tbk	2023-2026	TUV NORD
	PT Bintai Kindenko Engineering Indonesia	2025-2028	KAN
	PT Agincourt Resources	2023-2026	SGS
	PT Energia Prima Nusantara - PLTU Pama 01	2025-2028	Sucofindo
	PT United Tractors Pandu Engineering - Kantor Pusat Head Office	2023-2026	PT Intertek SAI Global Indonesia
	PT Patria Maritim Perkasa	2024-2027	Bureau Veritas
	PT Kalimantan Prima Persada	2024-2027	PT TÜV SÜD Indonesia



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ISO 50001:2018 Sistem Manajemen Energi Energy Management System	PT United Tractors Tbk - Kantor Pusat Head Office	2026-2027	LRQA Limited
	PT Agincourt Resources	2025-2028	SGS
	PT Energia Prima Nusantara - PLTU Pama 01	2025-2028	Sucofindo
	PT Pamapersada Nusantara - Site JIEP	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site ABKL	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site ARIA	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site ASMI	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site BAYA	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site BEKB	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site BRCB	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site INDO	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site KIDE	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site KPCS	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site MTBU	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site SMMS	2024-2027	PT TÜV SÜD Indonesia
PT Pamapersada Nusantara - Site TCMM	2024-2027	PT TÜV SÜD Indonesia	
ISO 9001:2015 Sistem Manajemen Mutu Quality Management System	PT United Tractors Tbk - Kantor Pusat Head Office	2025-2028	LRQA Limited
	PT Acset Indonusa Tbk	2025-2029	TUV NORD
	PT Acset Pondasi Indonusa - Kantor Pusat Head Office	2023-2026	TUV NORD
	PT Bintai Kindenken Engineering Indonesia	2025-2028	KAN
	PT Agincourt Resources	2025-2028	SGS
	PT Energia Prima Nusantara - PLTU Pama 01	2025-2028	Sucofindo
	PT United Tractors Pandu Engineering - Kantor Pusat Head Office	2023-2026	PT Intertek SAI Global Indonesia
	PT United Tractors Pandu Engineering Production Plant 2 Division - Jakarta Plant (RJKT)	2023-2026	PT Intertek SAI Global Indonesia
	PT United Tractors Pandu Engineering Production Plant 2 Division - Balikpapan Sudirman Plant (RBPS)	2023-2026	PT Intertek SAI Global Indonesia
	PT United Tractors Pandu Engineering Production Plant 2 Division - Balikpapan Mulawarman Plant (RBPM)	2023-2026	PT Intertek SAI Global Indonesia
	PT United Tractors Pandu Engineering Production Plant 2 Division - Timika Plant (RTMK)	2023-2026	PT Intertek SAI Global Indonesia
	PT Patria Maritime Lines	2024-2027	SAI Global
	PT Triatra Sinergia Pratama	2023-2026	SGS
	PT Pamapersada Nusantara - Site ABKL	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site JIEP	2024-2027	PT TÜV SÜD Indonesia
PT Pamapersada Nusantara - Site ARIA	2024-2027	PT TÜV SÜD Indonesia	
PT Pamapersada Nusantara - Site ASMI	2024-2027	PT TÜV SÜD Indonesia	

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ISO 9001:2015	PT Pamapersada Nusantara - Site BAYA	2024-2027	PT TÜV SÜD Indonesia
Sistem Manajemen Mutu Quality Management System	PT Pamapersada Nusantara - Site BEKB	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site BRCB	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site BRCG	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site BTSJ	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site INDO	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site KIDE	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site KPCB	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site KPCS	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site MTBU	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site SMMS	2024-2027	PT TÜV SÜD Indonesia
	PT Pamapersada Nusantara - Site TCMM	2024-2027	PT TÜV SÜD Indonesia
	PT Kalimantan Prima Persada	2024-2027	PT TÜV SÜD Indonesia
	PT Asmin Bara Bronang - Kapuas Tengah	2023-2026	SGS
	PT Prima Multi Mineral - Banjarmasin	2023-2026	SGS
	PT Suprabari Mapanindo Mineral - Barito Utara	2023-2026	SGS
PT Telen Orbit Prima - Kapuas Tengah	2023-2026	SGS	
Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) Occupational Health and Safety Management System	PT United Tractors Tbk - Kantor Pusat Head Office	2024-2027	Kementerian Ketenagakerjaan Ministry of Manpower
	PT United Tractors Tbk - Balikpapan	2024-2027	Kementerian Ketenagakerjaan Ministry of Manpower
	PT Acset Pondasi Indonusa - Kantor Pusat Head Office	2024-2027	Kementerian Ketenagakerjaan Ministry of Manpower
	PT Patria Maritim Perkasa	2028	Kementerian Ketenagakerjaan Ministry of Manpower
Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) Tingkat Awal (64 Kriteria) Occupational Health and Safety Management System Initial Level (64 Criteria)	PT Bintang Kindenko Engineering Indonesia	2023-2026	Kementerian Ketenagakerjaan Ministry of Manpower
Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) Tingkat Lanjutan (166 Kriteria) Occupational Health and Safety Management System Advanced Level (166 Criteria)	PT Acset Indonusa Tbk	2023-2026	Kementerian Ketenagakerjaan Ministry of Manpower
Akreditasi PAMA Learning Center PAMA Learning Center Accreditation	PT Pamapersada Nusantara - Kantor Pusat Head Office	2023-2028	KA-LDP-ESDM
Greenship Existing Building V.1.1. Level Platinum	PT Pamapersada Nusantara - Kantor Pusat Head Office	2023-2026	Green Building Council Indonesia

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International Ship and Port Facility Security (ISPS)	PT Patria Maritim Perkasa - Kantor Pusat Head Office	2028	Kementerian Perhubungan, Direktorat Jenderal Perhubungan Laut, Jakarta Ministry of Transportation, Directorate General of Sea Transportation, Jakarta
International Safety Management Code (ISM Code)	PT Patria Maritime Lines	2022-2026	Direktorat Jenderal Perhubungan Laut Directorate General of Sea Transportation
Kriteria Implementasi Praktik Ke-HRD-an Astra Astra HR Practices Implementation Criteria	PT Bina Pertiwi - Kantor Pusat Head Office	2025-2027	Astra
Sertifikat Greenship Gedung Terbangun V.1.1 Greenship Certification for Existing Building V.1.1	PT United Tractors Tbk - Kantor Pusat Head Office	2023-2026	Green Building Council Indonesia
Sertifikat Greenship NZH V.1.0 Greenship NZH Certificate V.1.0	PT United Tractors Tbk - Kantor Pusat Head Office	2023-2027	Green Building Council Indonesia





Sambutan Presiden Direktur

President Director's Statement

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Keberlanjutan diposisikan sebagai elemen strategis yang menyatu dalam arah bisnis Perseroan. Selaras dengan visi dan misi Perseroan untuk menciptakan manfaat bagi para pemangku kepentingan, Perseroan secara konsisten mendorong inovasi serta penyesuaian strategi untuk merespons perubahan global, termasuk risiko perubahan iklim.

Sustainability is a strategic element embedded in the Company's business direction. Therefore, in line with the vision and mission to create value for all stakeholders, the Company is driving innovation and strategic adaptations to respond to global developments, including climate change risks.

Frans Kesuma
Presiden Direktur
President Director



Para Pemegang Saham yang Terhormat,

Sepanjang tahun 2025, Perseroan secara adaptif merespons berbagai dinamika melalui penerapan strategi yang terarah dan solid. Perseroan memahami bahwa melemahnya harga komoditas, ketidakpastian global, dinamika politik, serta persaingan yang makin ketat turut membentuk lanskap bisnis yang penuh tantangan. Selain itu, perkembangan kebijakan dan perizinan terus memperkuat kesiapan dan ketangkasan Perseroan dalam menjalankan kegiatan bisnis.

Melihat berbagai dinamika tersebut, Perseroan memaknai tahun 2025 sebagai perjalanan berharga yang memperjelas visi strategis ke depan. Momentum ini sekaligus menjadi perwujudan bahwa langkah transformasi yang telah dilakukan mampu memperkokoh fondasi bisnis Perseroan secara berkelanjutan.

Komitmen dan Strategi Keberlanjutan

Selama perjalanan lebih dari lima dekade, Perseroan terus memperkuat ketahanan bisnis dalam merespons dinamika ekonomi global. Berbagai siklus tantangan dan peluang telah membentuk fondasi pertumbuhan jangka panjang yang adaptif dan berkelanjutan. Dalam merespons dinamika tersebut, Perseroan menegaskan komitmen untuk menjaga keseimbangan pencapaian kinerja bisnis dan keberlanjutan masa depan.

Komitmen yang telah dibangun pada tahun sebelumnya dilanjutkan secara konsisten dengan fokus pada penguatan ketahanan jangka panjang. Komitmen ini diwujudkan melalui diversifikasi

Dear Valued Stakeholders,

In 2025, the Company was adaptive in its response to various dynamics mainly through focused and robust strategies. The Company recognized that declining commodity prices, global uncertainty, political developments, and intensifying competition were shaping a challenging business landscape. At the same time, ongoing developments in policies and licensing frameworks further strengthened the Company's readiness and agility in doing business.

In light of these conditions, the Company views 2025 as a valuable journey that sharpened the strategic vision going forward. This momentum has also provided tangible evidence that the transformation initiatives implemented have solidified the Company's business foundations in a sustainable manner.

Commitment and Sustainability Strategy

Over more than five decades, the Company has improved its business resilience in responding to global economic trends, as various cycles of challenges and opportunities have shaped an adaptive and sustainable foundation for long-term growth. In navigating these dynamics, the Company has reaffirmed its commitment to maintaining a balance between business performance and future sustainability.

Commitments established in the previous year were consistently carried forward with a focus on strengthening long-term resilience, realized through the diversification of the mineral business portfolio to

portofolio bisnis mineral guna menjaga keseimbangan kontribusi pendapatan antara bisnis batu bara dan non-batu bara. Selain itu, Perseroan meningkatkan kinerja keberlanjutan melalui penerapan *operational excellence* di seluruh lini usaha dengan pemanfaatan dan optimalisasi teknologi, termasuk digitalisasi.

Dalam kerangka yang lebih luas, keberlanjutan diposisikan sebagai elemen strategis yang menyatu dalam arah bisnis Perseroan. Selaras dengan visi dan misi Perseroan untuk menciptakan manfaat bagi para pemangku kepentingan, Perseroan secara konsisten mendorong inovasi serta penyesuaian strategi untuk merespons perubahan global, termasuk risiko perubahan iklim. Strategi ini diperkuat melalui pengesahan Aspirasi Keberlanjutan 2030 UT dan pengintegrasinya dengan target Astra Net Zero Scope 1 & 2 pada tahun 2050, sebagai pijakan strategis dalam perjalanan keberlanjutan Perseroan.

Sebagai kerangka implementasi, Perseroan menerapkan Triple-P Roadmap sebagai strategi keberlanjutan jangka panjang. *Roadmap* ini memastikan prinsip lingkungan, sosial, dan tata kelola (ESG) terintegrasi secara menyeluruh ke dalam operasional dan proses pengambilan keputusan bisnis, sehingga pelaksanaan keberlanjutan berlangsung secara sistematis dan terukur di seluruh lini bisnis.

Strategi tersebut selanjutnya diterjemahkan ke dalam Aspirasi Keberlanjutan 2030 UT yang mencakup 10 inisiatif strategis pada tiga pilar utama, yaitu lingkungan, sosial, dan tata kelola. Seluruh inisiatif tersebut didukung oleh penanaman budaya keberlanjutan serta pengembangan kapabilitas sumber daya manusia, agar prinsip keberlanjutan terinternalisasi sebagai bagian dari praktik kerja sehari-hari.

Dengan kerangka yang terintegrasi, Perseroan optimis dapat terus menciptakan nilai jangka panjang yang berkelanjutan guna memperkuat ketahanan bisnis sekaligus mengelola risiko dan peluang keberlanjutan secara seimbang.

maintain a balanced contribution to revenue between coal and non-coal businesses. In addition, the Company enhanced its sustainability performance by implementing operational excellence across all business lines through the adoption and optimization of technology, including digitalization.

Within a broader framework, sustainability is a strategic element embedded in the Company's business direction. Therefore, in line with the vision and mission to create value for stakeholders, the Company is driving innovation and strategic adaptations to respond to global developments, including climate change risks. This strategy has been further reinforced through the establishment of UT's 2030 Sustainability Aspirations and the integration with Astra Net Zero Scope 1 & 2 target by 2050.

As an implementation framework, the Company has adopted the Triple-P Roadmap as its long-term sustainability strategy to ensure that Environmental, Social, and Governance (ESG) principles are comprehensively integrated into operational activities and business decision-making processes, enabling sustainability implementation to be carried out in a systematic and measurable manner across all business lines.

The strategy has been translated into the United Tractors Sustainability Aspirations 2030, which encompasses ten strategic initiatives across three core pillars, namely ESG. All initiatives are supported by the cultivation of a sustainability-driven culture and the continuous development of human capital capabilities, ensuring that sustainability principles are part of daily work practices.

With this integrated framework in place, the Company is optimistic in its ability to create sustainable long-term value and strengthen business resilience while maintaining a balanced approach to managing sustainability-related risks and opportunities.

Peran dan Pengawasan Tata Kelola

Dalam pelaksanaan strategi, Perseroan melakukan pemantauan dan evaluasi secara berkala sebagai instrumen utama untuk memastikan efektivitas penerapan strategi di seluruh lini bisnis. Evaluasi dilaksanakan secara sistematis guna memastikan setiap capaian kinerja dapat diukur secara objektif, sehingga arah strategis Perseroan tetap berada pada koridor target yang telah ditetapkan.

Direksi berperan aktif dalam mengarahkan pelaksanaan strategi melalui koordinasi lintas unit usaha yang tersinergi, sekaligus memastikan setiap inisiatif strategis diterjemahkan secara konsisten ke dalam sasaran kinerja yang terukur. Dalam kerangka tersebut, seluruh inisiatif pada Aspirasi Keberlanjutan 2030 UT telah diintegrasikan ke dalam *key performance indicator* (KPI) Direksi sebagai penguatan akuntabilitas.

Pada saat yang sama, komunikasi yang berkelanjutan dengan Dewan Komisaris senantiasa dijaga untuk memperoleh pandangan strategis yang independen. Seluruh proses ini didukung oleh sistem pengendalian internal dan evaluasi rutin, sehingga komitmen keberlanjutan dijalankan secara konsisten dan adaptif di seluruh organisasi.

Capaian Aspirasi Keberlanjutan 2030 UT

Portfolio Roadmap

Melalui penerapan Portfolio Roadmap, Perseroan mencatatkan sejumlah capaian penting dalam mendukung Aspirasi Keberlanjutan 2030 UT. Pada tahun 2025, emisi gas rumah kaca (GRK) yang dihasilkan pada proses operasional berhasil ditekan sebesar 12,03% dibandingkan *baseline* 2019, di mana capaian reduksi tahun 2024 sebesar 11,02%. Sementara itu, bauran energi terbarukan mencapai 24.330.507,41 GJ setara 36,17% dari total konsumsi energi. Pencapaian ini didukung oleh berbagai inisiatif efisiensi dan pemanfaatan energi terbarukan, termasuk *biofuel*, solar panel, sertifikasi REC, *forklift* listrik, dan unit hibrida pada alat berat di area pertambangan.

Governance Roles and Oversight

In implementing its strategy, the Company conducts regular monitoring and evaluation as a primary mechanism to ensure the effective execution of strategic initiatives across all business lines. Evaluations are systematic, ensuring performance achievements can be measured objectively, and the Company's strategic direction remains aligned with established targets.

The Board of Directors plays an active role in steering strategy execution through coordinated and synergized cross-business unit collaboration, ensuring each initiative is translated into measurable performance objectives. Within this framework, all initiatives under UT 2030 Sustainability Aspirations have been integrated into the Board of Directors' key performance indicators (KPIs) to reinforce accountability.

Continuous communication with the Board of Commissioners is also maintained to obtain independent perspectives. These processes are supported by robust internal control systems and regular evaluations, ensuring sustainability commitments are implemented consistently and adaptively across the organization.

Achievements of UT Sustainability Aspirations 2030

Portfolio Roadmap

Through the implementation of the Portfolio Roadmap, the Company has recorded several key achievements in support of UT 2030 Sustainability Aspirations. In 2025, greenhouse gas (GHG) emissions generated from operational processes were reduced by 12.03% compared to the 2019 baseline, improving from a reduction of 11.02% achieved in 2024. In addition, the renewable energy mix reached 24,330,507.41 GJ, equivalent to 36.17% of total energy consumption. These achievements were supported by various efficiency initiatives and the utilization of renewable energy, including biofuel, solar panels, REC certification, electric forklifts, and hybrid units for heavy equipment in mining areas.



Selain itu, Perseroan mendorong pengembangan bisnis berkelanjutan melalui langkah-langkah strategis yang mendukung percepatan transisi energi. Melalui PT Energia Prima Nusantara (EPN), Perseroan mengakuisisi 80,16% saham PT Supreme Energy Sriwijaya (SES), perusahaan yang bergerak di bidang pengembangan energi panas bumi. Aksi ini juga diperkuat dengan peningkatan kepemilikan pada PT Supreme Energy Rantau Dedap (SERD), sehingga porsi saham SERD secara langsung dan tidak langsung mencapai 40,4%.

Langkah-langkah strategis tersebut menjadi bagian dari upaya Perseroan untuk mencapai ketahanan bisnis dengan meningkatkan pendapatan non-batu bara hingga 50%. Capaian ini sekaligus mencerminkan penyelarasan strategi diversifikasi yang telah dijalankan, termasuk optimalisasi peluang bisnis pada sektor-sektor yang lebih ramah lingkungan dan memiliki prospek pertumbuhan berkelanjutan.

Selain itu, Perseroan terus mengeksplorasi peluang pengurangan emisi gas rumah kaca dari kegiatan operasional melalui pendekatan *Nature-based Solutions* (NBS), yang mencakup kegiatan revegetasi hutan di Gunung Arjuno oleh UT, serta bisnis PAMA yang berfokus pada kegiatan pengelolaan hutan dan pelestarian lingkungan melalui PT Pertiwi Nusantara Raya (PNR). Upaya ini dilakukan sebagai bagian dari komitmen Perseroan dalam mendukung ketahanan iklim dan memastikan keberlanjutan jangka panjang.

People Roadmap

Perseroan memandang bahwa sumber daya manusia sebagai aset strategis yang berperan penting dalam mendukung keberlanjutan dan pencapaian kinerja bisnis. Oleh karena itu, berbagai inisiatif dilakukan untuk menciptakan lingkungan kerja yang aman, sehat, inklusif dan kondusif bagi pengembangan karyawan. Penguatan sistem manajemen keselamatan dan kesehatan kerja (K3) terus dilakukan, antara lain melalui perolehan sertifikasi ISO 45001. Sepanjang tahun 2025, Perseroan mencatat tingkat kecelakaan yang menyebabkan hari hilang dengan nilai LTI *rate* sebesar 0.09.

In addition, the Company continues to drive the development of sustainable businesses through strategic initiatives that support the acceleration of energy transition. Through PT Energia Prima Nusantara (EPN), the Company acquired an 80.16% equity stake in PT Supreme Energy Sriwijaya (SES), a company engaged in geothermal energy development. This action was further strengthened by an increase in ownership in PT Supreme Energy Rantau Dedap (SERD), resulting in a total of direct and indirect shareholding of 40,4% in SERD.

Strategic initiatives form part of the Company's efforts to strengthen business resilience by increasing non-coal revenue to 50%. This also reflects the alignment of the diversification strategy, including the optimization of business opportunities in more environmentally friendly sectors with sustainable long-term growth prospects.

The Company also continues to explore opportunities to reduce greenhouse gas emissions from its operational activities through a Nature-Based Solutions (NBS) approach. These initiatives, which include forest revegetation activities at Mount Arjuno by UT, and PAMA's business focused on forest management activities and environmental conservation efforts by PT Pertiwi Nusantara Raya (PNR), form part of the Company's commitment to supporting climate resilience and long-term sustainability.

People Roadmap

Human capital plays a critical role in supporting sustainability and driving business performance. Accordingly, various initiatives foster a safe, healthy, inclusive, and conducive work environment for employee development. Strengthening of the occupational health and safety (OHS) management system is carried out, among others, through the attainment of ISO 45001 certification and, in 2025, the Company recorded a lost-time injury (LTI) frequency rate of 0.09.

Pengembangan kapabilitas karyawan juga menjadi salah satu prioritas utama dalam strategi keberlanjutan Perseroan. Melalui UTSMART, program pembelajaran yang komprehensif dan terintegrasi, Perseroan menyediakan 2.207 modul pembelajaran yang dapat diakses oleh seluruh karyawan. Pada tahun 2025, sebanyak 79.583 karyawan telah mengikuti berbagai program pelatihan dengan total 1.297.802 jam pelatihan.

Perseroan menyadari bahwa sektor industri yang digeluti masih didominasi oleh tenaga kerja laki-laki. Namun demikian, Perseroan terus berkomitmen memperkuat keberagaman dan inklusivitas di lingkungan kerja. Komitmen tersebut tecermin dari jumlah karyawan perempuan yang mencapai 1.405 orang, atau meningkat 8,75% dibandingkan tahun sebelumnya yang tercatat sebanyak 1.292 orang. Selain itu, Perseroan juga memiliki perwakilan perempuan pada jajaran Direksi, yang menegaskan komitmen terhadap kesetaraan kesempatan dan keberagaman dalam kepemimpinan.

Public Contribution Roadmap

Melalui Public Contribution Roadmap, Perseroan terus membangun hubungan yang kuat, konstruktif, dan berkelanjutan dengan masyarakat. Dalam pelaksanaan program *Corporate Social Responsibility* (CSR), Perseroan berpedoman pada lima pilar utama, yaitu Pendidikan (UTFUTURE), Lingkungan (UTREES), Kewirausahaan (UTGROWTH), Kesehatan (UTCARE), dan Tanggap Darurat Bencana (UTACTION). Seluruh inisiatif tersebut dirancang untuk menghadirkan dampak positif yang dapat dirasakan secara langsung oleh masyarakat di berbagai wilayah Indonesia.

Kelima pilar tersebut menjadi kerangka utama dalam perencanaan dan implementasi setiap program CSR. Sejak tahun 2021 hingga 2025, tercatat sebanyak 743.313 orang menjadi penerima manfaat dari program CSR Perseroan. Capaian ini meningkat sebesar 18% dibandingkan tahun sebelumnya, yang mencatatkan 630.023 penerima manfaat.

Employee capability development also remains a key priority. Through UTSMART, a comprehensive and integrated learning program, the Company provides 2,207 learning modules that are accessible to all employees. In 2025, a total of 79,583 employees participated in various training programs, accumulating 1,297,802 total training hours.

The Company recognizes that the industry in which it operates remains predominantly male-dominated, yet remains committed to strengthening diversity and inclusivity. The total number of female employees, which reached 1,405, represents an increase of 8.75% compared to the previous year's total of 1,292 employees. In addition, the Company has female representation on the Board of Directors, underscoring equal opportunity and diversity in leadership.

Public Contribution Roadmap

Through the Public Contribution Roadmap, strong, constructive, and sustainable relationships with communities are being built. In implementing its Corporate Social Responsibility (CSR) programs, the Company is guided by five core pillars, namely Education (UTFUTURE), Environment (UTREES), Entrepreneurship (UTGROWTH), Health (UTCARE), and Disaster Emergency Response (UTACTION). All of these initiatives are designed to deliver positive impacts that can be directly experienced by communities across various regions in Indonesia.

The five pillars also serve as the primary framework for the planning and implementation of all CSR programs. From 2021 to 2025, a total of 743,313 individuals benefited from the Company's CSR programs, representing an increase of 18% compared with the previous year's 630,023 beneficiaries.



Komitmen Perseroan dalam mendukung pengembangan generasi muda Indonesia juga diwujudkan melalui berbagai inisiatif di bidang pendidikan, antara lain UT School dan Sekolah Binaan UT (SOBAT). Hingga tahun 2025, tercatat sebanyak 1.726 sekolah telah berpartisipasi program tersebut. Pada tahun yang sama, UT School memperluas akses pendidikan melalui pembukaan kelas baru program studi Mekanik Alat Berat di Kabupaten Kolaka. Inisiatif ini diarahkan untuk membangun generasi muda yang kompeten, profesional, serta memiliki daya saing di industri alat berat.

Melangkah ke Depan

Komitmen Perseroan terhadap keberlanjutan terus menunjukkan hasil nyata melalui berbagai capaian yang diraih secara konsisten. Beragam pencapaian ini mencerminkan optimisme Perseroan dalam menanamkan praktik keberlanjutan sebagai bagian integral dari aktivitas bisnis. Sepanjang tahun 2025, Perseroan berhasil memperoleh sejumlah pengakuan di tingkat nasional dan global.

Pada tingkat global, Perseroan menerima penghargaan pada ajang The 17th Annual Global CSR & ESG Summit 2025 di Vietnam dan International Convention on Quality Control Circles (ICQCC) 2025 di Taiwan. Meskipun demikian, capaian sepanjang 2025 tidak dipandang sebagai tujuan akhir, melainkan sebagai fondasi dan tonggak penting yang memperkuat langkah Perseroan untuk melanjutkan perjalanan keberlanjutan dengan keyakinan dan optimisme menuju masa depan.

Seluruh capaian tersebut merupakan hasil dari komitmen kolektif dan kolaborasi yang terjalin erat dengan berbagai pemangku kepentingan, yang senantiasa menjadi bagian penting dalam perjalanan keberlanjutan Perseroan.

A commitment to supporting the development of Indonesia's younger generation is being realized through various education initiatives, including UT School and UT Fostered School (SOBAT). As of 2025, a total of 1,726 schools have participated in these programs. In the same year, UT School expanded access to education through the opening of a new class for the Heavy Equipment Mechanic study program in Kolaka Regency. This is aimed at developing a younger generation that is competent, professional, and competitive within the heavy equipment industry.

Moving Forward

The Company's commitment to sustainability continues to deliver tangible results through consistently achieved milestones, reflecting optimism in embedding sustainability practices as an integral part of business activities. Throughout 2025, the Company received a number of recognitions at both the national and global levels.

Globally, the Company received awards at the 17th Annual Global CSR & ESG Summit 2025 in Vietnam and the International Convention on Quality Control Circles (ICQCC) 2025 in Taiwan. These achievements are not viewed as an end in themselves, but as a solid foundation that reinforces the Company's resolve to continue its sustainability journey with confidence and optimism toward the future.

All of these achievements are the result of a collective commitment and close collaboration with various stakeholders, who continue to play an essential role in the Company's sustainability journey.



Atas nama Direksi, saya mengucapkan terima kasih kepada seluruh pemangku kepentingan atas dedikasi, kepercayaan, dan kolaborasi yang diberikan sepanjang perjalanan keberlanjutan di tahun 2025. Dengan dukungan yang berkelanjutan, Perseroan optimis mampu menghadapi berbagai tantangan keberlanjutan di masa depan, memperkuat ketahanan bisnis, dan memberikan kontribusi positif bagi masa depan Indonesia.

Salam hangat,

On behalf of the Board of Directors, I would like to express my sincere appreciation to all stakeholders for their dedication, trust, and collaboration throughout the Company's sustainability journey in 2025. With your continued support, the Company remains optimistic in addressing future sustainability challenges, strengthening business resilience, and making a positive contribution to Indonesia's future.

Warm regards,

Atas Nama Direksi PT United Tractors Tbk

On Behalf of the Board of Directors of PT United Tractors Tbk

Frans Kesuma

Presiden Direktur

President Director

Tentang United Tractors

About United Tractors



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48	Kinerja Ekonomi Economic Performance





Sekilas Perusahaan

The Company at a Glance



Perseroan senantiasa mengintegrasikan aspek keberlanjutan ke dalam lini bisnis alat berat, pertambangan, dan segmen lainnya.

The Company consistently integrates sustainability aspects into its heavy equipment, mining, and other segments.



PT United Tractors Tbk (selanjutnya disebut “United Tractors”, “UT”, “Grup UT” atau “Perseroan”) adalah perusahaan publik terkemuka di Indonesia serta anak usaha PT Astra International Tbk (Astra) dengan fokus usaha sebagai induk pada lini Astra Heavy Equipment, Mining, Construction, dan Energy (AHEMCE).

GRI 2-1

Berawal sebagai perusahaan sederhana yang memasarkan satu merek alat berat pada tahun 1972, kini Perseroan telah berkembang sebagai salah satu pemain utama industri dalam negeri pada lima pilar bisnisnya, yaitu mesin konstruksi, kontraktor penambangan, pertambangan, dan segmen lainnya. Perseroan berkembang dengan menerapkan pengelolaan manajemen Lingkungan, Sosial, dan Tata Kelola (ESG) yang kuat, memberikan nilai tambah yang berkelanjutan kepada para pemangku kepentingan, serta memberi manfaat bagi masyarakat dan lingkungan di sekitar wilayah operasional.

PT United Tractors Tbk (hereinafter referred to as “United Tractors,” “UT,” “UT Group,” or the “Company”) is a leading publicly listed company in Indonesia and a subsidiary of PT Astra International Tbk (Astra), operating as the holding company for Astra’s Heavy Equipment, Mining, Construction, and Energy business line (AHEMCE).

GRI 2-1

Starting in 1972 as a startup marketing a single brand of heavy equipment, the Company has since grown into one of the leading players in Indonesia’s domestic industry across its five business pillars, namely construction machinery, mining contracting, mining, and other segments. The Company has grown by implementing robust Environmental, Social, and Governance (ESG) management practices, creating sustainable value for stakeholders while delivering positive benefits to communities and the environment surrounding operational areas.

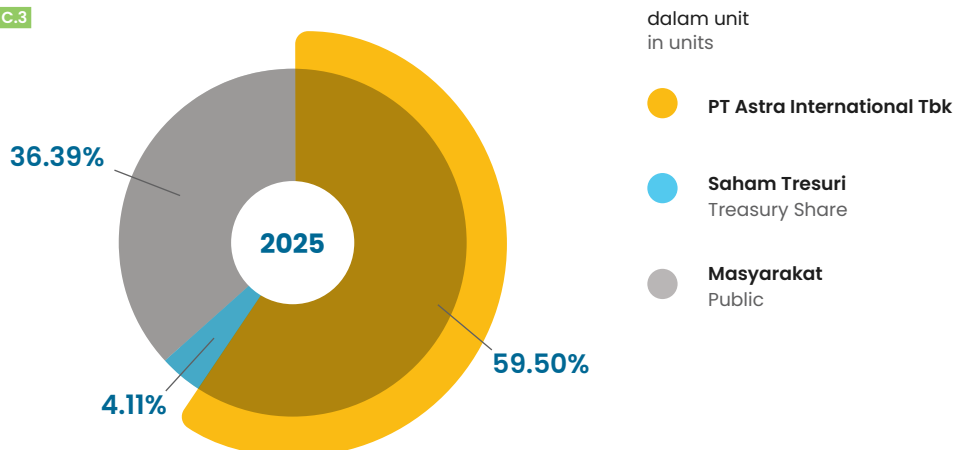


Profil Perseroan
Company Profile

Nama Perusahaan Company Name	PT United Tractors Tbk
Tanggal Pendirian Date of Establishment	13 Oktober 1972 October 13, 1972
Pencatatan di Bursa Stock Exchange Listing	Pencatatan saham perdana di Bursa Efek Jakarta dan Bursa Efek Surabaya pada tanggal 19 September 1989 dengan kode perdagangan saham "UNTR" Initial public listing on the Jakarta Stock Exchange and the Surabaya Stock Exchange on September 19, 1989, under the stock trading code "UNTR"
Dasar Hukum Legal Basis	Keberadaan Perseroan didasarkan pada Akta Pendirian Nomor 69 Tanggal 13 Oktober 1972, yang dibuat oleh Notaris Djojo Muljadi, S.H., Jakarta. Akta pendirian ini telah disahkan oleh Menteri Kehakiman Republik Indonesia melalui Surat Keputusan Nomor Y.A. 5/34/8 Tanggal 6 Februari 1973 dan diumumkan dalam Lembaran Berita Negara Nomor 31, Tambahan Nomor 281 Tanggal 17 April 1973. Anggaran Dasar Perseroan telah mengalami perubahan yang dilakukan secara berkala. Perubahan terakhir tercantum dalam Akta Nomor 79 Tanggal 8 April 2022, yang dibuat oleh Notaris Jose Dima Satria, S.H., M.Kn., Jakarta. Perubahan ini telah mendapatkan persetujuan dan pemberitahuan penerimaan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia sesuai dengan surat No. AHU-0028206.AH.01.02. Tahun 2022 pada tanggal 19 April 2022. The Company was established pursuant to Deed of Establishment No. 69 dated October 13, 1972, drawn up before Djojo Muljadi, S.H., Notary in Jakarta. The deed of establishment was approved by the Minister of Justice of the Republic of Indonesia under Decree No. Y.A. 5/34/8 dated February 6, 1973, and published in the State Gazette of the Republic of Indonesia No. 31, Supplement No. 281, dated April 17, 1973. The Company's Articles of Association have been amended from time to time. The most recent amendment is set forth in Deed No. 79 dated April 8, 2022, drawn up before Jose Dima Satria, S.H., M.Kn., Notary in Jakarta. This amendment has been approved and duly acknowledged by the Minister of Law and Human Rights of the Republic of Indonesia pursuant to Letter No. AHU-0028206.AH.01.02.Year 2022 dated April 19, 2022.
Modal Dasar Authorized Capital	6.000.000.000 saham biasa, dengan nilai nominal Rp250 per saham 6,000,000,000 ordinary shares, with a nominal value of Rp250 per share
Model Ditempatkan dan Disetor Penuh Issued and Fully Paid-Up Capital	3,730,135,136 saham shares

Kepemilikan Saham
Share Ownership

SEOJK C.3



Keanggotaan dalam Asosiasi
Membership in Associations

GRI 2-28 | SEOJK C.5

 <p>Asosiasi Emiten Indonesia (AEI) Indonesian Public Listed Companies Association</p>	 <p>Perhimpunan Agen Tunggal Alat Berat Indonesia (PAABI) Association of Indonesia Heavy Equipment Sole Agents (PAABI)</p>	 <p>Asosiasi Jasa Pertambangan Indonesia (ASPINDO) Indonesian Mining Services Association (IMSA)</p>	 <p>Indonesia Corporate Secretary Association (ICSA) Indonesia Corporate Secretary Association (ICSA)</p>
 <p>Asosiasi Pertambangan Batu Bara Indonesia (APBI) Indonesian Coal Mining Association (ICMA)</p>	 <p>Kamar Dagang dan Industri Indonesia (KADIN Indonesia) Indonesian Chamber of Commerce & Industry (KADIN Indonesia)</p>	 <p>Asosiasi Perusahaan Sahabat Anak Indonesia (APSAI) Indonesian Association of Child-Friendly Companies (IACFC)</p>	 <p>Gabungan Industri Kendaraan Bermotor Indonesia (GAIKINDO) Association of Indonesia Automotive Industries (GAIKINDO)</p>

Kantor Pusat
Head Office

GRI 2-3 | SEOJK C.2

PT United Tractors Tbk
Jl. Raya Bekasi Km. 22, Cakung
Jakarta 13910, Indonesia

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Skala Organisasi

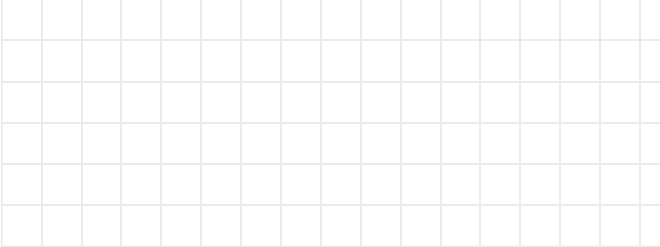
Organizational Scale

GRI 2-1 | SEOJK C.3

Deskripsi	2025	2024	2023	2022	2021	2020	Description	
Jumlah Total Karyawan	Perusahaan Induk	2,545	2,551	2,626	2,609	2,670	Parent Company	
	Anak Perusahaan	36,230	36,793*	34,391	30,073	26,448	Subsidiaries	
	Total	38,775	39,344*	37,017	32,682	29,118	Total	
Jumlah Total Operasi	Jumlah Negara Tempat Beroperasi	2 (Indonesia & Australia)	1 (Indonesia)	1 (Indonesia)	1 (Indonesia)	1 (Indonesia)	1 (Indonesia)	Number of Countries of Operation
	Perusahaan Induk	1	1	1	1	1	1	Parent Company
	Entitas Anak dan/ atau Entitas Asosiasi	76	109	105	90	61	66	Subsidiaries and/or Associate Entities
	Jumlah	79	110	106	91	62	67	Total
Pendapatan (Rp Miliar)	Pendapatan Bersih	131,300.8	134,427.0	128,593.3	123,607.5	79,460.5	60,346.8	Net Revenue
	Beban Pokok Pendapatan	101,597.3	100,595.4	92,797.0	88,848.8	59,795.5	47,357.5	Cost of Revenue
Kapitalitas (Rp Miliar)	Jumlah Aset	177,637.3	169,480.6	153,753.1*	140,478.2	112,561.4	99,801.0	Total Assets
	Jumlah Liabilitas	74,501.0	71,305.5	69,712.3*	50,964.4	40,738.6	36,653.8	Total Liabilities
	Jumlah Ekuitas	102,136.3	98,175.2	84,041.6*	89,513.8	71,822.8	63,147.1	Total Equity

Keterangan | Notes:

* Terdapat penyajian kembali data menyesuaikan Laporan Keuangan.
There is a restatement of certain data to align with the Financial Report.



Visi, Misi, & Budaya Perusahaan
Vision, Mission, & Corporate Culture

SEOJK C.1

Visi
Vision

Menjadi perusahaan kelas dunia berbasis solusi di bidang alat berat, pertambangan, dan energi, untuk menciptakan manfaat bagi para pemangku kepentingan.

To be the world-class solution-driven company in heavy equipment, mining, and energy for the benefit of stakeholders.



Misi

Mission

- ▶ **Bertekad membantu pelanggan meraih keberhasilan melalui pemahaman usaha yang komprehensif dan interaksi berkelanjutan.**
Aspire to assist the customer to become successful by utilizing comprehensive understanding through continuous interaction.
- ▶ **Menciptakan peluang bagi insan Perusahaan untuk dapat meningkatkan status sosial dan aktualisasi diri melalui kinerjanya.**
Provide opportunities for the Company's personnel to enhance their social status and self-fulfillment based on their performance.
- ▶ **Menghasilkan nilai tambah yang berkelanjutan bagi para pemangku kepentingan melalui tiga aspek berimbang dalam hal ekonomi, sosial, dan lingkungan.**
Create sustainable value added for stakeholders by striking a balance between economic, social, and environmental aspects.
- ▶ **Memberi sumbangan yang bermakna bagi kesejahteraan bangsa.**
Contribute to the nation's prosperity.

Visi dan misi Perseroan telah dibahas dan disetujui oleh Dewan Komisaris dan Direksi.
The Company's vision and mission have been discussed and approved by the Board of Commissioners and Board of Directors.

Nilai-nilai Inti

Core Values

Nilai-nilai inti United Tractors menjadi kompas bagi seluruh karyawan dalam bekerja secara profesional dan mewakili Perseroan di setiap lini usaha. Nilai tersebut dirancang selaras dengan filosofi Catur Dharma, landasan budaya Grup Astra, yang menekankan pentingnya memberikan manfaat bagi bangsa, menghadirkan pelayanan terbaik bagi pelanggan, menghargai setiap individu, membangun kolaborasi, serta terus berupaya meraih hasil terbaik.

Berlandaskan filosofi tersebut, Perseroan mengembangkan budaya perusahaan bernama SOLUTION, yang merangkum delapan nilai utama UT: *Serve* (Melayani), *Organized* (Terencana), *Leading* (Terdepan), *Uniqueness* (Unik), *Totality* (Totalitas), *Innovative* (Inovatif), *Open-mind* (Terbuka), dan *Networking* (Kerja Sama). SOLUTION berfungsi sebagai karakter dan pedoman bagi seluruh karyawan dalam berpikir, bersikap, dan bertindak dalam aktivitas operasional sehari-hari, demi mendukung tercapainya visi dan misi Perseroan.

The core values of United Tractors serve as a guiding compass for all employees, shaping how they perform their duties professionally and represent the Company across all business activities. These values are aligned with Catur Dharma, the foundational philosophy of the Astra Group, which encourages employees to contribute positively to the nation, deliver excellent service to customers, respect individuals and foster teamwork, and continually strive for the highest standards.

Building on this philosophy, the Company established its corporate culture known as SOLUTION, which encompasses eight key UT values: *Serve*, *Organized*, *Leading*, *Uniqueness*, *Totality*, *Innovative*, *Open-mind*, and *Networking*. SOLUTION embodies the identity and behavioral framework that guides employees in their daily thinking, decision-making, and actions, ensuring alignment with the Company's vision and mission.





Serve

Memberikan pelayanan terbaik kepada pelanggan secara profesional dengan sepenuh hati.

Providing the best service to customers professionally with full of passion.



Organized

Mengedepankan cara berpikir, bekerja, dan bekerja sama secara sistematis, disiplin, menggunakan prinsip prioritas dan saling menghormati.

Put forward mindset, working, and cooperating in systematic manner, discipline using priority principle and respect.



Leading

Selalu menjadi yang terdepan dan proaktif dalam memberikan solusi yang terbaik, sehingga menjadi teladan, inspirasi, serta motivasi bagi lingkungannya.

Always leading and proactive in providing best solution, become role model, inspiration and motivation to surrounding.



Uniqueness

Selalu memberikan solusi unik terbaik tanpa mengorbankan nilai Perseroan.

Always provides unique best solution without sacrificing the Company value.



Totality

Secara sadar dan penuh integritas melaksanakan tugas dan tanggung jawabnya dengan memberikan solusi yang tuntas, lengkap, dan menyeluruh.

Consciously and full of integrity conducts duties and responsibilities by providing total, complete, and thorough solution.



Innovative

Selalu menumbuhkembangkan gagasan baru, melakukan tindakan perbaikan yang berkelanjutan, dan menciptakan lingkungan kondusif untuk berkreasi sehingga memberikan nilai tambah bagi pemangku kepentingan.

Always grows new ideas, conducts continuous improvements, and creates conducive surrounding to be creative so that provides added value to stakeholder.



Open-mind

Selalu menunjukkan keterbukaan hati, pikiran, sikap, dan perilaku untuk mengembangkan potensi diri dan organisasi.

Always shows open heart, mind, attitude and behavior to develop self and organization's potency.



Networking

Selalu memperluas hubungan yang sinergis untuk meningkatkan nilai tambah melalui kemitraan yang saling menguntungkan.

Always expands synergistic relationship to increase added value through mutual partnership.



Tagline Perusahaan

Company Tagline

Moving as one

"Moving as One" merefleksikan filosofi United Tractors dalam berinteraksi bisnis. Filosofi ini dirancang untuk memperkuat citra Perseroan sebagai entitas yang unggul melalui produk, solusi teknis, dan—yang terpenting—hubungan kemitraan strategis yang kokoh dengan pelanggan dan pemangku kepentingan lainnya. Perseroan memosisikan diri sebagai mitra yang berorientasi pada solusi, yang mensyaratkan setiap individu dan unit internal untuk menjunjung tinggi kerja tim yang solid dan semangat dedikasi. Prinsip fundamental ini bertujuan mencapai sinergi optimal dan keandalan dalam penyediaan solusi, demi tercapainya tujuan yang saling menguntungkan (*mutual objectives*) dalam setiap kemitraan.

"Moving as One" reflects United Tractors' interactional business philosophy, designed to strengthen the Company's image as a leading entity through its products, technical solutions, and, most importantly, strong strategic partnerships with customers and other stakeholders. The Company has positioned itself as a solution-oriented partner, requiring every individual and internal unit to uphold solid teamwork and a strong spirit of dedication. This fundamental principle aims to achieve optimal synergy and reliability in delivering solutions that realize mutually beneficial objectives in every partnership.



One Commitment

United Tractors berkomitmen menjadi mitra terpercaya bagi pelanggan dengan memberikan solusi dan nilai tambah.


United Tractors is committed to be a reliable business partner to customers by offering solutions and added value.



One Spirit

United Tractors berdedikasi melayani pelanggan dengan sepenuh hati dan mengutamakan kerja sama.

United Tractors is dedicated in serving all customers wholeheartedly and embracing teamwork.



One Synergy

United Tractors bersinergi dengan pelanggan untuk membangun hubungan mutualisme dan keberhasilan bersama.

United Tractors is synergizing with customers to build mutual partnership and achieve shared success.



Skala Bisnis dan Bidang Usaha

Business Scale and Lines of Business

Peta Wilayah Operasional Grup UT
SEOJK C.3

UT Group Operational Area Map
SEOJK C.3



Skala Bisnis
GRI 2-1 | SEOJK C.3

Business Scale
GRI 2-1 | SEOJK C.3

Jumlah Aset
Total Assets

Rp177.6 Triliun
Trillion

Jumlah aset Perseroan naik 5% pada tahun 2025
The Company's total assets increased by 5% in 2025

Laba Bersih
Net Profit

Rp14.8 Triliun
Trillion

Jumlah laba bersih Perseroan turun 24% pada tahun 2025
The Company's net profit decreased by 24% in 2025

Beban Pokok
Cost of Revenue

Rp101.6 Triliun
Trillion

Jumlah beban pokok Perseroan naik 1% pada tahun 2025
The Company's cost of revenue increased by 1% in 2025



Ekuitas
Equity

Rp103.1 Triliun
Trillion

Jumlah ekuitas sebesar 58% dari total aset
Total equity accounted for 58% of total assets



Liabilitas
Liabilities

Rp74.5 Triliun
Trillion

Jumlah liabilitas sebesar 42% dari total aset
Total liabilities accounted for 42% of total assets



Pendapatan Bersih
Net Revenue

Rp131.3 Triliun
Trillion

Pendapatan bersih Perseroan turun 2% pada tahun 2025
The Company's net revenue decreased by 2% in 2025



Total Karyawan Perseroan
Total Employees of the Company

38,775

Sebanyak 93% karyawan dari anak perusahaan dan 7% di perusahaan induk
93% of employees are from subsidiaries, while 7% are employed by the parent Company



Jaringan Distribusi dalam Lini Bisnis Mesin Konstruksi
Distribution Network in the Construction Machinery Business Line

- 20 kantor cabang | branch offices
- 10 kantor perwakilan | representative offices
 - 9 kantor perwakilan di Indonesia | representative offices in Indonesia
 - 1 kantor perwakilan di Australia | representative offices in Australia
- 21 site support | site support locations



Bidang Usaha

GRI 2-6 | SEOJK B.1, C.3, C.4



Mesin Konstruksi

Construction Machinery

Penjualan alat berat dan alat transportasi dengan merek Komatsu, UD Trucks, Scania, BOMAG, dan Tadano.
Sales of heavy equipment and transportation equipment under the Komatsu, UD Trucks, Scania, BOMAG, and Tadano brands.

- **Penjualan alat berat Komatsu 4.515 unit**
Komatsu heavy equipment sales 4,515 units
- **Penjualan suku cadang dan jasa pemeliharaan Rp11,3 triliun**
Spare parts sales and maintenance services Rp11.3 trillion
- **Pendapatan bersih mesin konstruksi Rp36,6 triliun**
Net revenue from the construction machinery business Rp36.6 trillion
- **Kontribusi pada total pendapatan bersih konsolidasi Perseroan 28%**
Contribution to the Company's total consolidated net revenue 28%

Business Segments

GRI 2-6 | SEOJK B.1, C.3, C.4



Kontraktor Penambangan

Mining Contracting

Menyediakan layanan komprehensif untuk seluruh aspek produksi pertambangan.
Provides comprehensive services covering all aspects of mining production.

- **Produksi batu bara 148 juta ton**
Coal production 148 million tons
- **Volume pemindahan tanah 1,100 juta bcm**
Overburden removal volume 1,100 million bcm
- **Pendapatan bersih kontraktor penambangan Rp54,1 triliun**
Net revenue from the mining contracting business Rp54.1 trillion
- **Kontribusi pada total pendapatan bersih konsolidasi Perseroan 41%**
Contribution to the Company's total consolidated net revenue 41%



Pertambangan Batu Bara Termal dan Metalurgi

Thermal and Metallurgical Coal Mining

Melakukan perdagangan komoditas batu bara berkalori menengah hingga tinggi, untuk memasok pasar domestik dan ekspor.
Engages in the trading of medium to high-calorie coal commodities to serve domestic and export markets.

- **Volume penjualan batu bara termal dan metalurgi 14,3 juta ton**
Thermal and metallurgical coal sales volume 14.3 million tons
- **Pendapatan bersih pertambangan batu bara termal dan metalurgi Rp24,2 triliun**
Net revenue from the thermal and metallurgical coal mining business Rp24.2 trillion
- **Kontribusi pada total pendapatan bersih konsolidasi Perseroan 18%**
Contribution to the Company's total consolidated net revenue 18%



Pertambangan Emas dan Mineral Lainnya

Gold and Other Minerals Mining

Melakukan kegiatan eksplorasi, penambangan, dan pengolahan mineral emas.
Conducts exploration, mining, and processing activities for gold minerals.

- **Penjualan setara emas 227 ribu ton**
Gold equivalent sales 227 thousand tons
- **Penjualan 2.062 ribu wmT bijih nikel, 1.360 ribu wmT bijih limonit, dan 702 ribu wmT bijih saprolit**
Sales of 2,062 thousand wmT of nickel ore, 1,360 thousand wmT of limonite ore, and 702 thousand wmT of saprolite ore
- **Pendapatan bersih pertambangan emas dan mineral lainnya Rp14 triliun**
Net revenue from the gold and other minerals mining business Rp14 trillion
- **Kontribusi pada total pendapatan bersih konsolidasi Perseroan 11%**
Contribution to the Company's total consolidated net revenue 11%



Segmen Lainnya: Industri Konstruksi dan Energi

Other Segment: Construction and Energy Industry

Melakukan jasa konstruksi terintegrasi dan mengembangkan energi terbarukan ramah lingkungan.
Provide integrated construction services and develops renewable and environmentally friendly energy.

- **Nilai kontrak baru yang diperoleh Rp1,7 triliun**
Value of new contracts secured Rp1.7 trillion
- **Rooftop Solar PV terpasang 30,2 MWp**
Installed rooftop solar PV capacity 30.2 MWp
- **Pendapatan segmen lainnya Rp2,4 triliun**
Revenue from the other segment Rp2.4 trillion
- **Kontribusi pada total pendapatan bersih konsolidasi Perseroan 2%**
Contribution to the Company's total consolidated net revenue 2%

Kinerja Ekonomi

Economic Performance

Perseroan selaku perusahaan yang memiliki komoditas batu bara menghadapi risiko transisi energi yang dipertegas melalui Peraturan Menteri ESDM No. 10 Tahun 2025 tentang Peta Jalan Transisi Energi Sektor Ketenagalistrikan. Sejalan dengan upaya mitigasi emisi global, Bank Dunia (2025) memproyeksikan harga komoditas secara keseluruhan akan menurun sekitar 12% pada tahun 2025. Tren ini tecermin dari penurunan harga batu bara acuan (HBA) di Indonesia, yang menurut Bloomberg Technoz berada di kisaran USD100,97 per ton pada Juni 2025. Tren ini secara langsung turut memengaruhi profitabilitas segmen usaha Perseroan.

GRI 3-3, 201-2 | SEOJK E.5

Menghadapi kondisi pasar yang transformatif, resiliensi strategis menjadi kunci utama untuk memastikan Perseroan tetap adaptif dan kompetitif. Penurunan permintaan batu bara dan tekanan harga yang berkelanjutan menuntut Perseroan untuk segera merumuskan dan menerapkan strategi mitigasi risiko yang kuat, sekaligus mengembangkan peluang bisnis baru sebagai penyeimbang. Perubahan global yang cepat meliputi dinamika ekonomi, percepatan teknologi, serta tuntutan inovasi lingkungan menuju energi bersih menekankan urgensi transisi ini. Tujuan fundamental Perseroan adalah memperkuat daya tahan korporat (*corporate resilience*) dalam menghadapi perubahan pasar, menjaga dan meningkatkan nilai bagi pemegang saham dalam jangka panjang, serta memperluas posisi pasar dengan tetap memastikan keberlanjutan operasional dan mendukung pertumbuhan jangka panjang yang bertanggung jawab.

With coal-related operations, the Company faces energy transition risks, as reinforced by the Regulation of the Minister of Energy and Mineral Resources No. 10 of 2025 concerning the Roadmap for the Energy Transition in the Electricity Sector. In line with global emission mitigation efforts, the World Bank (2025) projects that overall commodity prices will decline by approximately 12% in 2025. This trend is being reflected in the decline of Indonesia's benchmark coal price (HBA), which, according to Bloomberg Technoz, stood at approximately USD100.97 per ton in June 2025. This trend has directly affected the profitability of the Company's business segments.

GRI 3-3, 201-2 | SEOJK E.5

In response to transformative market conditions, strategic resilience has become a critical imperative to ensure the Company remains adaptive and competitive. Declining coal demand and sustained price pressures require the prompt formulation and implementation of robust risk mitigation strategies, while simultaneously developing new business opportunities as a counterbalance. Rapid global changes, including economic dynamics, accelerated technological advancements, and increasing demands for environmental innovation toward clean energy, underscore the urgency of this transition. The Company's fundamental objective is to strengthen corporate resilience in navigating market shifts, safeguard and enhance long-term shareholder value, and expand its market position, while ensuring operational sustainability and supporting responsible long-term growth.

Strategi Portfolio Roadmap

SEOJK E.3, F.26

Guna menjamin resiliensi dan keberlanjutan bisnis, Perseroan menetapkan Strategi Portfolio Roadmap yang didukung oleh 3 (tiga) landasan utama, yaitu (1) identifikasi peluang usaha baru dengan perkembangan tren industri dan prinsip-prinsip keberlanjutan; (2) peningkatan kontribusi optimal dari setiap lini bisnis dalam menciptakan nilai tambah yang berkesinambungan; dan (3) pengaturan keseimbangan antara aspek pendapatan, tingkat profitabilitas, dan penguasaan persentase pasar untuk menjamin pertumbuhan yang kompetitif dan stabil.

Komitmen ini tertuang dalam Aspirasi Keberlanjutan UT 2030, yang memuat target Perseroan untuk mencapai 50% total pendapatan dari bisnis non-batu bara. Transisi menuju portofolio yang seimbang tidak hanya terbatas pada lini usaha, tetapi juga diperkuat dengan integrasi praktik ESG. Pendekatan holistik ini dirancang untuk memperkuat ketahanan bisnis Perseroan dalam jangka panjang sekaligus menghasilkan dampak positif signifikan bagi lingkungan dan masyarakat luas.

Diversifikasi Komoditas Non-Batu Bara

Sebagai bagian dari strategi jangka panjangnya, United Tractors telah melakukan diversifikasi portofolio dengan menambahkan komoditas emas dan mineral lain ke dalam jajaran bisnisnya. Dalam jangka panjang, inisiatif ini tidak hanya akan memperkuat stabilitas keuangan, tetapi juga menciptakan peluang pertumbuhan yang dipicu oleh lonjakan permintaan material baku dari sektor otomotif, konstruksi, dan teknologi. United Tractors melakukan diversifikasi non-batu bara melalui anak usahanya, di antaranya PT Agincourt Resources, PT Sumbawa Jutaraya, PT Stargate Pasific Resource, dan Nickel Industries Limited.

Diversifikasi Energi Terbarukan

Sejak 2018, United Tractors melakukan diversifikasi portofolio ke sektor energi terbarukan melalui anak usahanya, yaitu PT Energia Prima Nusantara (EPN). Pada tahun 2024, EPN aktif sebagai distributor dan kontraktor pemasangan sistem panel surya atap, termasuk pelanggan EPN Grup Astra maupun

Portfolio Roadmap Strategy

SEOJK E.3, F.26

To ensure business resilience and sustainability, the Company has established a Portfolio Strategy Roadmap supported by 3 (three) main pillars, namely (1) identification of new business opportunities aligned with evolving industry trends and sustainability principles; (2) enhancement of optimal contributions from each business line in generating sustainable added value; and (3) management of a balanced approach among revenue generation, profitability levels, and market share to ensure competitive and stable growth.

This commitment is articulated in the UT 2030 Sustainability Aspirations, which set the Company's target of generating 50% of total revenue from non-coal businesses. The transition toward a balanced portfolio extends beyond business lines and is further strengthened through the integration of ESG practices. This holistic approach is designed to enhance the Company's long-term business resilience while delivering meaningful, positive impacts for the environment and society.

Non-Coal Commodity Diversification

As part of its long-term strategy, United Tractors has diversified its portfolio by adding gold and other mineral commodities. Over the long term, this initiative is expected not only to strengthen financial stability but also to create growth opportunities driven by increasing demand for raw materials from the automotive, construction, and technology sectors. United Tractors is pursuing non-coal diversification through subsidiaries, including PT Agincourt Resources, PT Sumbawa Jutaraya, PT Stargate Pasific Resource, and Nickel Industries Limited.

Renewable Energy Diversification

Since 2018, United Tractors has diversified its portfolio into the renewable energy sector through its subsidiary, PT Energia Prima Nusantara (EPN). In 2024, EPN was actively involved as a distributor and installation contractor for rooftop solar panel systems, including EPN's customers of the Astra Group

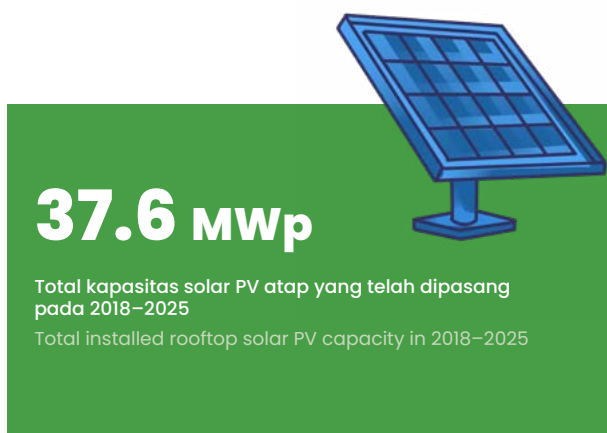


selain Grup Astra. EPN juga berkolaborasi dengan PT Kalimantan Prima Persada untuk membangun pembangkit listrik tenaga surya (PLTS) berkapasitas 369,36 kWp di Kutai Timur, Kalimantan Timur.

EPN juga melakukan investasi di PT Arkora Hydro Tbk (31,49%) yang mengoperasikan tiga PLTA dengan aliran sungai langsung (*run-of-river hydro power plants*) dan PT Supreme Energy Rantau Dedap (40,4%) pada proyek panas bumi di Sumatra Selatan dengan kapasitas terpasang sebesar 91,2 MW.

and outside the Astra Group. EPN also collaborating with PT Kalimantan Prima Persada to develop a solar power plant with a capacity of 369.36 kWp in East Kutai, East Kalimantan.

EPN has also invested in PT Arkora Hydro Tbk (31.49%), which operates three run-of-river hydropower plants, and in PT Supreme Energy Rantau Dedap (40.4%) in a geothermal project in South Sumatra with an installed capacity of 91.2 MW.



Perseroan berkomitmen untuk memperluas investasi pada pembangkit listrik tenaga air dengan aliran sungai langsung, serta teknologi energi bersih lainnya, seperti geotermal, PLTS terapung (*floating solar*), dan *waste-to-energy* (limbah menjadi energi), yang sejalan dengan dukungan perusahaan terhadap upaya dekarbonisasi nasional dan perluasan portofolio bisnis berkelanjutan.

The Company is committed to expanding investments in run-of-river hydropower plants, as well as other clean energy technologies such as geothermal, floating solar PV, and waste-to-energy, in line with its support for national decarbonization efforts and the expansion of a sustainable business portfolio.

Tabel Pengembangan Energi Terbarukan

Table of Renewable Energy Development

Proyek Project	Kapasitan Terpasang Installed Capacity	Kepemilikan Ownership	Status Status
PLTA Besai Kemu	7 MW	Owned*	Beroperasi Operating
PLTA Cikopo 2	7.4 MW	PT Arkora Hydro Tbk**	Beroperasi Operating
PLTA Tomasa	10 MW	PT Arkora Hydro Tbk**	Beroperasi Operating
PLTA Koro Yaentu	10 MW	PT Arkora Hydro Tbk**	Beroperasi Operating
PLTA Kukusan 2	5.4 MW	PT Arkora Hydro Tbk**	Konstruksi Constructing
PLTMH Kalipelus	0.5 MW	PT Bina Pertiwi Energi***	Beroperasi Operating
PLTMH Tomoni	10 MW	PT Arkora Hydro Tbk**	Konstruksi Constructing

Keterangan:

- * Dimiliki PT Energia Prima Nusantara, 100% saham dimiliki UT
- ** Dimiliki PT Arkora Hydro Tbk, 31,49% saham dimiliki UT
- *** Dimiliki PT Energia Prima Nusantara sebesar 99,9%

Notes:

- * Owned by PT Energia Prima Nusantara, with 100% of shares held by UT
- ** Owned by PT Arkora Hydro Tbk, with 31.49% of shares held by UT
- *** Owned by PT Energia Prima Nusantara, with a 99.9% ownership interest

Pendalaman Strategi ESG: Peluncuran Nature Based Solutions (NBS)

Demi mendukung dekarbonisasi, Perseroan mengambil aksi korporasi sebagai langkah strategis dalam mencapai Astra Net Zero Emissions Scope 1 & Scope 2 pada Tahun 2050 melalui inisiatif solusi berbasis alam (*Nature Based Solutions/NBS*). Inisiatif ini dilakukan oleh UT melalui inisiatif revegetasi lahan di Gunung Arjuno, dan PAMA melalui bisnis yang berfokus pada kegiatan pengelolaan hutan dan pelestarian lingkungan melalui PT Pertiwi Nusantara Raya (PNR).

Pencapaian Portfolio Roadmap

Sepanjang tahun 2025, Perseroan berhasil membukukan pendapatan konsolidasi sebesar Rp131,3 triliun, turun 2% dari Rp134,4 triliun pada tahun 2024. Laba bersih sebesar Rp14,8 triliun, turun 24% dari Rp19,5 triliun pada tahun sebelumnya. Pendapatan konsolidasi Perseroan berasal dari segmen Kontraktor Penambangan yang menurun sebesar 7% menjadi Rp54,1 triliun, dari Mesin Konstruksi menurun sebesar 2% menjadi Rp36,6 triliun, dan dari Emas dan Mineral Lainnya meningkat sebesar 41% menjadi Rp14 triliun, serta dari Pertambangan Batu Bara Termal dan Metalurgi menurun sebesar 7% menjadi Rp24,4 triliun. Selain itu, selama tahun 2025, Perseroan tidak menerima bantuan finansial dari pemerintah, baik dalam bentuk pajak pengampunan, subsidi, keringanan royalti, ataupun insentif finansial lainnya.

GRI 201-4 | SEOJK B.1

Perseroan berpegang teguh pada komitmen bisnis berkelanjutan melalui implementasi inisiatif diversifikasi portofolio. Strategi ini bertujuan untuk menyeimbangkan kontribusi pendapatan dari segmen yang rentan (*exposure*) terhadap batu bara termal dengan segmen yang memiliki prospek pertumbuhan jangka panjang (non-batu bara termal). Perseroan menegaskan bahwa investasi baru dalam bentuk akuisisi akan diprioritaskan pada segmen non-batu bara termal. Upaya strategis ini tidak hanya meningkatkan ketahanan bisnis Perseroan terhadap gejolak pasar, tetapi juga menguatkan pondasi operasional yang didasarkan pada prinsip ESG.

ESG Strategy Deep Dive: Launch of Nature Based Solutions (NBS)

To support decarbonization, the Company has undertaken corporate actions as a strategic step toward achieving Astra Net Zero Emissions Scope 1 & Scope 2 by 2050 through Nature Based Solutions (NBS) initiatives. These initiatives are carried out by UT through land revegetation projects at Mount Arjuno, and by PAMA through businesses focused on forest management and environmental preservation via PT Pertiwi Nusantara Raya (PNR).

Portfolio Roadmap Achievement

In 2025, the Company recorded consolidated revenue of Rp131.3 trillion, representing a decrease of 2% from Rp134.4 trillion in 2024. Net profit of Rp14.8 trillion, decline by 24% from Rp19.5 trillion in the previous year. The Company's consolidated revenue was generated from the Mining Contracting segment, which decreased by 7% to Rp54.1 trillion, the Construction Machinery segment, which decreased by 2% to Rp36.6 trillion, the Gold and Other Minerals segment, which increased by 41% to Rp14 trillion, and the Thermal and Metallurgical Coal Mining segment, which decreased by 7% to Rp24.2 trillion. In addition, during 2025, the Company received no financial assistance from the government, including tax amnesty programs, subsidies, royalty relief, or other financial incentives.

GRI 201-4 | SEOJK B.1

The Company remains firmly committed to sustainable business practices through the implementation of portfolio diversification initiatives, to balance revenue contributions from segments with higher exposure to thermal coal against segments with long-term growth prospects (non-thermal coal). The Company reaffirms that new investments, including acquisitions, will be prioritized toward non-thermal coal segments to not only strengthen the Company's resilience to market volatility but also reinforce its operational foundation grounded in ESG principles.

Kinerja Usaha

Business Performance

SEOJK B.1, F.2, F.3

Deskripsi	Satuan	2025	2024	2023	Unit	Description
Pendapatan	Rp Miliar	131,300.8	134,427.0	128,583.3	Rp Billion	Revenue
Laba Bruto	Rp Miliar	29,703.5	33,831.6	35,786.2	Rp Billion	Gross Profit
Laba Bersih*	Rp Miliar	14,810.4	19,531.2	20,661.8	Rp Billion	Net Profit*

* Laba setelah pajak yang diatribusikan kepada pemilik entitas induk.

* Profit attributable to owners of the parent entity, net of tax.

Kinerja Ekonomi

Economic Performance

GRI 201-1 | SEOJK B.1

Deskripsi	Satuan	2025	2024	2023	Unit	Description
Nilai Ekonomi yang Dihasilkan		Economic Value Generated				
Pendapatan Usaha	Rp Miliar	131,300.8	134,426.9	128,583.3	Rp Billion	Operating Revenue
Pendapatan Lain-lain	Rp Miliar	2,480.9	2,611.7	2,094.7	Rp Billion	Other Income
Total Nilai Ekonomi yang Dihasilkan	Rp Miliar	133,536.1	137,038.7	130,677.9	Rp Billion	Total Economic Value Generated
Nilai Ekonomi yang Didistribusikan		Economic Value Distributed				
Total Biaya Operasional	Rp Miliar	110,728.2	108,491.1	100,078.2	Rp Billion	Total Operating Costs
Gaji dan Fasilitas Karyawan	Rp Miliar	13,583.8	12,831.0	11,362.7	Rp Billion	Employee Wages and Benefits
Biaya Dana (beban bunga)	Rp Miliar	2,625.8	2,650.6	1,879.4	Rp Billion	Cost of Funds (Interest Expense)
Pembayaran Dividen kepada Investor	Rp Miliar	7,987.9	8,422.2	27,039.0	Rp Billion	Dividends Paid to Investors
Investasi Sosial (biaya CSR)	Rp Miliar	955.2	867.7	804.5	Rp Billion	Social Investment (CSR Expenditure)
Total Nilai Ekonomi yang Didistribusikan	Rp Miliar	113,354.0	111,141.7	101,957.6	Rp Billion	Total Economic Value Distributed
Laba Sebelum Pajak = Nilai Ekonomi yang Dihasilkan - Nilai Ekonomi yang Didistribusikan	Rp Miliar	20,182.2	25,897.1	28,720.3	Rp Billion	Profit Before Tax = Economic Value Generated - Economic Value Distributed



Keberlanjutan di United Tractors

Sustainability at
United Tractors



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03

Strategi Keberlanjutan United Tractors

United Tractors Sustainability Strategy

SEOJK A.1, F.1 | GRI 2-22, 2-23, 2-24



Strategi keberlanjutan United Tractors pada 2025 difokuskan pada penguatan Triple-P Roadmap (Portfolio, People, dan Public Contribution) yang terintegrasi dalam seluruh operasional Perseroan. Inisiatif ini menargetkan percepatan dekarbonisasi dan diversifikasi bisnis non-batu bara guna mencapai Aspirasi Keberlanjutan 2030 UT secara terukur.

United Tractors' sustainability strategy for 2025 focuses on strengthening the integrated Triple-P Roadmap (Portfolio, People, Public Contribution) across all of the Company's operations. This initiative aims to accelerate decarbonization and diversify non-coal businesses in order to achieve measurable UT 2030 Sustainability Aspirations.



Komitmen fundamental Perseroan untuk berkontribusi aktif pada kesejahteraan nasional dan menjadi kebanggaan Indonesia menjadi landasan dalam merumuskan seluruh strategi *Environment, Social, dan Governance* (ESG) Perseroan. Upaya ini diwujudkan selaras dengan Aspirasi Keberlanjutan UT 2030 untuk menciptakan dampak positif yang komprehensif bagi iklim, bisnis, dan kesejahteraan masyarakat dengan Triple-P Roadmap sebagai strategi pemenuhan aspirasi. Dengan demikian, keberlanjutan bukan hanya tujuan yang ingin dicapai, tetapi juga menjadi fondasi yang memastikan kontribusi positif Perseroan terhadap masyarakat dan lingkungan sekitarnya.

Triple-P Roadmap

Strategi keberlanjutan jangka panjang Perseroan diimplementasikan melalui Triple-P Roadmap (Portfolio Roadmap, People Roadmap, and Public Contribution Roadmap) yang sejalan dengan perusahaan induk yaitu Astra 2030 Sustainability Aspirations. Melalui *roadmap* ini, Perseroan memastikan bahwa seluruh elemen ESG terintegrasi penuh ke dalam setiap aspek operasional dan pertumbuhan bisnis.

The Company's fundamental commitment, to actively contribute to national prosperity and to be a source of pride for Indonesia, serves as the foundation for the Company's *Environment, Social, and Governance* (ESG) strategies. This is in alignment with the UT 2030 Sustainability Aspirations, which aim to create a comprehensive and positive impact on climate, business, and community welfare through the Triple-P Roadmap as the strategic framework for achieving these aspirations. Accordingly, sustainability is not merely a goal to be achieved, but a foundation for the Company's positive contributions to society and the environment.

Triple-P Roadmap

The Company's long-term sustainability strategy is implemented through the Triple-P Roadmap (Portfolio Roadmap, People Roadmap, and Public Contribution Roadmap), aligned with the Astra 2030 Sustainability Aspirations, ensuring that all ESG elements are fully integrated into every aspect of operations and business growth.



Aspirasi Keberlanjutan 2030 UT

Sebagai wujud komitmen strategis untuk mencapai bisnis yang lebih tangguh dan berkelanjutan, United Tractors menentukannya dalam Aspirasi Keberlanjutan 2030 UT. Aspirasi ini berperan sebagai panduan utama Perseroan dalam berkomitmen menciptakan dampak positif yang komprehensif pada tiga pilar penting, yaitu iklim, kinerja bisnis, dan kesejahteraan masyarakat untuk mencapai target jangka panjang.

Lingkungan

1. Menurunkan emisi gas rumah kaca Perseroan Cakupan 1 dan 2 sebesar 30%.
2. Mencapai bauran energi terbarukan sebesar 22% untuk mendukung kegiatan operasional.
3. Mengelola intensitas pengambilan air mengacu pada masing-masing kategori unit usaha.
4. Mengolah limbah padat dengan tingkat pengalihan hingga 62%.

Sosial

1. Mendukung keberagaman, kesetaraan, dan inklusivitas karyawan.
2. Mencapai *zero fatality* tenaga kerja dan *Lost Time Injury* (LTI) sebesar 0,093.
3. Menjangkau 750.000 penerima manfaat melalui program pengembangan masyarakat.

Tata Kelola

1. Mencapai ketahanan bisnis dengan meningkatkan pendapatan non-batu bara hingga 50%.
2. Mendukung keberagaman dan inklusivitas di level eksekutif.
3. Terus memperkuat tata kelola perusahaan dengan standar internasional.

Tujuan Pembangunan Berkelanjutan (SDGs) sebagai Kompas Menuju Keberlanjutan

Perseroan menetapkan Tujuan Pembangunan Berkelanjutan (SDGs) sebagai agenda sentral dalam mengimplementasikan Aspirasi Keberlanjutan 2030 UT. Komitmen ini diwujudkan melalui berbagai

UT 2030 Sustainability Aspirations

As a manifestation of its strategic commitment to achieving a more resilient and sustainable business, United Tractors has established the UT 2030 Sustainability Aspirations. These aspirations serve as the Company's primary guide in delivering the three key pillars of climate, business performance, and community welfare to support the achievement of long-term goals.

Environment

1. Reduce the Company's Scope 1 and 2 greenhouse gas emissions by 30%.
2. Achieve a renewable energy mix of 22% to support operational activities.
3. Manage water withdrawal intensity for each business unit category.
4. Manage solid waste with waste diverted rate up to 62%.

Social

1. Support employee diversity, equality, and inclusiveness.
2. Achieve zero worker fatalities and maintain a Lost Time Injury (LTI) rate of 0.093.
3. Reaching 750,000 beneficiaries through community development programs.

Governance

1. Achieve business resilience by increasing non-coal revenue by up to 50%.
2. Support diversity and inclusion at the executive level.
3. Continue to strengthen corporate governance in line with international standards.

Sustainable Development Goals (SDGs) as the Compass Toward Sustainability

The Company has adopted the Sustainable Development Goals (SDGs) in implementing the UT 2030 Sustainability Aspirations, realized through various integrated programs aligned with global



program yang terintegrasi dan selaras dengan Tujuan Global pada tiga kerangka utama: Portfolio Roadmap, People Roadmap, dan Public Contribution Roadmap.

Bersama entitas Grup dan Yayasan, Perseroan mendukung 17 Tujuan Pembangunan Berkelanjutan, baik secara langsung maupun tidak langsung. Perseroan memprioritaskan 11 tujuan global sebagai fokus utama, yang ditetapkan berdasarkan program-program yang dinilai mampu memberikan kontribusi positif paling signifikan terhadap pencapaian target global tersebut.

goals across three main frameworks: the Portfolio Roadmap, the People Roadmap, and the Public Contribution Roadmap.

Together with Group entities and Foundations, the Company supports all 17 SDGs, both directly and indirectly. The Company has prioritized 11 global goals as its main focus, based on programs assessed to deliver the most significant positive contributions toward achieving these global targets.

Prioritas Priority

Sasaran global di mana Perseroan memberikan dampak positif yang signifikan melalui aktivitas, produk, dan jasa Perseroan.

Global targets where the Company delivers significant positive impact through its activities, products, and services.



Prioritas Priority

Sasaran global di mana Perseroan memberikan kontribusi melalui kegiatan tanggung jawab sosial dan pengembangan masyarakat.

Global targets where the Company contributes through social responsibility and community development programs.



Prioritas Priority

Sasaran global di mana Perseroan memiliki potensi dampak risiko terhadap pencapaian SDGs akibat kegiatan usaha, serta inisiatif yang dilakukan untuk meminimalkan dampak tersebut.

Global targets where the Company has potential risk impacts on SDG achievement arising from its business activities, along with initiatives undertaken to mitigate these impacts.



Peluang dan Tantangan Keberlanjutan

Dalam kerangka target *Net Zero Emissions* (NZE) 2060, Indonesia berada di garis depan aksi iklim global dan mengambil berbagai langkah transformatif menuju masa depan yang lebih hijau. Target ini diperkuat dengan pengajuan *Second Nationally Determined Contribution* (SNDC) pada Oktober 2025, yang berupaya menyelaraskan jalur dekarbonisasi nasional dengan skenario pemanasan 1,5°C global melalui upaya pemerintah meningkatkan bauran energi terbarukan hingga 27%-33% pada 2035, dan *emission peak* pada 2038. Sejalan dengan visi tersebut, kerangka *Just Energy Transition Partnership* (JETP), yang progresnya dilaporkan pada tahun 2025, menuntut percepatan dan lebih ambisius terhadap transisi energi yang berkeadilan, inklusif, dan transparan, sekaligus mengatasi tantangan tata kelola karbon.

Sebagai pelaku industri yang sangat bergantung pada komoditas dan alat berat, transisi menuju ekonomi rendah karbon menghadirkan tantangan yang kompleks bagi Perseroan. Risiko yang muncul antara lain potensi *stranded assets* serta tekanan akibat obsolesensi teknologi. Namun demikian, transisi ini juga mendatangkan peluang besar untuk merevitalisasi model bisnis melalui adaptasi dan inovasi berkelanjutan. Sebagai respons strategis terhadap dinamika makro tersebut dan untuk memastikan ketahanan bisnis jangka panjang, Perseroan mengadopsi serta mengintegrasikan prinsip-prinsip ESG secara menyeluruh dalam strategi dan operasionalnya.

Implementasi ESG yang mendalam ini tidak hanya menjadi kunci keberlanjutan Perseroan, tetapi juga mencerminkan komitmen yang selaras dengan filosofi pemegang saham utama, PT Astra International Tbk (Astra), yang menargetkan Astra Net Zero Scope 1 & 2 pada tahun 2050. Bersinergi dengan entitas Grup, strategi ini diterjemahkan menjadi percepatan diversifikasi bisnis ke sektor energi baru terbarukan (EBT), sektor mineral, dan transformasi teknologi untuk pengelolaan konsumsi energi, mengadopsi solusi energi bersih, serta efisiensi operasional di seluruh lini bisnis.

Sustainability Opportunities and Challenges

Within the Net Zero Emissions 2060 target, Indonesia stands at the forefront of global climate action and is undertaking various transformative measures toward a greener future. This target has been strengthened by the submission of the Second Nationally Determined Contribution (SNDC) in October 2025, which seeks to align the national decarbonization pathway with the global 1.5°C warming scenario. This includes the government's efforts to increase the renewable energy mix to 27%-33% by 2035 and to achieve an emissions peak by 2038. In line with this vision, the Just Energy Transition Partnership (JETP) framework, with progress reported in 2025, calls for an accelerated and more ambitious transition toward an equitable, inclusive, and transparent energy transition, while also addressing carbon governance challenges.

As a company operating in an industry highly dependent on commodities and heavy equipment, the transition toward a low-carbon economy presents complex challenges. Key risks include the potential for stranded assets and increasing pressure from technological obsolescence. At the same time, this transition creates significant opportunities to revitalize the business model through continuous adaptation and sustainable innovation. In response to these macro dynamics and to ensure long-term business resilience, the Company has adopted and integrated ESG principles comprehensively across its strategy and operations.

ESG implementation is not only key to the Company's sustainability, but also reflects a commitment aligned with the philosophy of its majority shareholder, PT Astra International Tbk (Astra), which has targeted Astra Net Zero Scope 1 & 2 by 2050. In synergy with the Group, this strategy translates into accelerated business diversification toward renewable energy, the mineral sector, and technological transformation in energy consumption management, adoption of clean energy solutions, and operational efficiency across all business lines.

Dalam hal diversifikasi bisnis, Perseroan menetapkan target kontribusi bisnis non-batu bara, yakni mencapai 50% dari total portofolio pada tahun 2030. Upaya ini memperkuat nilai bagi para pemegang saham, mendukung komitmen nasional dalam menghadapi perubahan iklim, dan berkontribusi pada pencapaian SDGs.

Selain memperkuat ketahanan portofolio bisnis, Perseroan turut menjalankan berbagai inisiatif terhadap perlindungan dan pemulihan lingkungan sebagai upaya menghadapi tantangan perubahan iklim, salah satunya melalui rehabilitasi lingkungan di lahan kritis di Gunung Arjuno, Kota Batu, Jawa Timur. Program ini merupakan respons terhadap penurunan fungsi lahan hutan sekaligus berkontribusi pada pemulihan ekosistem melalui pengelolaan lahan seluas 567 ha dengan jenis pohon MPTS (*Multi Purpose Tree Species*). Selain berkontribusi pada pemulihan ekosistem, program rehabilitasi lingkungan ini juga membuka peluang untuk mendukung upaya pengurangan emisi gas rumah kaca (GRK), sejalan dengan komitmen Perseroan dalam mencapai target *Net Zero Emissions* (NZE) Cakupan 1 dan 2 di 2050. Pada tahun 2024, program pengendalian iklim Perseroan telah terdaftar dengan penerbitan Nomor Sistem Registri Nasional (SRN). Penerbitan ini turut melengkapi validasi atas aksi mitigasi Perseroan di kawasan hutan yang perizinannya masih dalam tahap verifikasi oleh Kementerian Lingkungan Hidup dalam rangka memperoleh Surat Pengurangan Emisi Gas Rumah Kaca (SPE-GRK). Langkah ini membuka peluang untuk memperoleh Sertifikat Pengurangan Emisi secara resmi sebagai bentuk pengakuan atas kontribusi Perseroan dalam menurunkan emisi GRK.

SEOJK F.10

In terms of business diversification, the Company has set a target for the contribution of non-coal businesses to reach 50% of the total portfolio by 2030. This strengthens value for shareholders, supports national commitments in addressing climate change, and contributes to the achievement of the SDGs.

In addition to strengthening its business portfolio resilience, the Company also implements various initiatives for environmental protection and restoration as part of its efforts to address climate change challenges, including environmental rehabilitation of degraded land on Mount Arjuno, Batu City, East Java. This program is responding to the decline in forest land function and contributes to ecosystem restoration through the management of 567 ha of land planted with Multi Purpose Tree Species (MPTS). Beyond ecosystem recovery, the environmental rehabilitation program also creates opportunities to support GHG emission reduction efforts, in line with the commitment to achieving Net Zero Emissions (NZE) Scope 1 and 2 by 2050. In 2024, the Company's climate mitigation program was officially registered through the issuance of a National Registry System (SRN) number. This publication further supports the validation of the Company's mitigation efforts in forest areas whose permits are still under review by the Ministry of Environment as part of the process to obtain a Greenhouse Gas Emission Reduction Certificate (SPE-GRK). This initiative enables the opportunity to obtain official Emission Reduction Certificates as formal recognition of the Company's contribution to reducing GHG emissions.

SEOJK F.10



Pencapaian Kinerja Keberlanjutan UT

UT Sustainability Performance Achievements

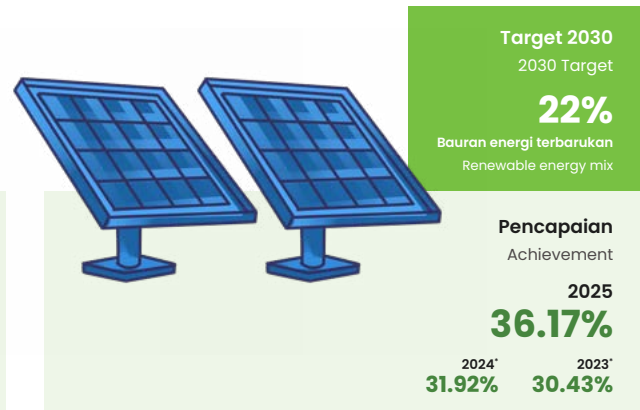
Beberapa metrik yang selaras dengan Aspirasi Keberlanjutan UT 2030 telah memiliki target kuantitatif, dengan pencapaian kinerja keberlanjutan pada tahun 2025 sebagai berikut:

Several metrics aligned with the UT 2030 Sustainability Aspirations have been assigned quantitative targets. The sustainability performance achievements in 2025 are as follows:

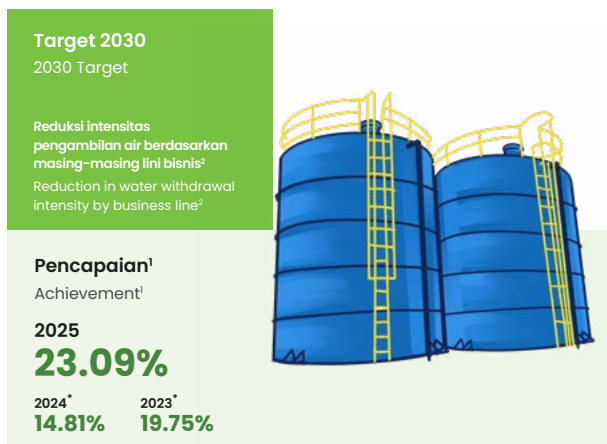
Reduksi Emisi Gas Rumah Kaca (GRK)³ Greenhouse Gas (GHG) Emissions Reduction³



Bauran Energi Terbarukan Renewable Energy Mix



Penurunan Intensitas Pengambilan Air⁴ Water Withdrawal Intensity Reduction⁴



Limbah Padat Terolah Solid Waste Diverted





Cedera Kehilangan Waktu Kerja (LTI) Lost Time Injury



Penerima Manfaat Beneficiaries



Catatan:

1. Angka penurunan emisi gas rumah kaca merupakan angka *net emissions* yang diperoleh setelah dikurangi dari efisiensi energi, pemanfaatan energi terbarukan, serta pembelian REC dan kredit karbon.
2. Perhitungan intensitas air didasarkan pada tahun *baseline* 2019, sedangkan capaian intensitas air yang disajikan adalah perhitungan konsolidasi grup Perseroan berdasarkan konsumsi air tanpa air hujan dibandingkan dengan *driver* berupa *revenue* secara konsolidasi grup Perseroan.
3. Perhitungan reduksi emisi didasarkan pada tahun *baseline* 2019.
4. Perhitungan target intensitas air tahun 2030 disesuaikan dengan produksi di setiap lini bisnis grup Perseroan sebagai *driver*.

* Terdapat penyajian kembali karena adanya perbaikan metode perhitungan dan perluasan cakupan data.

Notes:

1. The greenhouse gas emission reduction figure represents net emissions, calculated after accounting for energy efficiency, the use of renewable energy, and the purchase of RECs and carbon credits.
2. Water intensity reduction are calculated based on the 2019 baseline year, while the reported water intensity achievement represents the consolidated calculation of the Company's Group based on water consumption excluding rainwater compared to the driver, with consolidated Group revenue used as the driver.
3. Emissions reduction are calculated based on the 2019 baseline year.
4. The 2030 water intensity target calculation is adjusted to production levels in each business line within the Company's Group, which serve as the driver.

* A restatement has been made due to improvements in calculation methodologies and the expansion of data scope.

Penilaian Materialitas

Materiality Assessment

Proses Penentuan Topik Material

GRI 3-1

Perseroan menjalankan proses penilaian materialitas ESG sesuai dengan Standar GRI 2021, dengan menerapkan prinsip Materialitas Ganda (*Double Materiality Assessment*). Melalui pendekatan ini, Perseroan menilai materialitas dari dua perspektif berbeda, yaitu:

Inside-Out (Impact Materiality)

Penilaian dampak Perseroan (positif maupun negatif) terhadap lingkungan dan masyarakat, baik secara langsung maupun tidak langsung, sepanjang rantai nilai dalam jangka pendek, menengah, dan panjang.

Assessing the Company's impact on the environment and society, whether positive or negative, in the short, medium, or long-term. This includes direct and indirect impacts across the value chain, such as on workers, customers, or ecosystems.

Material Topic Determination Process

GRI 3-1

The Company conducts an ESG materiality assessment in accordance with the GRI Standards 2021, applying the principle of Double Materiality Assessment. Through this approach, the Company assesses materiality from two perspectives:

Outside-In (Financial Materiality)

Evaluasi bagaimana isu keberlanjutan eksternal (misalnya perubahan iklim atau kebijakan) dapat memengaruhi kinerja finansial Perseroan, termasuk arus kas, biaya modal, dan akses terhadap pendanaan.

Evaluating how sustainability issues, such as climate change or environmental regulatory, can affect the Company's financial performance, including cash flow, cost of capital, and access to funding.

Topik-topik material dipilih melalui proses penilaian materialitas dengan langkah-langkah sebagai berikut:

Material topics are selected through the materiality assessment process with the following steps:



1. Pemahaman Konteks Organisasi

Perseroan mengidentifikasi seluruh aktivitas dan relasi bisnis yang berpotensi baik yang memengaruhi maupun yang dipengaruhi oleh topik-topik keberlanjutan utama, termasuk pemangku kepentingan. Proses ini difasilitasi melalui *Focus Group Discussion* (FGD) yang melibatkan perwakilan unit terkait, pimpinan fungsi strategis serta pihak-pihak yang memahami risiko dan peluang keberlanjutan dalam rantai nilai Perseroan.

1. Understand the Organizational Context

The Company identifies all activities and business relationships that may either influence or be influenced by key sustainability topics, including stakeholders. This process is facilitated through Focus Group Discussion (FGDs) involving representatives from relevant units, strategic function leaders, and parties who understand sustainability risks and opportunities across the Company's value chain.

2. Identifikasi Dampak Aktual dan Potensial

Selanjutnya, Perseroan melaksanakan analisis untuk mengidentifikasi dampak aktual dan potensial pada aspek ekonomi, lingkungan, dan sosial dari seluruh aktivitas dan relasi bisnis. Bahan pertimbangan berasal dari sumber data internal dan eksternal, termasuk dampak-dampak yang telah didefinisikan dalam Global Reporting Initiative (GRI) *Standards* serta regulasi pelaporan keberlanjutan yang relevan. Selain itu, proses identifikasi dampak turut mempertimbangkan kinerja dan capaian Perseroan dalam pengelolaan isu ekonomi, lingkungan, dan sosial, serta masukan dari pemangku kepentingan eksternal.

Analisis dilakukan dengan meninjau seluruh jenis dampak negatif dan positif, baik yang telah terjadi (aktual) maupun yang berpotensi terjadi (potensial), termasuk yang muncul di sepanjang rantai pasok dan hubungan bisnis Perseroan. Pada periode pelaporan ini, Perseroan belum melakukan identifikasi komprehensif atas dampak Perseroan terhadap Hak Asasi Manusia.

3. Asesmen Signifikansi Dampak

Tahap ini bertujuan menetapkan skala prioritas dengan memanfaatkan analisis kuantitatif dan kualitatif, yang didukung oleh konsultasi intensif dengan pemangku kepentingan internal dan eksternal. Penilaian signifikansi dampak mempertimbangkan tingkat keparahan dan kemungkinan terjadinya suatu dampak, sebagaimana disyaratkan dalam GRI 3.

4. Prioritas Dampak yang Paling Signifikan untuk Pelaporan

Penentuan prioritas selanjutnya dilakukan sebagai langkah yang esensial untuk memandu Perseroan dalam menetapkan tindakan mitigasi yang efektif atas dampak yang telah diidentifikasi, sekaligus menetapkan secara definitif topik-topik material yang akan diungkapkan dalam laporan keberlanjutan.

Melalui asesmen signifikansi dampak, Perseroan mengidentifikasi beberapa topik material yang memiliki pengaruh paling besar terhadap keberlangsungan perusahaan. Penetapan ini dilakukan dengan mengintegrasikan masukan pemangku kepentingan dan perspektif para pemangku kepentingan internal dan eksternal

2. Identify Actual and Potential Impacts

The Company subsequently conducts an analysis to identify actual and potential impacts on economic, environmental, and social aspects arising from all activities and business relationships. The analysis is based on both internal and external data sources, including impacts defined in the GRI Standards and relevant sustainability reporting regulations. The identification process also considers the Company's performance and achievements in managing economic, environmental, and social issues, as well as input from external stakeholders.

The analysis reviews all types of negative and positive impacts, whether already occurring (actual) or potentially occurring, including those arising throughout the Company's supply chain and business relationships. In the reporting period, the Company did not conduct a comprehensive identification of its impacts on Human Rights.

3. Impact Significance Assessment

This stage aims to determine priorities through both quantitative and qualitative analysis, supported by intensive consultation with internal and external stakeholders. The assessment of impact significance considers the severity and likelihood of impacts, in accordance with GRI 3.

4. Prioritization of the Most Significant Impacts for Reporting

The subsequent prioritization process is essential, as it guides the Company in determining effective mitigation actions to address identified impacts, while definitively establishing the material topics to be disclosed in the Sustainability Report.

Through the impact significance assessment, the Company identifies several material topics that have the most significant influence on business sustainability. This determination integrates stakeholder input and both internal and external stakeholder perspectives within the assessment

dalam proses penilaian. Seluruh topik material yang telah diprioritaskan selanjutnya disahkan oleh Direksi sebagai fokus strategis utama dalam perencanaan serta pelaporan keberlanjutan Perseroan.

GRI 2-14

Hasil Double Materiality Assessment

GRI 3-2

Perseroan pertama kali menetapkan topik material ESG pada tahun 2022 melalui proses penilaian materialitas. Pada tahun 2024, Perseroan memperbarui penetapan topik material ESG melalui *double materiality assessment* yang menghasilkan sepuluh (10) topik material ESG, konsisten dengan hasil penetapan tahun 2022.

Pada tahun 2025, Perseroan tidak melakukan peninjauan kembali (*reassessment*) sebab seluruh topik material ESG yang telah ditetapkan sebelumnya masih relevan, sehingga tidak terdapat perubahan terhadap daftar topik material ESG dibandingkan tahun sebelumnya.

process. All prioritized material topics are subsequently approved by the Board of Directors and established as the Company's strategic focus in the Company's sustainability planning and reporting.

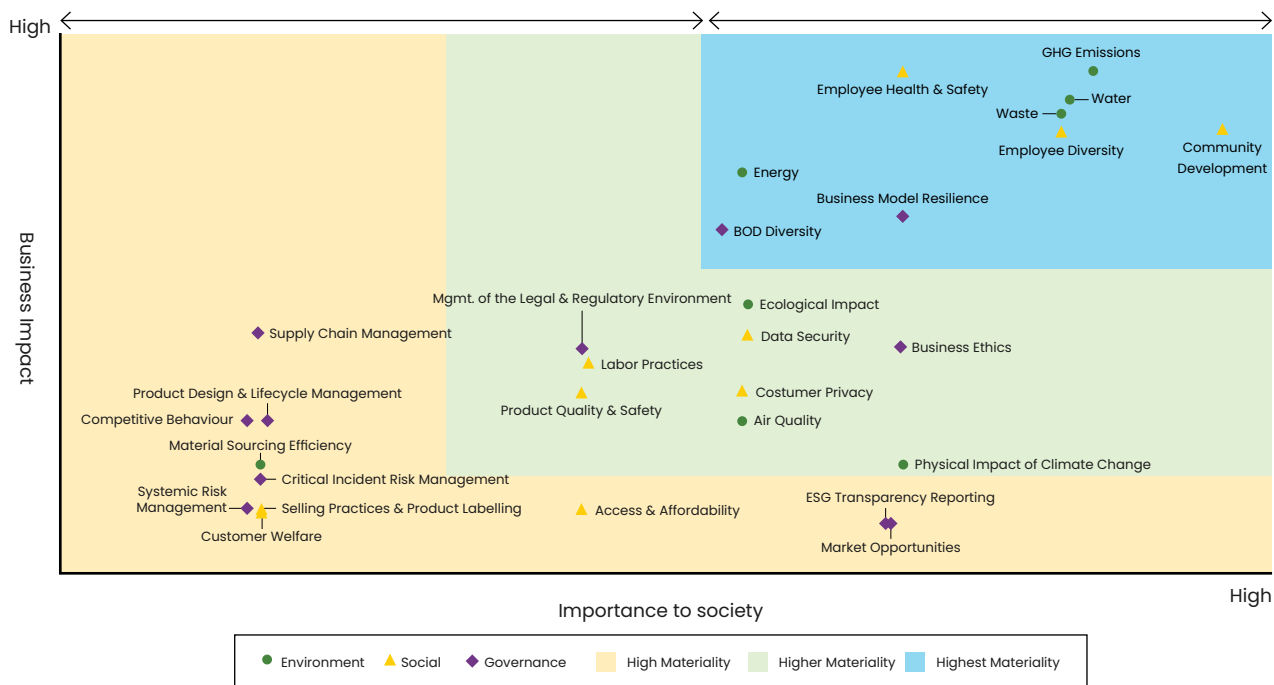
GRI 2-14

Results of the Double Materiality Assessment

GRI 3-2

The Company first established ESG material topics in 2022 through materiality assessment. In 2024, the Company updated the ESG material topics through a double materiality assessment, resulted in ten (10) ESG material topics, consistent with those identified in 2022.

In 2025, the Company did not conduct a reassessment because all previously identified ESG material topics remain relevant. Accordingly, there were no changes to the list of ESG material topics compared to the previous year.



Pelibatan Pemangku Kepentingan

Stakeholder Engagement

GRI 2-29 | SEOJK E.4

Perseroan menyadari pentingnya keterlibatan pemangku kepentingan guna menjaga dampak positif jangka panjang dalam menghadapi tantangan ke depan. Berdasarkan analisis terhadap kekuatan, pengaruh, legitimasi, serta signifikansi isu keberlanjutan, Perseroan telah menetapkan tujuh (7) kelompok pemangku kepentingan utama. Daftar pemangku kepentingan kunci serta strategi keterlibatan spesifik yang diimplementasikan oleh Perseroan diuraikan sebagai berikut:

GRI 2-24

The Company recognizes the importance of stakeholder engagement in sustaining long-term positive impact while addressing future challenges. Based on an analysis of stakeholder power, influence, legitimacy, and the significance of sustainability issues, the Company has identified seven (7) key stakeholder groups. The list of key stakeholders and specific engagement strategies implemented by the Company are outlined as follows:

GRI 2-24

Pelibatan Pemangku Kepentingan Stakeholder Engagement

Kelompok Pemangku Kepentingan Stakeholder Groups	Pendekatan yang Dilakukan Approach	Tujuan Pelibatan Purpose of Engagement	Topik yang Diangkat Topics Discussed
Pelanggan Customer	<ul style="list-style-type: none"> Interaksi dengan kantor perwakilan dan karyawannya Situs web Perseroan Call center Media sosial Iklan Temu pelanggan Hubungan masyarakat dan media Survei kepuasan pelanggan 	Memahami kebutuhan pelanggan serta memastikan persyaratan pelanggan terpenuhi dalam setiap produk dan jasa, termasuk penyediaan layanan purnajual yang prima.	<ul style="list-style-type: none"> Layanan purnajual Dukungan produk Produk yang efisien dan efektif Opsi pembiayaan Suku cadang Opsi <i>remanufacturing</i>
	<ul style="list-style-type: none"> Interaction with representative offices and their employees Company website Call center Social media Advertisement Customer gatherings Public and media relations Customer satisfaction survey 	To understand customer needs and ensure customer requirements are met across all products and services, including the delivery of excellent after-sales service.	<ul style="list-style-type: none"> After-sales service Product support Efficient and effective products Financing options Spare parts Remanufacturing options

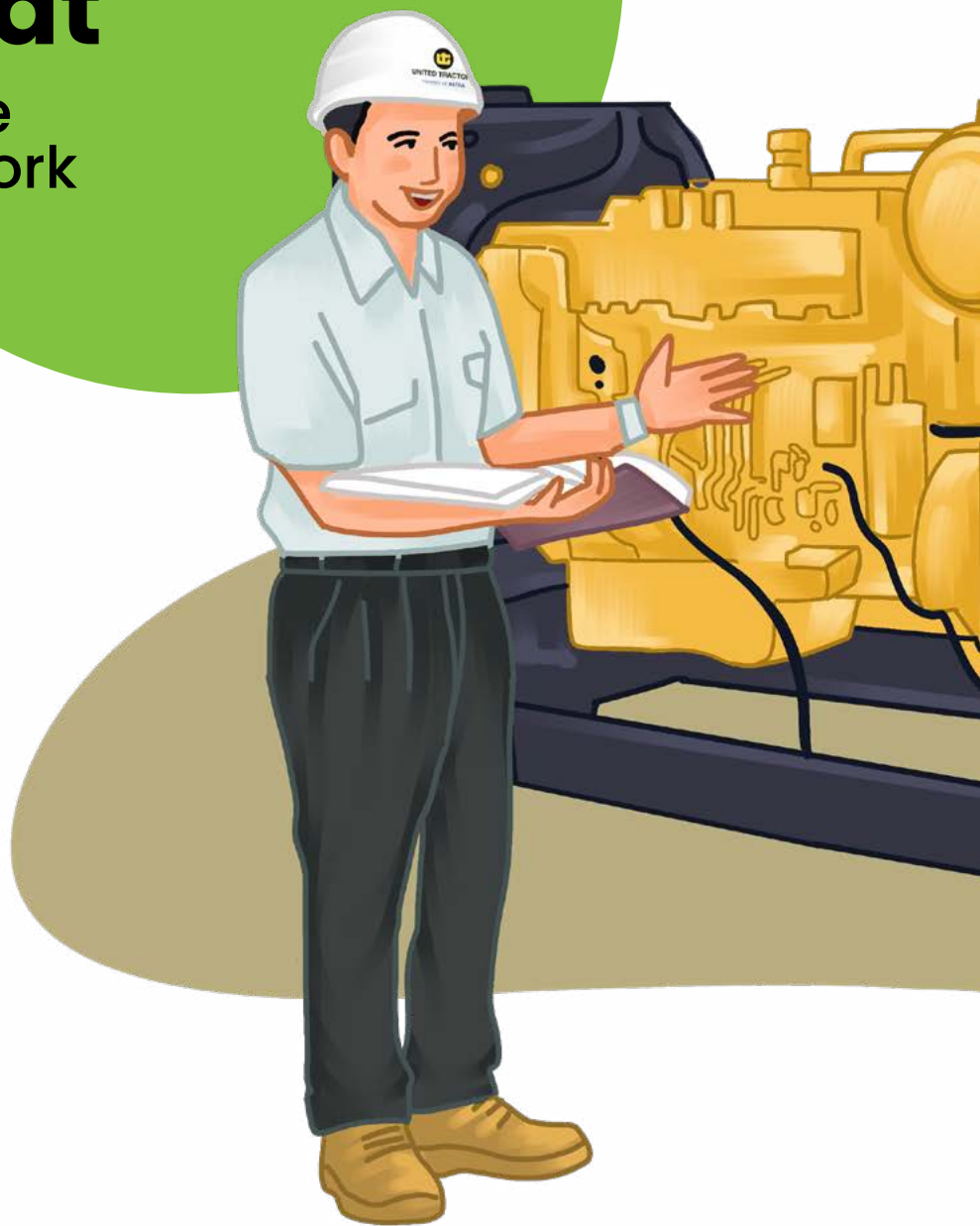
Kelompok Pemangku Kepentingan Stakeholder Groups	Pendekatan yang Dilakukan Approach	Tujuan Pelibatan Purpose of Engagement	Topik yang Diangkat Topics Discussed
Karyawan Employee	<ul style="list-style-type: none"> • Induksi dan orientasi karyawan • Program pengembangan kepemimpinan • Survei keterikatan karyawan • Kegiatan karyawan termasuk olahraga dan rekreasi, <i>roadshow</i>, perlombaan, dan pameran • Pengiriman pesan internal melalui konferensi video, surel, intranet, dan buletin berkala 	Melibatkan karyawan secara aktif dalam pengembangan karakter, meningkatkan keterikatan, serta bersama-sama menciptakan kesejahteraan.	<ul style="list-style-type: none"> • Remunerasi dan manfaat karyawan • Proses rekrutmen • Pengembangan karier • Pengalaman kerja
Pemerintah Government	<ul style="list-style-type: none"> • Regulasi terkait kegiatan usaha • Laporan kepatuhan dan laporan korporasi lainnya • Pertemuan koordinasi • Program masyarakat terpadu • Kegiatan kolaboratif 	Berperan aktif sebagai warga negara yang baik dalam setiap aspek kepatuhan dan menjadi mitra pembangunan di seluruh Indonesia.	<ul style="list-style-type: none"> • Kepatuhan terhadap peraturan dan perundangan • Transparansi dan informasi terkini • Peluang keterlibatan dalam program CSR • Antikorupsi dan etika bisnis
Pemegang Saham dan Investor Shareholders and Investors	<ul style="list-style-type: none"> • Pengumuman kinerja kuartalan • Pertemuan dengan investor, analis, dan manajer investasi • Partisipasi dalam investor <i>roadshow</i> • Konferensi • Rapat Umum Pemegang Saham Tahunan (RUPST) • Laporan Tahunan 	Menerapkan prinsip tata kelola yang menjunjung akuntabilitas dan transparansi atas kinerja Perseroan, sekaligus menyelaraskan aspirasi pemegang saham, termasuk komitmen ESG jangka panjang.	<ul style="list-style-type: none"> • Kinerja keuangan • Informasi terkini dan akurat terkait aksi korporasi serta arah strategis • Perkembangan dan status kinerja non-keuangan
	<ul style="list-style-type: none"> • Quarterly performance announcements • Meetings with investors, analysts and investment managers • Participation in investor roadshows • Conferences • Annual General Meeting of Shareholders (AGMS) • Annual Report 	To actively engage employees in character development, enhance engagement, and jointly foster well-being.	<ul style="list-style-type: none"> • Employee remuneration and benefits • Recruitment process • Career development • Work experience
	<ul style="list-style-type: none"> • Regulations related to business activities • Compliance reports and other corporate reports • Coordination meeting • Integrated community programs • Collaborative activities 	To play an active role as a responsible corporate citizen in all aspects of compliance and to act as a development partner across Indonesia.	<ul style="list-style-type: none"> • Compliance with applicable laws and regulations • Transparency and up-to-date information • Engagement opportunities in CSR programs • Anti-corruption and business ethics
	<ul style="list-style-type: none"> • Quarterly performance announcements • Meetings with investors, analysts and investment managers • Participation in investor roadshows • Conferences • Annual General Meeting of Shareholders (AGMS) • Annual Report 	To apply governance principles of accountability and transparency in the Company's performance, while aligning shareholder aspirations, including long-term ESG commitments.	<ul style="list-style-type: none"> • Financial performance • Accurate and up-to-date information on corporate actions and strategic direction • Progress and status of non-financial performance

Kelompok Pemangku Kepentingan Stakeholder Groups	Pendekatan yang Dilakukan Approach	Tujuan Pelibatan Purpose of Engagement	Topik yang Diangkat Topics Discussed
Media	<ul style="list-style-type: none"> Konferensi pers <i>Media Executives Gathering</i> <i>Workshop</i> untuk jurnalis Distribusi siaran pers Wawancara media Kunjungan media Program kemitraan dan kolaborasi media Apresiasi media <i>Media meet-up</i> Kuis media 	Menyediakan informasi kinerja Perseroan kepada publik dan pemangku kepentingan.	<ul style="list-style-type: none"> Kinerja keuangan Informasi terkini dan akurat terkait aksi korporasi dan arah strategis Perkembangan dan status kinerja non-keuangan
Media	<ul style="list-style-type: none"> Press conference Media Executives Gathering Journalists' workshop Press release distribution Media interviews Media visits Media partnership and collaboration program Media appreciation Media meet-up Media quizzes 	To provide information on the Company's performance to the public and stakeholders.	<ul style="list-style-type: none"> Financial performance Accurate information and up-to-date on corporate actions and strategic directions Progress and status of non-financial performance
Mitra Kerja dan Pemasok Partners and Supplier	<ul style="list-style-type: none"> Kerja sama Forum evaluasi mitra kerja berkala 	Membangun hubungan yang saling menguntungkan dan mendorong kemitraan yang memberikan nilai tambah bagi rantai nilai Perseroan.	<ul style="list-style-type: none"> Proses tender yang transparan Pengawasan dan evaluasi kinerja yang adil, transparan, dan wajar Evaluasi kinerja Penghargaan dan penerapan penalti yang adil
Mitra Kerja dan Pemasok Partners and Supplier	<ul style="list-style-type: none"> Cooperation Periodic partner evaluation forum 	To build mutually beneficial relationships and encourage partnerships that create value across the Company's value chain.	<ul style="list-style-type: none"> Transparent tender process. Fair, transparent, and reasonable supervision and performance evaluation Performance evaluation Fair rewards and penalty implementation
Organisasi Nirlaba dan Masyarakat Umum Non-Profit Organization and Public at Large	<ul style="list-style-type: none"> Kegiatan dan program bersama Situs <i>website</i> Perseroan Kegiatan CSR 	Melakukan kolaborasi dalam pengembangan dan pemberdayaan masyarakat serta mendukung pencapaian target SDGs melalui program CSR Perseroan.	<ul style="list-style-type: none"> Pengembangan program dan status kemajuan CSR Kesempatan bekerja sama dalam program CSR Informasi kegiatan korporasi Budaya dan reputasi
Organisasi Nirlaba dan Masyarakat Umum Non-Profit Organization and Public at Large	<ul style="list-style-type: none"> Joint activities and programs Company website CSR activities 	To collaborate in community development and empowerment while supporting the achievement of SDGs targets through the Company's CSR programs.	<ul style="list-style-type: none"> CSR program development and progress status Opportunities to collaborate in CSR programs Information on corporate activities Culture and reputation

Mewujudkan Lingkungan Kerja yang Aman dan Sehat

Creating a Safe and Healthy Work Environment

04



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Kebijakan dan Strategi

Policy and Strategy



Keselamatan dan kesehatan kerja (K3) akan selalu menjadi nilai dan prioritas utama yang tertanam dalam budaya K3 di seluruh lini bisnis Perseroan. Budaya kerja aman diimplementasikan secara terintegrasi kepada karyawan, mitra kerja, dan kontraktor melalui tiga pilar Portfolio, People, dan Public Contribution, serta diperkuat oleh kebijakan K3 di seluruh entitas operasional.

Occupational health and safety (OHS) will always remain a core value and top priority embedded within the OHS culture across all the Company's business lines. A safe working culture is implemented in an integrated manner for employees, business partners, and contractors through three main pillars, namely Portfolio, People, and Public Contribution, and is reinforced by OHS policies applied across all operational entities.



United Tractors memprioritaskan keselamatan dan kesehatan kerja (K3), yang berakar pada komitmen untuk melindungi hak asasi manusia di seluruh operasi dan menciptakan lingkungan kerja aman dan sehat. Perseroan mendorong budaya keselamatan yang terintegrasi kepada seluruh pihak, termasuk karyawan, mitra kerja, dan kontraktor, untuk memastikan kepatuhan dan tanggung jawab bersama. Komitmen tersebut diimplementasikan secara menyeluruh dalam setiap strategi Perseroan melalui tiga pilar utama, yaitu Portfolio, People, dan Public Contribution. Lebih lanjut, Perseroan telah menetapkan kebijakan K3 sebagai acuan dalam meningkatkan K3 di seluruh lini operasional, termasuk entitas anak dan entitas asosiasi.

SEOJK F.21 | GRI 3-3, 403-1

Occupational health and safety (OHS) is grounded in United Tractors commitment to respect and protect human rights across all operations and to provide a safe and healthy working environment. The Company promotes an integrated safety culture among all stakeholders, including employees, business partners, and contractors, to ensure compliance and shared accountability. This commitment is embedded across the Company's strategies through three core pillars, namely Portfolio, People, and Public Contribution. Furthermore, the Company has established an OHS policy as a guiding framework to enhance occupational health and safety performance across all operational lines, including subsidiaries and associated entities.

SEOJK F.21 | GRI 3-3, 403-1

Kebijakan K3 United Tractors

United Tractors Occupational OHS Policy

Memenuhi peraturan perundangan dan persyaratan terkait aspek K3 dan keamanan.

Comply with all applicable regulations, and requirements related to OHS and security.

Menerapkan sistem manajemen untuk memberikan nilai tambah kepada Perseroan, karyawan, masyarakat, dan pemangku kepentingan lainnya.

Implement management systems that create added value for the Company, employees, communities, and other stakeholders.

Menetapkan standar keselamatan sesuai regulasi, mengendalikan risiko operasional, meningkatkan kompetensi dan partisipasi pekerja, menjamin kesiapsiagaan darurat, serta mendorong kepemimpinan aktif dalam memberikan teladan dan pengawasan, sekaligus mencegah kecelakaan kerja, penyakit akibat kerja, kejadian akibat penyakit tenaga kerja, dan kejadian berbahaya lainnya melalui penerapan *Golden Rules, Behavior Based Safety (BBS)*, dan program keselamatan dan kesehatan kerja.

Establish safety standards in accordance with regulations, control operational risks, enhance worker competence and participation, ensure emergency preparedness, and promote active leadership through role modeling and supervision, while preventing work-related accidents, work-related illnesses, workforce health incidents, and other hazardous events through the implementation of Golden Rules, Behavior-Based Safety (BBS), and occupational health and safety programs.

Melaksanakan program kesehatan kerja yang komprehensif melalui pemeriksaan berkala, promosi gaya hidup sehat, serta upaya pencegahan dan penanggulangan penyakit menular dan penyalahgunaan narkoba, disertai perlindungan bagi kelompok rentan dan penerapan kebijakan *fit to work*.

Implement comprehensive occupational health programs through periodic medical examinations, promotion of healthy lifestyles, and prevention and control of communicable diseases and substance abuse, accompanied by protection for vulnerable groups and the application of fit-to-work policies.

Melaksanakan kegiatan operasional berlandaskan *excellent business process* yang ditunjang inovasi dan perbaikan berkelanjutan melalui pelaksanaan PDCA (*Plan-Do-Check-Action*) secara konsisten.

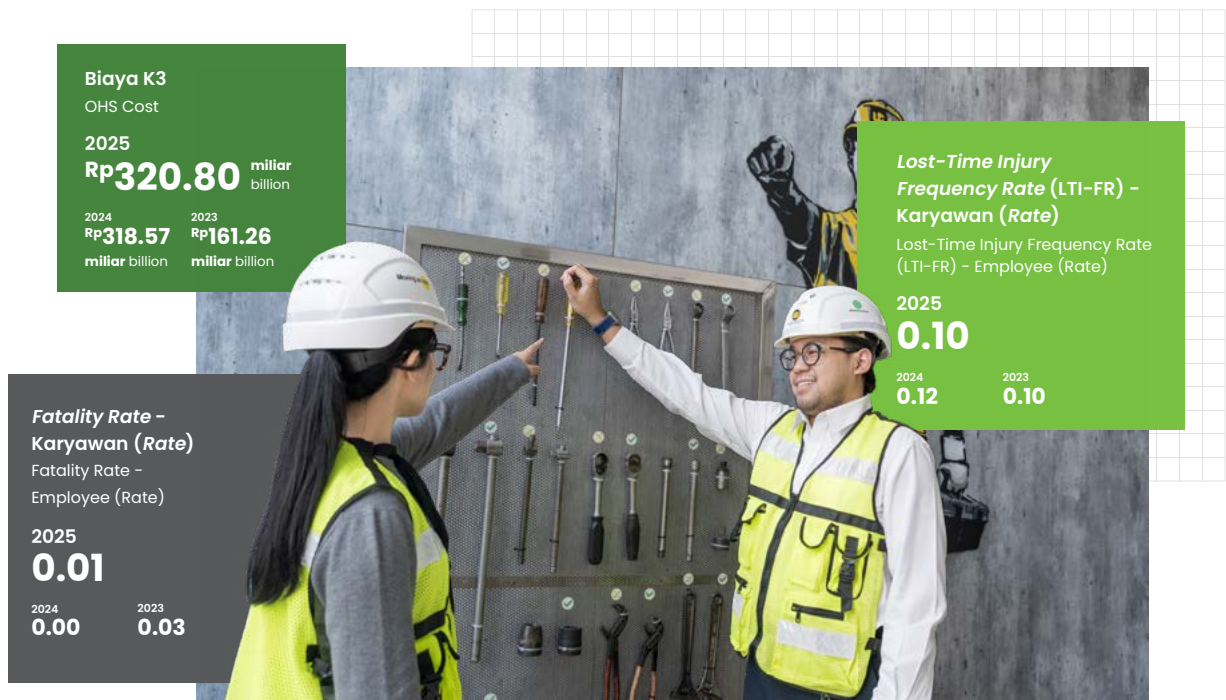
Conduct operational activities based on excellent business processes supported by innovation and continuous improvement through the consistent application of the PDCA (Plan-Do-Check-Act) cycle.



Ikhtisar Kinerja

Performance Overview

SEOJK B.3



Sistem Manajemen K3

OHS Management System

GRI 403-1

United Tractors menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) sebagai bagian integral dari pengelolaan risiko operasional perusahaan yang diterapkan kepada seluruh karyawan serta mitra kerja yang aktivitas kerja dan/atau tempat kerjanya berada di bawah kendali Perseroan. Implementasi sistem ini dilakukan untuk memenuhi ketentuan peraturan perundang-undangan yang berlaku, khususnya Peraturan Pemerintah No. 50 Tahun 2012 tentang Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3), serta regulasi keselamatan dan kesehatan kerja lainnya yang relevan di tingkat nasional dan sektoral.

United Tractors implements an Occupational Health and Safety Management System (OHSMS) as an integral part of the Company's operational risk management, applying to all employees as well as business partners whose work activities and/or workplaces are under the Company's control. The system aims to ensure compliance with applicable laws and regulations, in particular Government Regulation No. 50 of 2012 on the Occupational Health and Safety Management System (OHSMS), as well as other relevant occupational health and safety regulations at the national and sectoral levels.



Selain memenuhi kepatuhan terhadap peraturan perundangan yang berlaku, Perseroan juga mengadopsi standar dan pedoman manajemen risiko yang diakui secara internasional, yaitu ISO 45001:2018 tentang *Occupational Health and Safety Management System*, serta kriteria Astra Green Company (AGC) sebagai standar internal Grup Astra. Untuk lini bisnis yang beroperasi di area pertambangan mineral dan batu bara, Perseroan menerapkan Sistem Manajemen Keselamatan Pertambangan (SMKP) sesuai dengan Keputusan Menteri ESDM No. 1827 K/30/MEM/2018 mengenai Pedoman Pelaksanaan Kaidah Teknik Pertambangan yang Baik (*Good Mining Practice*). Sementara itu, pada sektor ketenagalistrikan Perseroan menerapkan Sistem Manajemen Keselamatan Ketenagalistrikan (SMK2), dan pada sektor maritim menerapkan *International Safety Management (ISM) Code*, guna memastikan pengelolaan keselamatan dan kesehatan kerja yang sesuai dengan karakteristik risiko masing-masing lini bisnis.

GRI 403-1

Cakupan penerapan sistem manajemen K3 yang diterapkan oleh Perseroan meliputi seluruh aktivitas operasional utama dan pendukung yang dilakukan di seluruh lokasi kerja, baik di kantor pusat, *job site*, maupun area operasional lainnya. Sistem ini dirancang untuk memastikan bahwa seluruh potensi bahaya dan risiko keselamatan kerja dapat diidentifikasi, dinilai, dan dikendalikan secara sistematis, serta memastikan konsistensi penerapan standar keselamatan bagi seluruh pekerja, baik karyawan dan mitra kerja, yang berada dalam lingkup kendali operasional perusahaan.

GRI 403-1

In addition to complying with applicable laws and regulations, the Company adopts internationally recognized risk management standards and guidelines, including ISO 45001:2018 on Occupational Health and Safety Management Systems, as well as the Astra Green Company (AGC) criteria as internal standards of the Astra Group. For business lines operating in mineral and coal mining areas, the Mining Safety Management System (SMKP) is in place in accordance with the Decree of the Minister of Energy and Mineral Resources No. 1827 K/30/MEM/2018 concerning the Guidelines for the Implementation of Good Mining Practices. In the electricity sector, the Company applies the Electrical Safety Management System (SMK2), while in the maritime sector the Company implements the International Safety Management (ISM) Code, to ensure occupational health and safety management that is aligned with the specific risk characteristics of each business line.

GRI 403-1

The scope of the Company's OHS management system covers all core and supporting operational activities across all work locations, including the head office, job sites, and other operational areas. The system is designed to ensure that all potential occupational hazards and safety risks are systematically identified, assessed, and controlled, while also ensuring consistent implementation of safety standards for all workers, including employees and business partners, within the Company's operational control.

GRI 403-1

100%

Karyawan dan Kontraktor di Entitas Anak dan Entitas Asosiasi telah Tercakup dalam Kebijakan K3 yang berlaku di masing-masing entitas, sejalan dengan prinsip K3 Perseroan.

Of Employees and Contractors at Subsidiaries and Associated Entities are Covered by the Applicable OHS policies of each entity, in alignment with the Company's OHS principles.

GRI 403-8





Tata Kelola K3

GRI 403-2

United Tractors mengembangkan struktur tanggung jawab yang jelas dalam pengelolaan K3, mulai dari tingkat manajemen hingga seluruh pekerja, termasuk pekerja non-karyawan yang aktivitas kerja dan/atau tempat kerjanya berada di bawah kendali Perseroan. Direksi memegang peran krusial melalui penetapan visi, misi, nilai-nilai Perseroan, serta kebijakan K3 yang selaras dengan prinsip keberlanjutan. Perseroan bertanggung jawab untuk memastikan proses identifikasi bahaya dan penilaian risiko K3 dilakukan secara sistematis, baik untuk aktivitas rutin maupun non-rutin, termasuk aktivitas berisiko tinggi, pekerjaan kontraktor, perubahan proses kerja, serta kondisi darurat. Proses tersebut mengacu pada prinsip hierarki pengendalian risiko, mulai dari eliminasi bahaya, substitusi, rekayasa teknis, pengendalian administratif, hingga penggunaan alat pelindung diri.

Dalam menjalankan proses tersebut, Perseroan memastikan ketersediaan sumber daya yang memadai, termasuk kompetensi personel yang melakukan identifikasi bahaya dan penilaian risiko melalui pelatihan, sertifikasi, dan penunjukan personel yang berwenang, serta memastikan kualitas dan konsistensi proses melalui prosedur terdokumentasi, metodologi standar, dan verifikasi berkala oleh fungsi K3. Efektivitas proses dievaluasi melalui audit, pemantauan kinerja, dan umpan balik dari inspeksi maupun investigasi insiden. Hasil dari proses identifikasi bahaya, penilaian risiko, serta investigasi insiden digunakan sebagai dasar untuk mengevaluasi efektivitas sistem manajemen K3 dan mendorong perbaikan berkelanjutan, termasuk pembaruan prosedur kerja, peningkatan pengendalian risiko, dan penguatan budaya keselamatan di seluruh rantai nilai bisnis Perseroan.

Sementara itu, Direksi melaksanakan fungsi pengawasan atas penerapan K3 melalui pelaporan kinerja K3 yang disampaikan oleh Divisi Corporate

OHS Governance

GRI 403-2

United Tractors has established a clear structure of responsibilities for OHS management, from management level to all workers, including non-employee workers whose activities and/or workplaces are under the Company's control. The Board of Directors plays a critical role through the establishment of the Company's vision, mission, values, and OHS policies aligned with sustainability principles. The Company is responsible for ensuring that hazard identification and OHS risk assessments are conducted systematically for both routine and non-routine activities, including high-risk activities, contractor work, changes in work processes, and emergency conditions. These processes are guided by the hierarchy of risk controls, ranging from hazard elimination and substitution to engineering controls, administrative controls, and the use of personal protective equipment.

In carrying out the process, the company ensures the availability of adequate resources, including the competence of personnel responsible for hazard identification and risk assessment through training, certification, and the appointment of authorized personnel, as well as the quality and consistency of the process through documented procedures, standardized methodologies, and periodic verification by the HSE function, with process effectiveness evaluated through audits, performance monitoring, and feedback from inspections and incident investigations. The results are used as the basis for evaluating the effectiveness of the OHS management system and for driving continuous improvement, including updates to work procedures, enhancements to risk controls, and the strengthening of safety culture across the Company's business value chain.

Meanwhile, the Board of Directors also oversees periodic OHS performance reports submitted by the Corporate Communications and Sustainability



Communications and Sustainability (CCS) secara periodik. Pelaporan tersebut mencakup hasil pemantauan kinerja K3, tren insiden dan kecelakaan kerja, efektivitas pengendalian risiko, tindak lanjut hasil audit dan inspeksi K3, serta status implementasi program perbaikan dan pencegahan insiden. Sebagai penguatan fungsi pengawasan, Direksi turut melakukan pemantauan lapangan guna memastikan efektivitas implementasi serta kinerja K3 secara langsung di area operasional.

Lebih lanjut, implementasi K3 di seluruh entitas Perseroan dikoordinasikan dan diawasi oleh Divisi CCS. Perseroan membentuk Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) di setiap unit kerja yang dipimpin oleh manajemen puncak unit dan melibatkan perwakilan pekerja. P2K3 berperan aktif dalam melakukan identifikasi bahaya di tempat kerja, melaksanakan inspeksi dan observasi keselamatan, serta memastikan keterlibatan pekerja dalam pengelolaan risiko K3.

Perseroan menyediakan berbagai mekanisme bagi pekerja untuk melaporkan kondisi tidak aman, bahaya kerja, maupun situasi berisiko, baik melalui pelaporan langsung kepada atasan, P2K3, maupun sistem pelaporan internal yang tersedia di masing-masing unit kerja. Perseroan menjamin bahwa seluruh laporan tersebut dapat disampaikan tanpa rasa takut terhadap sanksi atau tindakan balasan, serta menegakkan kebijakan jaminan keamanan pelaporan sebagai bagian dari komitmen terhadap perlindungan pekerja.

Perseroan juga menetapkan kebijakan dan prosedur yang memungkinkan pekerja untuk menghentikan atau menjauhkan diri dari situasi kerja yang diyakini berpotensi menyebabkan cedera atau gangguan kesehatan, tanpa konsekuensi negatif terhadap status pekerjaan mereka. Hak untuk menghentikan pekerjaan yang tidak aman tersebut dikomunikasikan secara luas melalui program induksi keselamatan, pelatihan berkala, serta prosedur operasional standar di masing-masing unit kerja. Setiap tindakan penghentian pekerjaan karena alasan keselamatan wajib ditindaklanjuti dengan pelaporan kepada atasan atau fungsi K3 untuk dilakukan evaluasi risiko dan penetapan langkah pengendalian sebelum pekerjaan dilanjutkan.

(CCS) Division. These reports cover OHS performance monitoring results, trends in incidents and occupational accidents, the effectiveness of risk controls, follow-up actions from OHS audits and inspections, as well as the status of corrective and incident prevention program implementation. To strengthen oversight functions, the Board of Directors also conducts on-site monitoring to directly assess the effectiveness of implementation and occupational safety and health performance in operational areas.

Furthermore, the implementation of OHS across all Company entities is coordinated and supervised by the CCS Division. The Company has established Occupational Health and Safety Committees (P2K3) at each work unit, led by unit top management and involving employee representatives. The P2K3 identifies workplace hazards, conducting safety inspections and observations, and ensure worker participation in OHS risk management.

The Company provides various mechanisms for workers to report unsafe conditions, workplace hazards, or risky situations, including direct reporting to supervisors, the P2K3, or internal reporting systems available at each work unit, and ensures that all such reports can be submitted without fear of sanctions or retaliation and enforces a non-retaliation policy as part of its commitment to worker protection.

The Company has also established policies and procedures that enable workers to stop work or remove themselves from situations they reasonably believe may cause injury or adverse health effects, without negative consequences to their employment status. The right to stop unsafe work is widely communicated through safety induction programs, periodic training, and standard operating procedures within each work unit. Any work stoppage taken for safety reasons must be followed up with a report to a supervisor or the HSE function for risk evaluation and the determination of control measures before work resumes.



Dalam hal ini, Perseroan memastikan bahwa pekerja yang menggunakan hak tersebut dilindungi dari tindakan disipliner atau bentuk pembalasan lainnya.

Sebagai tindak lanjut, Perseroan melakukan proses penyelidikan melalui investigasi atas setiap kejadian, insiden, maupun hampir celaka (*near miss*) untuk mengidentifikasi akar penyebab, menilai kembali bahaya dan risiko yang terkait, serta menetapkan tindakan korektif dan preventif dengan mengacu pada hierarki pengendalian risiko. Hasil investigasi tersebut menjadi masukan utama dalam penguatan sistem manajemen K3 dan peningkatan kinerja keselamatan secara berkelanjutan di seluruh entitas Perseroan.

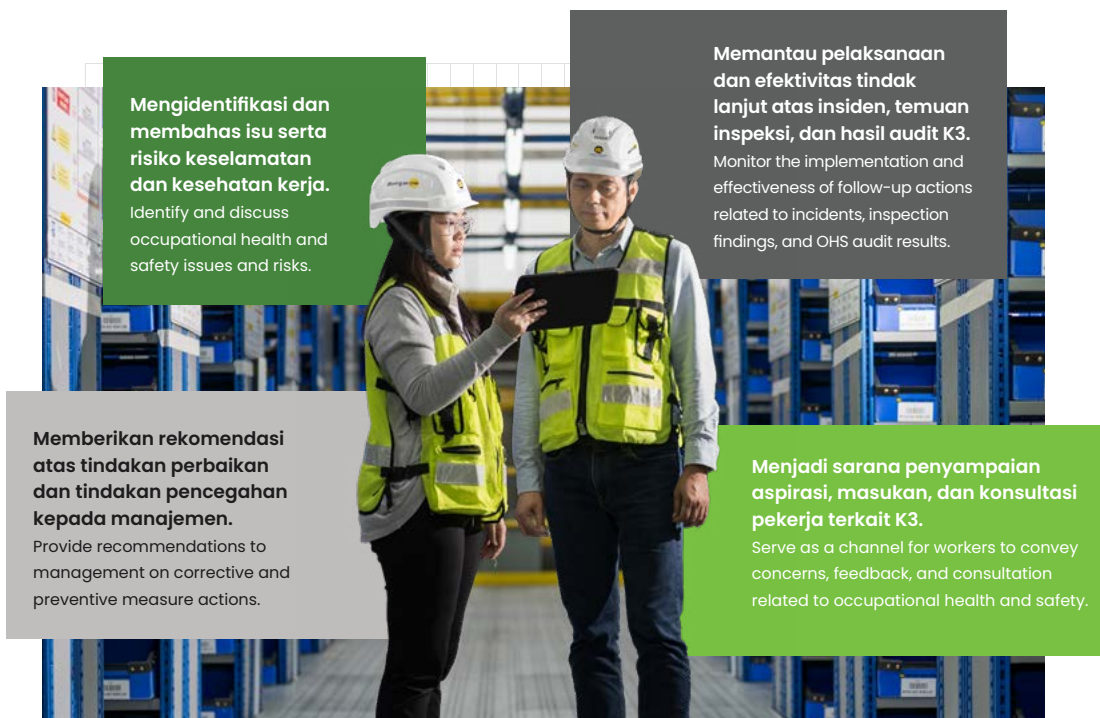
Komunikasi dan Konsultasi K3

GRI 403-4

P2K3 terdiri dari perwakilan manajemen dan pekerja di setiap unit kerja, dengan komposisi yang mewakili fungsi operasional serta risiko kerja utama. P2K3 dibentuk sesuai dengan ketentuan peraturan perundang-undangan yang berlaku dan memiliki mandat formal sebagai forum partisipasi dan konsultasi antara manajemen dan pekerja dalam pengembangan, penerapan, pemantauan, dan evaluasi kebijakan serta implementasi SMK3.

Tanggung Jawab P2K3

Responsibilities of the P2K3



Mengidentifikasi dan membahas isu serta risiko keselamatan dan kesehatan kerja.
Identify and discuss occupational health and safety issues and risks.

Memantau pelaksanaan dan efektivitas tindak lanjut atas insiden, temuan inspeksi, dan hasil audit K3.
Monitor the implementation and effectiveness of follow-up actions related to incidents, inspection findings, and OHS audit results.

Memberikan rekomendasi atas tindakan perbaikan dan tindakan pencegahan kepada manajemen.
Provide recommendations to management on corrective and preventive measure actions.

Menjadi sarana penyampaian aspirasi, masukan, dan konsultasi pekerja terkait K3.
Serve as a channel for workers to convey concerns, feedback, and consultation related to occupational health and safety.

In this regard, the Company ensures that employees exercising this right are protected from disciplinary action or any form of retaliation.

As a follow-up, the Company conducts investigations of each incident, accident, or near miss to identify root causes, reassess associated hazards and risks, and determine corrective and preventive actions in accordance with the hierarchy of risk controls. The results of these investigations serve as key inputs for strengthening the OHS management system and continuously improving safety performance across all Company entities.

OHS Communication and Consultation

GRI 403-4

The P2K3 comprises representatives from management and employees at each work unit, reflecting key operational functions and principal workplace risks. The P2K3 is established in accordance with applicable laws and regulations and holds a formal mandate as a forum for participation and consultation between management and workers in the development, implementation, monitoring, and evaluation of policies and the implementation of the OHSMS.



Dalam menjalankan fungsinya, P2K3 memiliki kewenangan untuk memberikan rekomendasi K3 yang bersifat wajib ditindaklanjuti oleh unit terkait, serta menjadi bagian dari proses pengambilan keputusan manajemen yang berkaitan dengan pengendalian risiko dan peningkatan kinerja K3.

Rapat P2K3 diselenggarakan secara berkala, minimal satu kali dalam satu periode tertentu serta dapat dilaksanakan sewaktu-waktu apabila terdapat insiden serius, potensi bahaya signifikan, atau isu K3 yang memerlukan penanganan segera. Hasil rapat didokumentasikan dan dikomunikasikan kepada pihak terkait sebagai dasar tindak lanjut dan perbaikan berkelanjutan.

Perseroan mengupayakan agar seluruh kelompok pekerja pada unit kerja utama terwakili dalam P2K3. Namun demikian, dalam kondisi tertentu, tidak seluruh pekerja dapat terwakili secara langsung, seperti pekerja dengan jumlah terbatas, pekerja dengan pola kerja tidak tetap, atau kontraktor dan mitra kerja yang berada di lokasi dengan karakteristik pekerjaan spesifik. Ketidakterwakilan langsung ini disebabkan oleh pertimbangan efektivitas organisasi dan skala operasional. Meskipun demikian, Perseroan tetap memastikan keterlibatan kelompok pekerja tersebut melalui mekanisme komunikasi dan konsultasi K3 alternatif, seperti perwakilan supervisor, forum *toolbox meeting*, mekanisme pelaporan insiden, serta koordinasi rutin dengan perusahaan penyedia jasa.

Perseroan menyediakan mekanisme pelaporan dan forum rapat P2K3 yang dapat dimanfaatkan oleh setiap individu untuk melaporkan insiden, potensi bahaya, maupun menyampaikan saran perbaikan. Mekanisme ini dapat diakses oleh seluruh pekerja, termasuk kontraktor dan mitra kerja yang aktivitas kerja dan/atau tempat kerjanya berada di bawah kendali operasional Perseroan, dan menjadi sarana komunikasi dua arah antara pekerja dan manajemen terkait isu keselamatan dan kesehatan kerja.

Selain melalui P2K3, Perseroan memastikan akses terhadap informasi K3 bagi seluruh pekerja melalui program induksi keselamatan bagi pekerja baru dan setiap individu yang memasuki area kerja. Induksi keselamatan mencakup informasi mengenai bahaya dan risiko kerja, prosedur keselamatan, penggunaan alat pelindung diri, serta hak dan kewajiban pekerja dalam penerapan K3. Seluruh pekerja juga dilibatkan

The P2K3 is authorized to issue recommendations that require mandatory follow-up by the relevant units and to participate in management decision-making processes related to risk control and improvements in OHS performance.

P2K3 meetings are held at least once during a defined period, and may be held at any time in the event of serious incidents, significant potential hazards, or OHS issues requiring immediate attention. The results of these meetings are documented and communicated to relevant parties as a basis for follow-up actions and continuous improvement.

The Company endeavors to ensure that all worker groups within its main work units are represented on the P2K3. However, under certain conditions, not all workers can be directly represented, such as workers in limited numbers, workers with non-permanent work arrangements, or contractors and business partners operating at locations with specific work characteristics. The absence of direct representation is due to considerations of organizational effectiveness and operational scale. Nevertheless, the Company endeavors to ensure the involvement of these worker groups through alternative OHS communication and consultation mechanisms, including representation by supervisors, toolbox meetings, incident reporting mechanisms, and regular coordination with service providers.

The Company provides reporting mechanisms and P2K3 meeting forums that can be utilized by individuals to report incidents, potential hazards, or to submit improvement suggestions. These mechanisms are accessible to all workers, including contractors and business partners whose work activities and/or workplaces are under the Company's operational control, and serve as two-way communication channels between workers and management on OHS matters.

In addition to engagement through the P2K3, the Company ensures access to OHS information for all workers through safety induction programs for new employees and for all individuals entering work areas. Safety inductions cover information on workplace hazards and risks, safety procedures, the use of personal protective equipment, and workers' rights and obligations in the implementation of OHS. All workers

secara aktif dalam berbagai kegiatan K3, antara lain melalui inspeksi rutin, forum diskusi kelompok, pelatihan keselamatan, dan simulasi tanggap darurat. Keterlibatan ini memastikan bahwa masukan tenaga kerja digunakan secara langsung dalam penyempurnaan pengendalian risiko dan penerapan SMK3 di tempat kerja.

Sebagai bagian dari proses evaluasi berkelanjutan, Perseroan secara berkala menilai efektivitas sistem K3 dan tingkat kepatuhan terhadap standar serta prosedur keselamatan melalui kegiatan inspeksi, observasi, dan audit yang disesuaikan dengan tingkat risiko masing-masing unit kerja.

Pelaporan Insiden

Perseroan mewajibkan seluruh individu, termasuk pekerja non-karyawan yang berada di bawah kendali operasional Perseroan, untuk melaporkan insiden, tindakan tidak aman, maupun kondisi tidak aman melalui *platform* digital yang tersedia. Laporan tersebut digunakan sebagai dasar identifikasi akar penyebab dan perencanaan tindakan perbaikan serta pencegahan. Untuk meningkatkan pembelajaran organisasi, Perseroan melakukan sosialisasi *lesson learned* atas setiap insiden serius ke seluruh area operasional sebagai bagian dari upaya peningkatan berkelanjutan kinerja keselamatan dan kesehatan kerja.

are also actively involved in various OHS activities, including routine inspections, group discussion forums, safety training, and emergency response simulations. This involvement ensures that workforce input is directly incorporated into the enhancement of risk controls and the implementation of the OHSMS at the workplace.

As part of a continuous evaluation process, the Company periodically assesses the effectiveness of its OHS system and the level of compliance with safety standards and procedures through inspections, observations, and audits tailored to the risk levels of each work unit.

Incident Reporting

All individuals, including non-employee workers under its operational control, are required to report incidents, unsafe acts, and unsafe conditions through the available digital reporting platforms. These reports serve as the basis for root cause identification and the planning of corrective and preventive actions. To enhance organizational learning, the Company disseminates lessons learned from each serious incident across all operational areas as part of its continuous improvement efforts in occupational health and safety performance.

Identifikasi Bahaya dan Penilaian Risiko

Hazard Identification and Risk Assessment

GRI 403-2, 403-7

Proses identifikasi bahaya dan penilaian risiko di seluruh lini operasional merupakan langkah krusial dalam membangun sistem keselamatan kerja. Berbasis proses bisnis dan rantai nilai, Perseroan menyusun *Job Safety Analysis* (JSA), Identifikasi Bahaya dan Penilaian Risiko (IBPR), dan *Health Risk Assessment* (HRA) untuk mengidentifikasi bahaya inheren, termasuk risiko keselamatan dan kesehatan kerja yang timbul dari aktivitas operasional Perseroan maupun dari keterlibatan kontraktor, vendor, dan mitra kerja lainnya, serta menetapkan langkah-langkah mitigasi yang sesuai.

The hazard identification and risk assessment process across all operational lines is a critical element in establishing a robust occupational safety system. Based on business processes and the value chain, the Company has developed a *Job Safety Analysis* (JSA), *Hazard Identification and Risk Assessment* (HIRA), and *Health Risk Assessment* (HRA) to identify inherent hazards, including occupational health and safety risks arising from operational activities as well as from the involvement of contractors, vendors, and other business partners, and to determine appropriate mitigation measures.

Perseroan secara berkala melakukan evaluasi terhadap Identifikasi Bahaya dan Penilaian Risiko (IBPR). Evaluasi tersebut dilaksanakan oleh masing-masing instalasi dan ditinjau oleh pimpinan tertinggi pada setiap titik instalasi bersama Safety Officer. Selanjutnya, hasil evaluasi tersebut dikonsolidasikan oleh Tim Risk pada tingkat perusahaan hingga tingkat Perseroan. Proses evaluasi dilakukan melalui berbagai mekanisme, antara lain inspeksi lapangan, peninjauan terhadap kebijakan dan prosedur kerja, kajian atas hasil asesmen sistem manajemen, serta evaluasi terhadap hasil insiden melalui proses investigasi yang mengacu pada hierarki pengendalian risiko. Evaluasi berkala ini bertujuan untuk memastikan bahwa perubahan proses kerja, teknologi, maupun metode pelaksanaan baik yang dilakukan oleh karyawan maupun kontraktor telah diidentifikasi risikonya dan dikendalikan secara memadai dengan upaya preventif dan mitigasi melalui hierarki kontrol pengendalian bahaya mulai dari eliminasi, substitusi, pengendalian teknis (*engineering control*), administratif, hingga penggunaan alat pelindung diri. Selain itu, Perseroan juga memiliki program *Behavior-Based Safety* (BBS) untuk mengidentifikasi bahaya yang dapat dilakukan oleh setiap pekerja saat melihat situasi atau kondisi kerja yang berpotensi mengakibatkan kecelakaan.

Melalui evaluasi IBPR, Perseroan mengidentifikasi jenis-jenis pekerjaan dengan risiko tinggi, di antaranya pekerjaan di ruang terbatas, pekerjaan dengan panas, dan pekerjaan di ketinggian.

Sebagai langkah mitigasi, Perseroan menerapkan kebijakan pengendalian akses kerja bagi seluruh karyawan, kontraktor, vendor, dan pemasok yang bekerja di lokasi operasional Perseroan. Kebijakan ini mencakup persyaratan pengajuan identitas, izin masuk area kerja, serta penerapan sistem perizinan kerja (*work permit*) yang diwajibkan untuk seluruh pekerjaan berisiko tinggi guna memastikan bahwa pekerjaan hanya dilakukan oleh personel yang kompeten, telah melalui penilaian risiko, dan memenuhi standar keselamatan yang ditetapkan Perseroan.







The Company periodically conducts evaluations of Hazard Identification and Risk Assessment (HIRA). These evaluations are carried out by each installation and reviewed by the highest-ranking leader at each installation point together with the Safety Officer. Subsequently, the evaluation results are consolidated by the Risk Team at the company level up to the corporate level. The evaluation process is conducted through several mechanisms, including field inspections, reviews of policies and work procedures, assessments of management system results, and evaluations of incident outcomes through investigation processes that refer to the hierarchy of risk control. These periodic evaluations aim to ensure that changes in work processes, technologies, or execution methods, whether carried out by employees or contractors have been appropriately identified, assessed, and adequately controlled through preventive and mitigation measures in accordance with the hierarchy of hazard controls, ranging from elimination and substitution to engineering controls, administrative controls, and the use of personal protective equipment. In addition, the Company implements a Behavior-Based Safety (BBS) program that enables all workers to identify hazards when observing situations or work conditions that may potentially lead to accidents.

Through HIRA evaluations, the Company identifies types of high-risk work activities, including confined work, hot work, and work at height.

As a mitigation measure, the Company implements a work access control policy for all employees, contractors, vendors, and suppliers operating at the Company's operational sites. This policy includes requirements for identity submission, work area access authorization, and the implementation of a work permit system that is mandatory for all high-risk activities. The system ensures that work is carried out only by competent personnel, following risk assessments, and in compliance with the safety standards established by the Company.

Jenis Pekerjaan yang Memerlukan Perizinan Kerja (Work Permit)

Types of Work Requiring Work Permits

<p>Excavating Work Permit</p> <p>untuk pekerjaan penggalian dengan kedalaman lebih dari satu meter.</p> <p>for excavation activities with a depth exceeding one meter.</p> 	<p>Confined Space Work Permit</p> <p>untuk pekerjaan di dalam ruang/area sempit, terbatas, dan tertutup yang hanya dapat diakses oleh personel berwenang dan memiliki risiko, seperti kadar oksigen rendah, uap/gas berbahaya, dan mekanisme lainnya.</p> <p>for work performed in confined, restricted, or enclosed spaces accessible only to authorized personnel and presenting risks such as low oxygen levels, hazardous vapors or gases, and other related hazards.</p> 	<p>High Work Permit</p> <p>untuk pekerjaan di area dengan ketinggian di atas 1,8 meter yang berpotensi menimbulkan bahaya dan risiko jatuh.</p> <p>for work conducted at heights above 1.8 meters that pose potential fall hazards and associated risks.</p> 
<p>Lifting Work Permit</p> <p>untuk pekerjaan pengangkatan menggunakan crane.</p> <p>for lifting operations using cranes.</p> 	<p>Scaffolding Permit</p> <p>untuk penggunaan scaffolding sejak proses penyusunan, pemakaian, hingga pembongkaran.</p> <p>for the use of scaffolding, including erection, use, and dismantling activities.</p> 	<p>Hot Work Permit</p> <p>untuk pekerjaan dengan api/panas di luar area fabrikasi yang dilakukan di lingkungan kerja Perseroan.</p> <p>for hot work involving flames or heat conducted outside designated fabrication areas within the Company's work environment.</p> 

Program Tanggap Darurat

Perseroan mengelola rencana tanggap darurat (*Emergency Response Plan/ERP*) untuk mengatasi potensi keadaan darurat dengan membentuk Emergency Response Team lintas fungsi dan melibatkan personel kontraktor terkait untuk memastikan koordinasi dan efektivitas penanganan kondisi darurat.

ERP diperbarui secara berkala apabila terdapat perubahan operasi, temuan risiko baru, atau hasil evaluasi pascakejadian, dan disusun selaras dengan standar Astra Security Management System (ASMS) terbaru, dan merujuk pada ISO 31000:2018 - Manajemen Risiko - Pedoman serta terintegrasi dengan *Business Continuity Plan* (BCP) Perseroan. ERP United Tractors dirancang secara efisien untuk mengatasi dan mengelola krisis, kondisi darurat, atau bencana yang tidak terduga. Perseroan membentuk tim tanggap darurat (*emergency response team*) untuk mengoptimalkan penyelenggaraan ERP dan memastikan respons yang terkoordinasi dan efektif selama keadaan darurat.

Emergency Response Program


The Company manages an Emergency Response Plan (ERP) to address potential situations through cross-functional Emergency Response Teams and relevant contractor personnel to ensure coordinated and effective responses.

The ERP is updated periodically in the event of operational changes, the identification of new risks, or post-incident evaluation results, and developed in alignment with the latest Astra Security Management System (ASMS) standards, referring to ISO 31000:2018 - Risk Management - Guidelines, and integrated with the Company's Business Continuity Plan (BCP). United Tractors' ERP is designed to efficiently address and manage crises, emergency conditions, or unforeseen disasters. The Company establishes Emergency Response Teams to optimize ERP implementation and to ensure a coordinated and effective response during emergency situations.



Sistem ERP United Tractors

United Tractors ERP System



1. Program emergency drill secara berkala.
Periodic emergency drill programs.



2. Program pelatihan.
Training programs.

Pada tahun 2025, Perseroan telah melaksanakan berbagai kegiatan ERP, di antaranya Simulasi Evakuasi Korban di Ketinggian (*High Angle Rescue Technique/HART*) yang dilaksanakan oleh ERT Perseroan, berkolaborasi bersama anak perusahaan di Kantor Pusat United Tractors. Selain itu, Perseroan berkolaborasi dengan TNI dan POLRI dalam pelaksanaan simulasi penanganan bencana sosial. Pada November 2025, Perseroan juga melaksanakan simulasi penanganan bencana alam di Cabang Surabaya berkolaborasi dengan Badan Penanggulangan Bencana Daerah (BPBD) Surabaya, TNI dan POLRI di wilayah Ring 1 Instalasi Cabang Surabaya.

In 2025, the Company carried out various ERP activities, including a High Angle Rescue Technique (HART) evacuation simulation conducted by the Company’s ERT in collaboration with its subsidiaries at the United Tractors Head Office. In addition, the Company collaborated with the Indonesian National Armed Forces (TNI) and the Indonesian National Police (POLRI) in the implementation of a social disaster response simulation. In November 2025, the Company also conducted a natural disaster response simulation at the Surabaya Branch, in collaboration with the Surabaya Regional Disaster Management Agency (BPBD Surabaya), TNI, and POLRI within the Ring 1 area of the Surabaya Branch facilities.

Program Keselamatan Kerja

Occupational Safety Programs

GRI 403-5

Perseroan mengembangkan program K3 berdasarkan hasil identifikasi risiko dan evaluasi kinerja, mulai dari hasil penilaian sistem manajemen hingga statistik kecelakaan, sebagai upaya mitigasi risiko sekaligus peningkatan kinerja K3. Program ini disusun sesuai dengan profil risiko masing-masing aktivitas dan entitas, mencakup penguatan kebijakan dan prosedur, peningkatan pengetahuan dan budaya keselamatan, serta penguatan sarana melalui perbaikan peralatan dan digitalisasi. Program keselamatan kerja ini ditujukan bagi karyawan dan non-karyawan untuk mendorong kepatuhan terhadap standar K3, meningkatkan efektivitas pengawasan, dan memperkuat kesadaran keselamatan di seluruh lingkungan kerja Perseroan.

OHS programs are created based on the results of risk identification and performance evaluations, ranging from management system assessments to accident statistics, as part of efforts to mitigate risks and enhance OHS performance. These programs are designed in accordance with the risk profiles of each activity and entity, and include the strengthening of policies and procedures, enhancement of safety knowledge and culture, as well as improvements to facilities through equipment upgrades and digitalization. The programs are intended for both employees and non-employee workers to promote compliance with OHS standards, enhance supervisory effectiveness, and strengthen safety awareness across the Company’s work environment.

Program Keselamatan Kerja
Occupational Safety Programs

<p>Program Behavior-Based Safety (BBS) Behavior-Based Safety (BBS) Program</p>	<p>Program Fatigue Smartwatch Fatigue Smartwatch Program</p>	<p>Program Safety Mandatory Training Safety Mandatory Training Program</p>
<p>yaitu program untuk meningkatkan keselamatan kerja dengan berfokus pada perilaku pekerja yang dinilai mempunyai andil terhadap timbulnya kecelakaan kerja.</p> <p>a program aimed at improving workplace safety by focusing on worker behaviors that are considered contributing factors to occupational accidents.</p>	<p>yaitu program pemantauan jam istirahat operator <i>light duty</i> (LD) trucks dan <i>high duty</i> (HD) trucks melalui <i>smartwatch</i> dan <i>smartband</i> yang terhubung dengan aplikasi khusus. Pemantauan ini bertujuan memastikan bahwa setiap operator telah cukup istirahat sebelum mulai bekerja kembali.</p> <p>a program that monitors rest periods of light duty (LD) and heavy duty (HD) truck operators through smartwatches and smart bands connected to a dedicated application. This monitoring ensures that operators have sufficient rest before resuming work.</p>	<p>yaitu program pelatihan bagi seluruh karyawan menggunakan media daring yang dapat diakses kapan pun untuk meningkatkan kompetensi karyawan melalui pelatihan dengan materi terkait <i>Job Safety Analysis</i> (JSA), prosedur <i>Lockout-Tagout</i> (LOTO), <i>slinging lifting</i>, <i>power tools</i>, dan <i>defensive driving</i>.</p> <p>a training program for all employees delivered through online platforms that can be accessed at any time, designed to enhance employee competence through training modules on Job Safety Analysis (JSA), Lockout-Tagout (LOTO) procedures, slinging and lifting, power tools, and defensive driving.</p>
<p>Program Contractor Safety Management System (CSMS) Contractor Safety Management System (CSMS) Program</p>	<p>Program Safety Patrol Competition Safety Patrol Competition Program</p>	<p>Program GPS Tracking GPS Tracking Program</p>
<p>pada seluruh lini bisnis Perseroan, mencakup pelatihan, pengawasan, dan evaluasi kinerja kontraktor di bidang K3. Pelaksanaan CSMS terdiri dari enam tahapan, yaitu <i>risk assessment</i>, <i>pre-qualification</i>, <i>selection</i>, <i>pre-job activity</i>, <i>work-in-progress</i>, dan <i>final evaluation</i>.</p> <p>across all of the Company's business lines, covering contractor training, supervision, and performance evaluation in the area of OHS. CSMS implementation consists of six stages, namely risk assessment, pre-qualification, selection, pre-job activities, work-in-progress monitoring, and final evaluation.</p>	<p>dilakukan untuk mendorong peserta membangun kepedulian kepada rekan kerja agar tetap bekerja dalam kondisi aman serta meningkatkan budaya saling memberikan masukan ketika rekan kerja melakukan perilaku tidak aman atau menghadapi kondisi tidak aman.</p> <p>conducted to encourage participants to build awareness and care for co-workers' safety, promote safe working conditions, and strengthen a culture of mutual feedback when unsafe behaviors or unsafe conditions are observed.</p>	<p>adalah program yang mengintegrasikan titik-titik rambu batas kecepatan ke dalam sistem pelacakan GPS pada unit truk LD dan HD guna mengatur kecepatan unit dan meminimalkan insiden akibat <i>overspeed</i>.</p> <p>a program that integrates speed limit markers into the GPS tracking system of LD and HD truck units to regulate vehicle speed and minimize incidents caused by overspeeding.</p>



Program Integrasi Satelit dan Ground-Based Radar
Satellite Integration and Ground-Based Radar Program

yaitu program integrasi teknologi satelit radar dan *ground-based radar* yang bertujuan mengidentifikasi perubahan kecil pada permukaan yang dapat mengindikasikan potensi longsor dan memungkinkan tindakan pencegahan yang tepat untuk mengurangi risiko kecelakaan tambang.

a program that integrates satellite radar and ground-based radar technologies to detect minor surface changes that may indicate potential slope failures, enabling timely preventive actions to reduce mining accident risks.

Program Prevention Risk Hand dan Finger Injury
Prevention Risk Hand and Finger Injury Program

untuk menurunkan jumlah kecelakaan yang terkait cedera tangan dan jari dengan memperkuat program-program yang sudah ada melalui pendekatan *Man, Method, and Machine*.

aimed at reducing hand and finger injury incidents by strengthening existing programs through the Man, Method, and Machine approach.

Program Driving Monitoring System (DMS)
Driving Monitoring System (DMS) Program

untuk menekan angka kejadian berbahaya di area tambang, khususnya yang diakibatkan oleh *overspeed* dan *fatigue*. Program ini memantau aktivitas operator secara langsung melalui kamera CCTV yang terpasang di kabin unit operasional (*dump truck* dan *light vehicle*). Aktivitas setiap operator yang terekam dapat dipantau melalui *command center*.

designed to reduce hazardous incidents in mining areas, particularly those caused by overspeeding and fatigue. This program monitors operator activities in real-time through CCTV cameras installed in operational unit cabins (dump truck and light vehicle), with recorded activities monitored through a centralized command center.



Melihat Risiko Sebelum Terjadi: Gerakan Bersama Mencegah Cedera Tangan dan Jari

Anticipating Risks Before They Occur: A Collective Movement to Prevent Hand and Finger Injuries



Dalam dinamika operasional pertambangan yang berisiko, cedera tangan dan jari (*Hand and Finger Injury*) masih menjadi salah satu potensi bahaya yang kerap luput dari perhatian. Bagi PT Pamapersada Nusantara, setiap jari yang terlindungi berarti menjaga kemampuan pekerja untuk tetap berkarya, menghidupi keluarga, dan kembali pulang dengan selamat. Kesadaran inilah yang melatarbelakangi penguatan program pencegahan *Hand and Finger Injury* melalui pendekatan edukasi, peningkatan kompetensi, serta pembentukan budaya keselamatan yang dimulai dari individu di garis depan operasional.

Upaya preventif diwujudkan melalui pelatihan khusus *Hand and Finger Injury* bagi karyawan dengan masa kerja di bawah dua tahun, yaitu kelompok yang paling rentan terhadap risiko akibat keterbatasan pengalaman kerja. Program ini diperkuat dengan kampanye *Safety Awareness* dan kuis interaktif yang menanamkan kewaspadaan terhadap bahaya di setiap aktivitas kerja. Pada level pengawasan, Perseroan meningkatkan jumlah Group Leader (GL) yang mengikuti pelatihan *Job Safety Analysis* (JSA) untuk memastikan setiap pekerjaan dianalisis secara sistematis sebelum dimulai. Implementasi Observasi *Job Improvement* melalui *JSA Observation* oleh Safety Officer di seluruh site turut memastikan pengendalian risiko berjalan konsisten dan teratur.

Budaya keselamatan juga diperkuat melalui gerakan Radius 1 Meter Bebas Insiden (RIBI), yang mendorong setiap pekerja untuk melakukan observasi bahaya di sekeliling area kerja sebelum memulai aktivitas. Inisiatif ini tidak hanya dijalankan oleh GL, tetapi juga oleh karyawan non-GL, sehingga kepedulian terhadap risiko tumbuh secara kolektif. Setiap RIBI yang dibuat menjadi bukti komitmen bahwa keselamatan bukan sekadar prosedur administratif, melainkan refleksi tanggung jawab moral untuk melindungi tangan yang bekerja dan masa depan yang bergantung padanya.

Within the dynamic and high-risk nature of mining operations, hand and finger injuries (*Hand and Finger Injury*) remain one of the potential hazards that are often overlooked. For PT Pamapersada Nusantara, protecting every finger means safeguarding employees' ability to continue working, supporting their families, and returning home safely. This awareness underlies the strengthening of the *Hand and Finger Injury* prevention program through educational initiatives, competency enhancement, and the cultivation of a safety culture that begins with individuals at the frontline of operations.

Preventive efforts are implemented through specialized *Hand and Finger Injury* training for employees with less than two years of service, a group considered most vulnerable to risks due to limited work experience. The program is further reinforced through *Safety Awareness* campaigns and interactive quizzes designed to instill greater vigilance toward hazards in every work activity. At the supervisory level, the Company has increased the number of Group Leaders (GL) participating in *Job Safety Analysis* (JSA) training to ensure that every task is systematically analyzed before it begins. The implementation of *Job Improvement* Observations through *JSA Observation* conducted by Safety Officers across all sites also helps ensure that risk control measures are carried out consistently and in a measurable manner.

The safety culture is further strengthened through the Radius 1 Meter Bebas Insiden (RIBI) initiative, which encourages every worker to conduct hazard observations within the surrounding one-meter radius before commencing any activity. This initiative is implemented not only by GLs but also by non-GL employees, fostering collective awareness and responsibility toward workplace risks. Each RIBI observation serves as evidence of the Company's commitment that safety is not merely an administrative procedure, but a reflection of a moral responsibility to protect the hands that work and the future that depends on them.



Pelatihan K3

Perseroan berupaya menekan angka kecelakaan kerja dan penyakit akibat kerja dengan meningkatkan kompetensi K3 seluruh karyawan dan kontraktor, melalui *Safety Center* dan *Learning Management System* yang menyediakan beragam pelatihan K3 dan pengembangan kompetensi.

OHS Training

The Company seeks to reduce occupational accidents and work-related illnesses by enhancing the OHS competencies of all employees and contractors through its Safety Centers and Learning Management System, which provide a wide range of OHS training programs and competency development initiatives.



Fasilitas dan Promosi Kesehatan

Health Facilities and Promotions

GRI 403-3, 403-6

Perseroan menyediakan program kesehatan bagi karyawan dan keluarganya, yang mencakup pemeriksaan kesehatan sebelum bekerja, pemeriksaan berkala, dan pemeriksaan khusus. Di samping itu, Perseroan menyediakan fasilitas layanan kesehatan, seperti klinik dan dokter. Untuk memastikan kualitas layanan kesehatan kerja, Perseroan didukung oleh tenaga medis yang kompeten serta bekerja sama dengan rumah sakit dan penyedia layanan kesehatan yang memiliki izin dan kredensial resmi. Standar pelayanan kesehatan diterapkan secara konsisten melalui pedoman internal, evaluasi berkala atas efektivitas program kesehatan, serta pemantauan kepatuhan terhadap peraturan perundang-undangan di bidang kesehatan dan ketenagakerjaan.

Perseroan juga mengadakan pemeriksaan narkoba secara berkala untuk mencegah penyalahgunaan obat terlarang serta memberikan berbagai jaminan kesehatan kepada karyawan sesuai peraturan perusahaan, seperti bantuan pengobatan dan pemeliharaan kesehatan, bantuan rawat inap, dan asuransi kecelakaan kerja melalui Badan Penyelenggara Jaminan Sosial (BPJS). Tidak hanya itu, Perseroan juga menjalankan berbagai program kesehatan untuk mendukung upaya preventif dan promotif dalam kesehatan kerja karyawan. Layanan kesehatan kerja tersebut berfungsi untuk mendukung identifikasi dini bahaya kesehatan kerja, pencegahan penyakit akibat kerja, serta meminimalisir risiko

The Company provides health programs for employees and their families, including pre-employment medical examinations, periodic health check-ups, and special medical examinations. In addition, the Company provides occupational health facilities, such as on-site clinics and medical doctors. To ensure the quality of occupational health services, the Company is supported by qualified medical personnel and collaborates with licensed and credentialed hospitals and healthcare providers. Health service standards are applied consistently through internal guidelines, periodic evaluations of the effectiveness of health programs, and monitoring of compliance with applicable health and labor regulations.

The Company conducts periodic drug testing to prevent the misuse of illicit substances and provides various health benefits to employees in accordance with company regulations, including medical assistance and healthcare maintenance, inpatient care support, and work accident insurance through the Social Security Administering Body (BPJS). In addition, the Company includes various health programs to support preventive and promotive efforts in employees' occupational health. These are designed to support the early identification of occupational health hazards, the prevention of work-related illnesses, and the minimization of health risks arising from operational activities, for both employees



kesehatan yang timbul dari aktivitas operasional, baik bagi karyawan maupun pekerja non-karyawan yang berada dalam lingkup kendali operasional Perseroan, mencakup kegiatannya terkait langsung dengan operasi, produk, dan layanan. Hasil pemeriksaan kesehatan digunakan untuk mengidentifikasi tren gangguan kesehatan dan potensi penyakit akibat kerja, yang selanjutnya menjadi masukan dalam penetapan dan evaluasi pengendalian risiko kesehatan kerja, termasuk penyesuaian lingkungan kerja, pengaturan beban kerja, dan rekomendasi tindak lanjut medis maupun administratif dalam sistem manajemen K3.

Program Kesehatan Karyawan

GRI 403-3, 403-6

Program kesehatan karyawan Perseroan dirancang untuk menurunkan faktor risiko kesehatan, meningkatkan kebugaran, serta mencegah gangguan kesehatan yang dapat berdampak pada keselamatan kerja, produktivitas, dan keberlanjutan operasional. Program ini berfokus pada pengelolaan risiko kesehatan utama di luar pekerjaan, termasuk obesitas, penyakit kronis tidak menular, penurunan tingkat kebugaran, serta risiko penyakit menular. Untuk memastikan partisipasi yang inklusif dan berkelanjutan, Perseroan memfasilitasi akses melalui mekanisme pendaftaran terbuka, pendampingan oleh tenaga medis, pemantauan kesehatan secara berkala, serta pemanfaatan platform digital dan kegiatan edukasi.

and non-employee workers within the Company's operational control, covering activities that are directly related to the Company's operations, products, and services. The results are used to identify trends in health disorders and potential work-related illnesses, which subsequently serve as inputs for the establishment and evaluation of occupational health risk controls, including adjustments to the work environment, workload management, and recommendations for medical and administrative follow-up within the OHS management system.

Employee Health Programs

GRI 403-3, 403-6

The Company's employee health programs are designed to reduce health risk factors, improve physical fitness, and prevent health conditions that may affect workplace safety, productivity, and operational sustainability. These programs focus on managing key non-occupational health risks, including obesity, non-communicable chronic diseases, declining fitness levels, and the risk of communicable diseases. To ensure inclusive and sustained participation, the Company facilitates access through open registration mechanisms, medical professional support, periodic health monitoring, and the use of digital platforms and educational activities.

Program Chronic Disease Monitoring dan Support

Chronic Disease Monitoring and Support Program

untuk memantau dan mengontrol karyawan dengan penyakit kronis agar memiliki progres penyembuhan yang baik.

aimed at monitoring and managing employees with chronic conditions to ensure positive health outcomes and sustained recovery progress.

UT FRESH

Program peningkatan kesejahteraan dan kebugaran karyawan melalui berbagai aktivitas fisik yang bersifat partisipatif. Program ini menghadirkan beragam *mini challenges* seperti berjalan, berlari, dan bersepeda untuk mendorong karyawan tetap aktif dan menjaga kebugaran. UT FRESH dilengkapi dengan kegiatan GO WALKING, GO RUNNING, dan GO CYCLING yang melibatkan 8.272 peserta dari berbagai titik operasional dan entitas anak usaha Perseroan. Program ini diselenggarakan sebanyak empat kali dalam setahun untuk menjaga konsistensi partisipasi karyawan dalam menerapkan gaya hidup sehat. Selain meningkatkan kebugaran, UT FRESH juga berfungsi sebagai sarana promotif untuk meningkatkan kesadaran terhadap kesehatan kerja.

An employee wellness program designed to improve employee well-being and physical fitness through participatory physical activities. The program features various mini challenges such as walking, running, and cycling to encourage employees to stay active and maintain their fitness. UT FRESH includes activities such as GO WALKING, GO RUNNING, and GO CYCLING, with participation reaching 8,272 employees across the Company's operational locations and subsidiaries. The program is conducted four times a year to maintain consistent employee participation in healthy lifestyle practices. In addition to promoting physical fitness, UT FRESH also serves as a promotive initiative to increase awareness of occupational health risks.

UT FIT

Program kesehatan kerja berbasis hasil pemeriksaan kesehatan rutin karyawan, yang mencakup evaluasi organ vital seperti jantung, ginjal, hati, dan paru-paru serta pemantauan Indeks Massa Tubuh (BMI). Program ini bertujuan meningkatkan kesadaran karyawan terhadap kondisi kesehatannya serta mendorong penerapan gaya hidup sehat secara berkelanjutan. Pelaksanaan UT FIT mencakup berbagai aktivitas terintegrasi, seperti *wellness consultation*, *food diaries*, webinar kesehatan, dan kegiatan olahraga. Program ini juga memberikan pendampingan kesehatan secara menyeluruh, mulai dari pengelolaan asupan gizi hingga aktivitas fisik yang relevan. UT FIT diikuti oleh 720 peserta dari berbagai titik operasional Perseroan selama periode pelaksanaan tiga bulan.

An occupational health program based on the results of employees' routine medical check-ups, including the evaluation of vital organs such as the heart, kidneys, liver, and lungs, as well as Body Mass Index (BMI) monitoring. The program aims to increase employees' awareness of their health conditions and encourage the adoption of sustainable healthy lifestyle practices. UT FIT is implemented through a series of integrated activities, including wellness consultations, food diaries, health webinars, and various physical exercise activities. The program also provides holistic health support, covering aspects from nutritional intake to relevant physical activities. UT FIT involved 720 participants across the Company's operational locations over a three-month implementation period.

Webinar kesehatan

Health webinars

Untuk karyawan dan keluarga guna meningkatkan kesadaran karyawan akan pentingnya menjaga kesehatan. Kegiatan ini bekerja sama dengan dokter spesialis dari rumah sakit rekanan Perseroan.

For employees and their families, to increase awareness of the importance of maintaining good health. These activities are conducted in collaboration with specialist physicians from the Company's partner hospitals.



Penyediaan klinik kesehatan

Provision of health clinics

Untuk memudahkan akses kesehatan bagi seluruh karyawan.

To facilitate access to healthcare services for all employees.

Standarisasi katering dengan Sistem Manajemen Keselamatan Kontraktor (CSMS) Catering

Catering standardization through the Contractor Safety Management System (CSMS) Catering

Dari awal tender hingga melakukan inspeksi secara berkala untuk mencegah keracunan di tempat kerja. Di samping itu, Perseroan meminta katering untuk mengutamakan menu sehat.

Implemented from the tender process through periodic inspections, to prevent food poisoning in the workplace. In addition, the Company requires catering providers to prioritize healthy menu options.

Program pencegahan TBC

TBC prevention program

Mencakup kegiatan edukasi dan sosialisasi guna meningkatkan pemahaman karyawan terkait pencegahan TBC. Selain itu, Perseroan juga memfasilitasi pelaksanaan pemeriksaan kesehatan secara berkala serta menyediakan akses terhadap layanan konsultasi medis dan rujukan pengobatan apabila diperlukan.

Includes educational and awareness activities aimed at improving employees' understanding of tuberculosis (TB) prevention. In addition, the Company facilitates periodic health check-ups and provides access to medical consultation services as well as treatment referrals when necessary.

Program penanggulangan narkoba dan HIV/AIDS

Drug abuse and HIV/AIDS prevention programs

Di tempat kerja.

In the workplace.

Vaksinasi karyawan

Employee vaccination

Untuk meningkatkan kekebalan tubuh karyawan, di antaranya vaksin HPV, Influenza, dan Anti-HbsAg.

Implemented to enhance employees' immunity, including vaccinations for HPV, Influenza, and Anti-HBsAg.

Program UT Free from Narkoba

UT Free from Drugs Program

Adalah program kesehatan yang bertujuan untuk mewujudkan lingkungan kerja yang sehat, aman, produktif, dan bebas narkoba. Tujuan program ini adalah:

- Zero tolerance terhadap narkoba di lingkungan kerja.
- Peningkatan kapasitas karyawan sebagai agen pencegahan narkoba.
- Sinergi Perseroan dengan BNN Pusat dan BNN Daerah.

A health program aimed at creating a healthy, safe, productive, and drug-free work environment.

The objectives of this program include:

- Zero tolerance for drugs in the workplace.
- Strengthening employee capacity as agents of drug prevention.
- The Company's synergy with the National Narcotics Agency and Regional Narcotics Agencies.

Sistem Manajemen Keselamatan Kontraktor

Contractor Safety Management System

GRI 403-8

United Tractors menerapkan Sistem Manajemen Keselamatan Kontraktor (*Contractor Safety Management System/CSMS*) sebagai elemen utama dalam pengelolaan K3 di seluruh lini bisnis yang melibatkan kontraktor dan subkontraktor. CSMS diterapkan secara komprehensif, mulai dari proses pemilihan mitra kerja, penentuan pemenang kontrak, hingga pelaksanaan pekerjaan di lapangan.

Perseroan mewajibkan setiap kontraktor, sesuai dengan karakteristik dan tingkat risiko pekerjaannya, untuk memiliki komitmen dan kebijakan K3, membentuk organisasi K3 di unit kerja, mengelola dan mengomunikasikan risiko K3, serta mengimplementasikan sistem yang menyeluruh. Tidak hanya itu, kontraktor juga wajib memperhatikan perlindungan lingkungan dan pencegahan pencemaran.

Setiap tahun, Perseroan melakukan evaluasi dan audit CSMS terhadap kontraktor dan vendor. Pihak yang lolos kualifikasi kemudian menjalani penilaian ulang pada akhir tahun sebagai pertimbangan utama dalam keputusan perpanjangan kerja sama pada tahun berikutnya.

The Contractor Safety Management System (CSMS) is a core element of OHS management across all business lines involving contractors and subcontractors, comprehensively, covering the entire process from partner selection and contract award to the execution of work in the field.

The Company requires each contractor, in accordance with the characteristics and risk level of their activities, to demonstrate OHS commitment and policies, establish an OHS organization at the work unit level, manage and communicate OHS risks, and implement a comprehensive management system. In addition, contractors are required to ensure environmental protection and pollution prevention.

Each year, the Company conducts CSMS evaluations and audits of contractors and vendors. Contractors that pass the qualification process are subsequently subject to re-assessment at year-end, which serves as a key consideration in decisions on contract extensions for the following year.

Siklus Pengelolaan K3 bagi Kontraktor

Contractor OHS Management Cycle

Perseroan menetapkan dua tahapan terhadap pengelolaan K3 pada kontraktor, yaitu:

The Company has established two stages for managing OHS for contractors, as follows:

Tahap Administrasi

Administrative Stage

- a. Identifikasi risiko kerja yang dilakukan oleh Perseroan terhadap aspek operasional bisnis.
- b. Prakualifikasi kontraktor sesuai dengan aspek K3.
- c. Pemilihan kontraktor oleh Perseroan.
- a. Identification of work-related risks conducted by the Company in relation to its business operational activities.
- b. Contractor pre-qualification based on OHS aspects.
- c. Contractor selection by the Company.

Tahap Implementasi

Implementation Stage

- a. Aktivitas prakerja untuk memastikan kesiapan proyek.
- b. Pelaksanaan pekerjaan oleh kontraktor.
- c. Evaluasi kinerja K3 kontraktor.
- a. Pre-work activities to ensure project readiness.
- b. Execution of work by contractors.
- c. Evaluation of contractors' OHS performance.



Kinerja K3

OHS Performance

GRI 403-8

Guna memastikan bahwa kepatuhan dan budaya K3 berjalan secara optimal di seluruh level organisasi, Perseroan melakukan evaluasi K3 secara berkala dan berjenjang dari pelaksana di lapangan hingga manajemen di kantor pusat. Evaluasi ini juga mencakup penilaian efektivitas penerapan manajemen K3 yang dilakukan melalui rangkaian audit, baik secara internal, di lingkungan Grup Astra maupun eksternal. Pada tahun 2025, Perseroan berhasil mempertahankan dengan baik sertifikasi ISO 45001 dan SMK3. Selain itu, Perseroan juga dievaluasi menggunakan asesmen Astra Green Company (AGC), yang salah satunya mencakup aspek keselamatan dan kesehatan kerja. Hasil dari keseluruhan evaluasi tersebut menjadi dasar dalam perumusan strategi peningkatan kinerja K3 ke depan, yang selanjutnya diimplementasikan secara terarah dan konsisten di seluruh unit bisnis Perseroan.

To ensure that OHS compliance and culture are effectively embedded at all organizational levels, periodic and tiered OHS evaluations range from frontline operations to management at the head office. These include assessments of the effectiveness of OHS management implementation through a series of audits, both internal, within the Astra Group, and external. In 2025, the Company successfully maintained its ISO 45001 and OHSMS certifications. In addition, the Company was assessed using the Astra Green Company (AGC) assessment, which includes occupational health and safety aspects. The results of these comprehensive evaluations serve as the basis for formulating strategies to further enhance OHS performance, which are subsequently implemented in a structured and consistent manner across all of the Company's business units.

Astra Green Company (AGC) di Perseroan pada 2025

Astra Green Company (AGC) at the Company in 2025

Evaluasi penerapan Astra Green Company (AGC) dilakukan secara berkala melalui proses penilaian terhadap enam aspek utama, yaitu *Green Strategy*, *Green Process*, *Green Product*, *Green Employee*, *Critical Points Compliance*, dan *Regulatory Compliance*. Penilaian dilakukan melalui mekanisme self-assessment, evaluasi oleh grup, serta evaluasi unit usaha, dengan hasil yang diklasifikasikan ke dalam lima peringkat kinerja, yaitu Hitam, Merah, Biru, Hijau, dan Emas.

The evaluation of the Astra Green Company (AGC) implementation is conducted periodically through an assessment process covering six key aspects: Green Strategy, Green Process, Green Product, Green Employee, Critical Points Compliance, and Regulatory Compliance. The assessment is carried out through several mechanisms, including self-assessment, group evaluation, and business unit evaluation, with results classified into five performance ratings: Black, Red, Blue, Green, and Gold.

Penilaian AGC Dilaksanakan di 90 Instalasi

The AGC Assessment was conducted at 90 Installations



Catatan | Note:

Pencapaian AGC pada kategori penilaian merah dan hitam mencerminkan adanya indikator keselamatan kerja yang masih memerlukan penguatan di sejumlah titik instalasi sesuai dengan kriteria penilaian AGC.

AGC achievements in the Red and Black rating categories reflect occupational safety indicators that require further strengthening at several installation points, in accordance with the AGC assessment criteria.

Selain itu, Perseroan memantau dan mencatat secara sistematis dan berjenjang atas insiden yang melibatkan karyawan dan kontraktor yang bekerja di lokasi operasi Perseroan untuk mengurangi prevalensi kecelakaan. Pemantauan tersebut mencakup jumlah dan tingkat fatalitas, cedera kerja berkonsekuensi tinggi (tidak termasuk fatalitas), serta cedera kerja yang tercatat (*recordable injuries*), baik untuk karyawan maupun kontraktor, dengan perhitungan berbasis jumlah jam kerja.

Pada tahun pelaporan, Perseroan mencatat seluruh kecelakaan kerja yaitu kecelakaan ringan, kecelakaan berat hingga fatalitas yang tercatat dan terukur dalam *recordable rate*. Setiap kecelakaan kerja segera ditindaklanjuti melalui proses investigasi menyeluruh untuk mengidentifikasi akar penyebab serta faktor-faktor yang turut memengaruhi terjadinya kecelakaan kerja. Hasil investigasi tersebut dilaporkan kepada Direksi sebagai dasar pengambilan keputusan perbaikan. Sebagai tindak lanjut, Perseroan melaksanakan audit K3 serta melakukan evaluasi sistem manajemen K3 secara holistik, yang mencakup penguatan pengawasan operasional, peningkatan kompetensi pekerja dan manajemen, serta peninjauan dan penyempurnaan kebijakan dan prosedur K3. Langkah-langkah perbaikan dan pencegahan tersebut dilaksanakan secara bertahap di unit-unit kerja terkait untuk meminimalkan risiko kejadian serupa di masa mendatang.

GRI 403-9

The Company systematically and in a tiered manner monitors and records incidents involving employees and contractors working at the Company's operational sites in order to reduce the prevalence of workplace accidents. This monitoring covers the number and rate of fatalities, high-consequence work-related injuries (excluding fatalities), as well as recordable work-related injuries, for both employees and contractors, calculated based on total working hours.

During the reporting year, the Company recorded all workplace accidents, including minor injuries, serious injuries, and fatalities, which were documented and measured in the recordable rate. Each workplace accident was promptly followed up through a comprehensive investigation process to identify the root causes as well as the contributing factors leading to the incident. The investigation results are reported to the Board of Directors as a basis for decision-making on corrective actions. As a follow-up, the Company conducts OHS audits and carries out a holistic evaluation of its OHS management system, which includes strengthening operational supervision, enhancing the competencies of workers and management, and reviewing and refining OHS policies and procedures. These corrective and preventive measures are implemented progressively across the relevant work units to minimize the risk of similar incidents in the future.

GRI 403-9



Statistik Kinerja K3 Karyawan

Employee OHS Performance Statistics

GRI 403-9

Deskripsi Description	Satuan Unit	2025	2024*	2023*
Jumlah Jam Kerja Total Working Hours	Jam Hours	104,263,748	103,139,376	100,660,049
Jumlah Kecelakaan Fatal Number of Fatality	Kasus Cases	1	0	3
<i>Fatality Rate</i> Fatality Rate	Per 1 juta jam kerja Per 1 million work hours	0.01	0.00	0.03
Jumlah Cedera Terkait Pekerjaan yang Dapat Dicatat Number of Recordable Work-Related Injuries	Kasus Cases	56	78	43
<i>Recordable Rate</i> Recordable Rate	Per 1 juta jam kerja Per 1 million work hours	0.54	0.76	0.43
Jumlah Lost Time Injury Total Lost Time Injury	Kasus Cases	10	12	10
<i>Lost Time Injury Frequency Rate</i> Lost Time Injury Frequency Rate	Per 1 juta jam kerja Per 1 million work hours	0.10	0.12	0.10

Catatan:

- Data jumlah kecelakaan fatalitas di tempat kerja, *recordable work-related injury rate*, dan *lost-time injury rate* pada karyawan mengacu pada Kriteria Pengumpulan dan Perhitungan Data.
- Data pada tabel di atas adalah data konsolidasi entitas induk dan anak perusahaan (20 perusahaan).
- *Lost Time Injury Frequency Rate* (LTIFR) dihitung menggunakan denominator 1.000.000 sesuai dengan American National Standard Institute (ANSI).
- * Terdapat penyajian kembali karena adanya perbaikan metode perhitungan dan perluasan cakupan data.

Notes:

- Data on the number of fatal workplace accidents, the recordable work-related injury rate, and the lost-time injury rate for employees refer to the Data Collection and Calculation Criteria.
- The data presented in the table above are consolidated data of the parent entity and its subsidiaries (20 companies).
- The Lost Time Injury Frequency Rate (LTIFR) is calculated using a denominator of 1,000,000 in accordance with the American National Standards Institute (ANSI).
- * A restatement has been made due to improvements in calculation methodologies and the expansion of data scope.

Statistik Kinerja K3 Kontraktor

Contractor OHS Performance Statistics

GRI 2-8, 403-9

Deskripsi Description	Satuan Unit	2025	2024*	2023*
Jumlah Jam Kerja Total Working Hours	Jam Hours	127,615,772	128,431,767	106,527,133
Jumlah Kecelakaan Fatal Number of Fatality	Kasus Cases	1	2	2
<i>Fatality Rate</i> Fatality Rate	Per 1 juta jam kerja Per 1 million work hours	0.01	0.02	0.02
Jumlah Cedera Terkait Pekerjaan yang Dapat Dicatat Number of Recordable Work-Related Injuries	Kasus Cases	272	166	116
<i>Recordable Rate</i> Recordable Rate	Per 1 juta jam kerja Per 1 million work hours	2.13	1.29	1.09
Jumlah <i>Lost Time Injury</i> Total Lost Time Injury	Kasus Cases	27	17	19
<i>Lost Time Injury Frequency Rate</i> Lost Time Injury Frequency Rate	Per 1 juta jam kerja Per 1 million work hours	0.21	0.13	0.18

Catatan:

- Data jumlah kecelakaan fatalitas di tempat kerja, *recordable work-related injury rate*, dan *lost-time injury rate* pada kontraktor mengacu pada Kriteria Pengumpulan dan Perhitungan Data.
- Data pada tabel di atas adalah data konsolidasi entitas induk dan anak perusahaan (20 perusahaan).
- *Lost Time Injury Frequency Rate* (LTIFR) dihitung menggunakan denominator 1.000.000 sesuai dengan American National Standard Institute (ANSI).
- * Terdapat penyajian kembali karena adanya perbaikan metode perhitungan dan perluasan cakupan data.

Notes:

- Data on the number of fatal workplace accidents, the recordable work-related injury rate, and the lost-time injury rate for contractors refer to the Data Collection and Calculation Criteria.
- The data presented in the table above are consolidated data of the parent entity and its subsidiaries (20 companies).
- The Lost Time Injury Frequency Rate (LTIFR) is calculated using a denominator of 1,000,000 in accordance with the American National Standards Institute (ANSI).
- * A restatement has been made due to improvements in calculation methodologies and the expansion of data scope.



Jejak Lingkungan Berkelanjutan

Sustainable Environmental Footprint

05



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Kebijakan dan Strategi

Policy and Strategy



Perseroan menerapkan pengelolaan lingkungan yang bertanggung jawab untuk meminimalkan dampak operasional dan menjaga keberlanjutan ekosistem. Melalui kebijakan yang terintegrasi di seluruh lini usaha, termasuk entitas anak dan asosiasi, Perseroan mendukung pencapaian pengurangan emisi karbon, perlindungan keanekaragaman hayati, aksi iklim, transisi energi terbarukan, dan ekonomi sirkular.

The Company implements responsible environmental management to minimize operational impacts and safeguard ecosystem sustainability. Through integrated policies across all business lines, including subsidiaries and associates, the Company supports the achievement of carbon emission reduction, biodiversity protection, climate action, renewable energy transition, and the circular economy.



Perseroan memahami bahwa aktivitas operasional yang dilakukan berpotensi memberikan dampak terhadap lingkungan. Oleh sebab itu, Perseroan mengedepankan pengelolaan lingkungan yang bertanggung jawab dengan mengelola risiko dan memitigasi risiko secara strategis. Setiap aktivitas operasional telah dipertimbangkan untuk meminimalkan dampak lingkungan dan menjaga keseimbangan ekosistem. Perseroan juga turut berkontribusi mendukung upaya pemerintah mengatasi tantangan lingkungan saat ini, di antaranya target pengurangan emisi, perlindungan keanekaragaman hayati, mitigasi dan adaptasi perubahan iklim, transisi menuju energi terbarukan, serta penerapan prinsip ekonomi sirkular.

Perseroan menetapkan kebijakan pengelolaan dampak lingkungan sebagai landasan dalam menjalankan aktivitas dan mengelola lingkungan di seluruh lini operasional, termasuk entitas anak dan entitas asosiasi.

The Company recognizes that its operational activities may have environmental impacts. Accordingly, the Company prioritizes responsible environmental management, proactively identifying, managing, and strategically mitigating environmental risks, with operational activities designed and implemented to minimize environmental impacts while maintaining ecosystem balance. The Company also contributes to government efforts in addressing current environmental challenges, including achieving emission reduction targets, protecting biodiversity, mitigating and adapting to climate change, advancing the transition to renewable energy, and applying circular economy principles.

The Company has established an environmental impact management policy as the foundation for conducting activities and managing environmental aspects across all operational lines that include subsidiaries and associated entities.

1. Mematuhi peraturan dan persyaratan yang terkait dengan aspek lingkungan.

Comply with all applicable regulations and requirements related to environmental aspects.

2. Menerapkan sistem manajemen untuk memberikan nilai tambah kepada perusahaan, karyawan, masyarakat, dan pemangku kepentingan lainnya.

Implement management systems that create added value for the Company, employees, communities, and other stakeholders.

3. Memenuhi peraturan perundangan dan persyaratan stakeholder lainnya yang terkait dengan aspek Lingkungan melalui penerapan Astra Green Company (AGC), ISO 14001:2015 - Sistem Manajemen Lingkungan, Green Building, PROPER (Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup) guna menghasilkan operational excellence dan nilai tambah kepada perusahaan, karyawan, masyarakat, dan stakeholder lainnya.

Fulfill environmental laws, regulations, and stakeholder requirements through the implementation of Astra Green Company (AGC), ISO 14001:2015 - Environmental Management System, Green Building standards, and PROPER (Corporate Performance Rating Program in Environmental Management), to achieve operational excellence and deliver added value to the Company, employees, communities, and other stakeholders.

4. Melaksanakan program perlindungan lingkungan melalui prinsip cleaner production yang berlandaskan konsep 6R (Reduce, Reuse, Recycle, Refuse, Recovery, Retrieve to Energy), efisiensi sumber daya, best available technology, serta circular economy dengan melibatkan seluruh pemangku kepentingan guna mencegah dan mengatasi pencemaran lingkungan.

Implement environmental protection programs based on cleaner production principles, grounded in the 6R concept (Reduce, Reuse, Recycle, Refuse, Recovery, and Retrieve to Energy), resource efficiency, best available technology, and circular economy practices, with the involvement of all stakeholders to prevent and address environmental pollution.

5. Melaksanakan kegiatan operasional berlandaskan excellent business process yang ditunjang inovasi dan perbaikan berkelanjutan melalui pelaksanaan P-D-C-A secara konsisten.

Conduct operational activities based on excellent business processes, supported by innovation and continuous improvement through the consistent application of the P-D-C-A cycle.

Perseroan juga telah menetapkan empat inisiatif di bidang lingkungan yang tertuang dalam Aspirasi Keberlanjutan 2030 UT, di antaranya mencakup pengurangan Emisi Gas Rumah Kaca (GRK), manajemen energi, manajemen air, dan manajemen limbah padat. Perseroan telah merancang inisiatif tersebut agar selaras dengan target *Nationally Determined Contribution* (NDC).

Selain itu, Perseroan memastikan seluruh kegiatan usaha telah memenuhi persyaratan izin lingkungan sesuai ketentuan dan melaksanakan kewajiban-kewajiban pengelolaan serta pemantauan yang menjadi bagian dari izin tersebut.

The Company has also established four environmental initiatives under the UT 2030 Sustainability Aspirations, covering Greenhouse Gas (GHG) emissions reduction, energy management, water management, and solid waste management. These have been designed to align with the *Nationally Determined Contribution* (NDC) targets.

In addition, the Company ensures all business activities have complied with applicable environmental permitting requirements and have implemented the environmental management and monitoring obligations stipulated under such permits.

Ikhtisar Kinerja

Performance Overview



Keterangan | Notes:

- Angka penurunan emisi gas rumah kaca merupakan angka *net emissions* yang diperoleh setelah dikurangi dari efisiensi energi, pemanfaatan energi terbarukan serta pembelian REC dan kredit karbon. The greenhouse gas emission reduction figure represents net emissions, calculated after accounting for energy efficiency, the use of renewable energy, and the purchase of RECs and carbon credits.
- * Perhitungan ruang lingkup tidak memasukkan air hujan. Rainwater is excluded from the calculation scope.

Tata Kelola Manajemen Lingkungan

Environmental Management Governance

Sistem Manajemen Lingkungan

Perseroan menerapkan Sistem Manajemen Lingkungan (SML) berdasarkan ISO 14001:2015 – Sistem Manajemen Lingkungan, ISO 14064-1:2018 – Gas rumah kaca – Bagian 1: Spesifikasi dengan pedoman di tingkat organisasi untuk kuantifikasi dan pelaporan emisi dan serapan gas rumah kaca, ISO 50001:2018 Sistem Manajemen Energi, Astra Green Company (AGC), dan kriteria Program Penilaian Peringkat Kinerja Perusahaan (PROPER) dari Kementerian Lingkungan Hidup pada lokasi-lokasi yang relevan.

Perseroan mengelola aspek lingkungan secara kolaboratif melalui keterlibatan seluruh divisi lintas fungsi, di bawah koordinasi dan pengelolaan Corporate Communications and Sustainability Division. Corporate Communications and Sustainability Division bertugas dalam menetapkan strategi serta mengarahkan program keberlanjutan agar berjalan efektif di seluruh unit. Perseroan juga mendorong kontraktor dan subkontraktor untuk menjalankan tanggung jawab lingkungan sesuai peran masing-masing.

GRI 2-13

Dalam penerapan SML, Direksi memegang peranan kunci dalam menetapkan visi, misi, dan nilai-nilai perusahaan yang selaras dengan prinsip keberlanjutan. Dengan demikian, Perseroan juga bertanggung jawab untuk mengidentifikasi dan mengelola risiko keberlanjutan serta merumuskan strategi jangka panjang yang efektif melalui pengembangan rantai nilai bisnis yang berorientasi pada keberlanjutan. Untuk memastikan pengawasan yang efektif, laporan terkait kinerja lingkungan disampaikan kepada Dewan Komisaris setiap dua bulan melalui forum daring.

SEOJK F.1 GRI 2-12, 2-13

Sejalan dengan penerapan sistem manajemen yang berlaku, Direksi berperan dalam mengawasi pengelolaan dampak ekonomi, lingkungan, dan sosial Perseroan. Pengawasan tersebut dilakukan melalui penetapan visi, misi, dan kebijakan, serta peninjauan

Environmental Management System

The Company implements an Environmental Management System (EMS) in accordance with ISO 14001:2015 – Environmental Management Systems, ISO 14064-1:2018 – Greenhouse gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals, ISO 50001:2018 – Energy Management Systems, Astra Green Company (AGC), and the criteria of the Corporate Performance Rating Program (PROPER) issued by the Ministry of Environment at relevant locations.

The Company manages environmental aspects collaboratively through the involvement of all cross-functional divisions, under the coordination and management of Corporate Communications and Sustainability Division who are responsible for setting strategies and directing sustainability programs to ensure their effective implementation across all units. The Company also encourages contractors and subcontractors to carry out their respective environmental responsibilities in accordance with their roles.

GRI 2-13

In implementing the EMS, the Board of Directors is key to establishing the Company's vision, mission, and values in alignment with sustainability principles. Accordingly, the Company is responsible for identifying and managing sustainability risks, as well as formulating effective long-term strategies through the development of a sustainability-oriented business value chain. To ensure effective oversight, environmental performance reports are submitted to the Board of Commissioners on a bimonthly basis through online forums.

SEOJK F.1 GRI 2-12, 2-13

The Board of Directors oversees the management of the Company's economic, environmental, and social impacts through the establishment of the Company's vision, mission, and policies, as well as the review of periodic reports on risk performance



laporan berkala mengenai kinerja risiko, dan isu signifikan sebagai dasar pengambilan keputusan strategis Perseroan. Dalam operasionalnya, Perseroan mengelola aspek lingkungan secara kolaboratif melalui keterlibatan seluruh divisi lintas fungsi, di bawah koordinasi dan pengawasan Corporate Communications and Sustainability Division. Fungsi ini bertugas menetapkan strategi, mengoordinasikan pelaksanaan, serta mengarahkan program keberlanjutan agar berjalan secara efektif dan konsisten di seluruh unit kerja.

Perseroan juga mendorong kontraktor dan subkontraktor untuk menjalankan tanggung jawab lingkungan sesuai dengan peran dan lingkup kegiatan masing-masing. Pelaksanaan dan kinerja pengelolaan aspek lingkungan dilaporkan oleh unit terkait kepada Corporate Communications and Sustainability Division secara berkala setiap bulan, untuk dikompilasi dan disampaikan kepada manajemen Perseroan sebagai bahan pemantauan dan evaluasi. Dalam memahami dampak kerusakan terhadap lingkungan yang ditimbulkan maupun berpotensi timbul dari aktivitas unit usaha, Perseroan bekerja sama dengan stakeholders yang relevan.

GRI 2-12, 2-13

and significant issues, which form the basis for the Company's strategic decision-making. In its operations, the Company manages environmental aspects collaboratively through the involvement of all cross-functional divisions, under the coordination and oversight of Corporate Communications and Sustainability Division. This function is responsible for setting strategies, coordinating implementation, and directing sustainability programs to ensure effective and consistent execution across all business units.

The Company also encourages contractors and subcontractors to carry out their environmental responsibilities in accordance with their respective roles and scopes of activities. The implementation and performance of environmental management are reported by the relevant units to Corporate Communications and Sustainability Division on a monthly basis, to be compiled and submitted to the Company's management for monitoring and evaluation purposes. To understand actual or potential environmental damage arising from business unit activities, the Company works in collaboration with relevant stakeholders.

GRI 2-12, 2-13

Cakupan SML Grup UT pada 2025
Scope of the UT Group EMS in 2025



Selain itu, Perseroan juga memastikan kepatuhan terhadap peraturan dengan mengelola dan memantau kualitas lingkungan secara berkala di setiap lokasi kerja yang signifikan. Hasil tersebut kemudian dilaporkan kepada instansi terkait di setiap area kerja.

SEOJK F.16

The Company ensures compliance with applicable regulations by managing and periodically monitoring environmental quality at each significant work location, with the results reported to the relevant authorities in each operational area.

SEOJK F.16



Dampak Operasional Terkait Lingkungan

Perseroan mengidentifikasi potensi dampak terhadap lingkungan yang diakibatkan oleh kegiatan operasional.

Environmental Impacts of Operations

The Company identifies potential environmental impacts arising from operational activities.

Mesin Konstruksi

Construction Machinery

Penggunaan sumber daya alam serta timbulan limbah dari aktivitas rekondisi, manufaktur komponen, perakitan, penjualan alat berat dan transportasi, termasuk kegiatan jasa perawatan di lokasi kerja.

The use of natural resources and the generation of waste arising from reconditioning activities, component manufacturing, assembly, and the sales of heavy equipment and transportation, including maintenance service activities at work sites.

Kontraktor Penambangan dan Pertambangan

Mining Contractors and Mining

Mengakibatkan perubahan bentang alam, ekstraksi sumber daya alam, dan penggunaan energi yang signifikan serta emisi yang dihasilkan dan perubahan iklim, penggunaan lahan, limbah dan efluen dari kegiatan penambangan dan aktivitas pendukungnya.

Results in changes to landscapes, natural resource extraction, and significant energy use, as well as emissions and climate change impacts, land use, and waste and effluents from mining activities and their supporting operations.

Industri Konstruksi

Construction Industry

Menggunakan material konstruksi energi yang signifikan untuk kegiatan pembangunan dan perawatan, penggunaan lahan, serta timbulan emisi dan limbah dari kegiatan konstruksi.

Involves the use of construction materials and significant energy consumption for development and maintenance activities, land use, and the generation of emissions and waste from construction activities.



Energi

Energy

Meningkatkan potensi perubahan iklim melalui emisi dan limbah yang dihasilkan, penggunaan air, serta penggunaan lahan dalam kegiatan operasional. Lini bisnis energi juga memberikan dampak positif berupa pasokan listrik dari energi terbarukan yang berasal dari tenaga surya dan hidro.

Increases the potential for climate change through emissions and waste generated, water use, and land use in operational activities. The energy business line also delivers positive impacts through the supply of electricity from renewable energy sources, including solar and hydropower.

Penanganan Keluhan Terkait Lingkungan

SEOJK F.16 | GRI 2-25

Perseroan menerapkan prosedur pelaporan dan investigasi kecelakaan, termasuk insiden terkait lingkungan, untuk memastikan setiap kejadian dapat ditangani secara cepat dan tepat, dengan langkah-langkah berikut:

1. Pelapor dapat langsung menghubungi Departemen Environmental, Health, and Safety (EHS) melalui telepon, surel, maupun sarana media sosial lainnya.
2. Departemen EHS akan melakukan penanganan langsung di lapangan, termasuk perbaikan dan pengamanan tempat kejadian.
3. Setelah melakukan penanganan, Departemen EHS akan melakukan investigasi lanjutan dengan mengumpulkan data dan fakta, serta melakukan analisis akar permasalahan.
4. Dari hasil investigasi, Departemen EHS membuat langkah perbaikan dan pencegahan agar kejadian serupa tidak terjadi kembali. Apabila kasus terjadi di cabang dan/atau *site*, maka Departemen EHS di area akan melakukan eskalasi pelaporan ke kantor pusat.

Handling of Environmental-Related Complaints

SEOJK F.16 | GRI 2-25

The Company implements reporting and investigation procedures for accidents, including environmental-related incidents, ensure that every incident is addressed promptly and appropriately, through the following steps:

1. The reporter may directly contact the Environmental, Health, and Safety (EHS) Department via telephone, email, or other social media channels.
2. The EHS Department will conduct immediate on-site response, including remediation and securing of the incident location.
3. Following the initial response, the EHS Department will carry out further investigation by collecting relevant data and facts and conducting root cause analysis.
4. Based on the investigation results, the EHS Department develops corrective and preventive actions to prevent the recurrence of similar incidents. If an incident occurs at a branch and/or site, the area EHS Department will escalate the report to the Head Office.



Manajemen Energi dan Emisi

Energy and Emissions Management

GRI 3-3, 302-1, 302-2, 302-3 | SEOJK F.6

Energi

Konsumsi energi Perseroan mencakup kegiatan operasional utama dan kegiatan penunjang, yang berasal dari sumber energi terbarukan dan tidak terbarukan. Penggunaan energi terbesar Perseroan berasal dari sektor pertambangan dan kontraktor pertambangan, dengan bahan bakar minyak sebagai sumber energi utama dalam mendukung aktivitas operasional pada kedua sektor tersebut. Perseroan terlibat terhadap dampak-dampak tersebut terutama melalui aktivitas operasionalnya, khususnya pada penggunaan alat berat dan sarana pendukung pertambangan yang bergantung pada bahan bakar fosil. Selain itu, keterlibatan juga terjadi secara tidak langsung melalui hubungan bisnis dari pihak ketiga. Tingginya kebutuhan energi tersebut menjadikan pengelolaan konsumsi energi sebagai isu material yang berdampak langsung terhadap kinerja lingkungan, efisiensi biaya, serta keberlanjutan usaha Perseroan.

GRI 3-3

Penggunaan energi oleh Perseroan memiliki dampak aktual dan potensial terhadap lingkungan, ekonomi, dan masyarakat. Salah satu dampak lingkungan yang dihadapi adalah peningkatan emisi Gas Rumah Kaca (GRK). Selain itu, konsumsi energi yang tidak dikelola secara optimal juga berpotensi meningkatkan penggunaan sumber daya, biaya operasional, serta memberikan tekanan tambahan terhadap lingkungan dan keberlanjutan operasional. Namun demikian, pengelolaan energi yang bertanggung jawab telah dilakukan oleh Perseroan sehingga memberikan dampak positif, seperti peningkatan efisiensi operasional, pengendalian biaya energi, serta kontribusi terhadap pencapaian target transisi energi nasional dan global.

GRI 3-3

Energy

The Company's energy consumption covers both core operational activities and supporting operations, derived from renewable and non-renewable energy sources. The Company's largest energy use comes from the mining and mining contractor sectors, with fuel serving as the primary energy source to support operational activities in both sectors. The Company is involved primarily through operational activities, particularly the use of heavy equipment and mining support facilities that rely on fossil fuels. Indirect impacts also arise through business relationships with third parties. The high level of energy demand makes energy consumption management a material issue with a direct impact on the Company's environmental performance, cost efficiency, and long-term business sustainability.

GRI 3-3

The Company's energy consumption has actual and potential impacts on the environment, the economy, and society. One of the environmental impacts is the increase in Greenhouse Gas (GHG) emissions. In addition, energy consumption that is not managed optimally may increase resource use, raise operational costs, and place additional pressure on the environment and the sustainability of operations. Considering this, the Company has implemented responsible energy management practices that deliver positive impacts, including improved operational efficiency, control of energy costs, and contributions to the achievement of national and global energy transition targets.

GRI 3-3

Konsumsi Energi Berdasarkan Jenis Energy Consumption by Type

SEOJK F.6 | GRI 302-1, 302-2

Deskripsi Description	Satuan Unit	2025	2024*	2023*
Energi Terbarukan Renewable Energy				
Bahan Bakar dari Sumber Terbarukan Renewable Fuel Sources		23,987,240.55	22,248,257.23	19,919,788.45
Panel Surya Solar Panels	GJ	15,298.56	13,347.36	13,203.25
Pembelian REC REC Purchases	GJ	326,639.28	307,754.57	174,043.57
Saw Dust Sawdust		1,329.03	1,037.86	566.06
Energi Tidak Terbarukan Non-Renewable Energy				
Bahan Bakar dari Sumber Tidak Terbarukan** Non-Renewable Fuel Sources**	GJ	42,292,826.75	47,427,838.81	45,203,618.13
Pembelian Listrik Non-REC*** Non-REC Electricity Purchases***	GJ	644,305.07	702,786.22	760,465.41
Total Konsumsi Energi Total Energy Consumption	GJ GJ	67,267,639.23	70,701,022.05	66,071,684.87

Keterangan:

- Bahan bakar dari sumber terbarukan mencakup *biofuel* dan biomassa.
- Bahan bakar dari sumber tidak terbarukan mencakup solar, *liquefied petroleum gas* (LPG), gas alam, *aviation fuel*, *marine fuel oil*, *waste oil*, *coal electricity generation*, dan bensin.
- Pembelian listrik non-REC adalah pembelian listrik yang tidak termasuk ke dalam pembelian listrik REC.
- * Terdapat penyajian kembali karena adanya perbaikan metode perhitungan dan perluasan cakupan data.

Notes:

- Renewable fuel sources include biofuels and biomass.
- Non-renewable fuel sources include diesel fuel, liquefied petroleum gas (LPG), natural gas, aviation fuel, marine fuel oil, waste oil, coal-based electricity generation, and gasoline.
- Non-REC electricity purchases refer to electricity purchases that are not included in REC electricity purchases.
- * A restatement has been made due to improvements in calculation methodologies and the expansion of data scope.

Intensitas Energi per Lini Bisnis

Energy Intensity per Business Line

SEOJK F.6 | GRI 302-3

Lini Bisnis Business Line	Satuan Unit	2025	2024*	2023*
Mesin Konstruksi Construction Machinery	GJ/ pendapatan GJ/revenue	33.75	31.00	17.16
Kontraktor Penambangan Mining Contracting		0.02	0.02	0.02
Pertambangan Batu Bara Coal Mining	GJ/ton produksi GJ/ton production	0.02	0.01	0.01
Pertambangan Emas Gold Mining		0.22	0.20	0.18
Industri Konstruksi Construction Industry	GJ/ pendapatan GJ/revenue	54.75	69.11	29.98
Energi Energy	GJ/kWh produksi GJ/kWh production	0.02	0.02	0.02

Keterangan:

- Intensitas energi dihitung berdasarkan jumlah energi dibagi dengan satuan unit *driver* di masing-masing lini bisnis.
- * Terdapat penyajian kembali karena adanya perbaikan metode perhitungan dan perluasan cakupan data.

Note:

- Energy intensity is calculated by dividing the total energy by the number of driver units in each business line.
- * A restatement has been made due to improvements in calculation methodologies and the expansion of data scope.

Efisiensi Energi

GRI 3-3 | SEOJK F.7

Sebagai bentuk komitmen, Perseroan menerapkan kebijakan dan pendekatan pengelolaan efisiensi energi yang selaras dengan prinsip keberlanjutan serta peraturan perundang-undangan yang berlaku di bidang energi dan lingkungan. Penerapan ini didukung dengan prosedur dan standar untuk mencegah dan memitigasi potensi dampak negatif konsumsi energi, seperti pemborosan bahan bakar, peningkatan emisi, serta risiko keselamatan kerja serta melakukan evaluasi berkala terhadap konsumsi energi.

GRI 3-3

Energy Efficiency

GRI 3-3 | SEOJK F.7

The Company has introduced policies and energy efficiency management approaches that are aligned with sustainability principles, and applicable laws and regulations in the energy and environmental fields. This is supported by procedures and standards to prevent and mitigate potential negative impacts of energy consumption, including fuel wastage, increased emissions, and occupational safety risks, as well as through periodic evaluations of energy consumption.

GRI 3-3

Selain itu, beberapa penerapan efisiensi energi juga dilakukan melalui penyusunan standar pengoperasian alat berat yang dirancang untuk mengendalikan konsumsi energi dan menjaga tingkat produktivitas. Perseroan melakukan pemantauan berkala pada peralatan alat berat dan operator, termasuk memastikan bahwa operator mendapatkan pelatihan yang memadai terkait pengoperasian peralatan secara efisien serta melakukan perbaikan operasional apabila alat berat dan peralatan tidak bekerja secara optimal.

GRI 3-3

Perseroan juga meningkatkan porsi energi terbarukan dengan menggunakan alat berat yang mampu menggunakan bahan bakar nabati dan memasang panel surya atap, baik yang terhubung ke jaringan listrik utama (*on-grid*) maupun berdiri sendiri (*off-grid*), di gedung-gedung Perseroan untuk memanfaatkan sinar matahari menjadi listrik. Sepanjang tahun 2025, Perseroan telah membeli 90,733 unit *Renewable Energy Certificate* (REC) dari PT Perusahaan Listrik Negara (Persero). Melalui pembelian REC tersebut, Perseroan berhasil mengurangi emisi GRK sebesar 85,218 tCO₂-eq.

In addition, a number of energy efficiency measures through the development of standard operating procedures for heavy equipment are designed to control energy consumption while maintaining productivity levels. The Company conducts regular monitoring of heavy equipment and operators, including ensuring that operators receive adequate training on efficient equipment operation, and conducts operational improvements when heavy equipment and related equipment are not operating optimally.

GRI 3-3

The Company has increased the portion of renewable energy by deploying heavy equipment that use biofuels and installing rooftop solar panels, both grid-connected (*on-grid*) and standalone (*off-grid*), at Company buildings to generate electricity. Throughout 2025, the Company purchased 90,733 Renewable Energy Certificate (REC) units from PT Perusahaan Listrik Negara (Persero). Through the purchase of these RECs, the Company successfully reduced its GHG emissions by 85,218 tCO₂-eq.

Komposisi Konsumsi Energi Terbarukan
Composition of Renewable Energy Consumption

36%

Penggunaan Energi dari Sumber Terbarukan dari Total Konsumsi Energi
of Energy Consumption from Renewable Sources out of Total Energy Consumption



Inovasi *Forklift* Listrik untuk Efisiensi Energi Operasional

Electric Forklift Innovation for Operational Energy Efficiency

Perseroan melalui anak usaha, PT Bina Pertiwi, menerapkan efisiensi energi pada aktivitas operasional dengan memanfaatkan *H-4 Series Lithium Ion Battery Forklift Truck*. Penggunaan *forklift* listrik ini menjadi bagian dari upaya transisi menuju peralatan kerja yang lebih ramah lingkungan, sekaligus mendukung pengurangan konsumsi energi konvensional dalam kegiatan logistik dan penanganan material.

Dirancang dengan mengedepankan kenyamanan dan efisiensi, *forklift* ini dilengkapi dengan kabin ergonomis yang luas, *mast* lebar untuk meningkatkan visibilitas, serta kursi semi tertutup dengan peredam kejut yang mendukung keselamatan dan produktivitas operator. Sistem pencahayaan LED berumur panjang dan ban listrik dengan hambatan rendah turut berkontribusi dalam meningkatkan efisiensi energi selama pengoperasian.

Selain itu, *H-4 Series* dilengkapi dengan tampilan warna cerdas dan antarmuka kendali yang intuitif, serta pilihan mode berkendara multi-kecepatan, yaitu *Power*, *Economy*, dan *Energy Saving*, yang memungkinkan pengaturan konsumsi energi sesuai kebutuhan operasional. Integrasi panel instrumen yang fungsional, termasuk antarmuka USB dan fasilitas pendukung lainnya, semakin memperkuat efektivitas penggunaan peralatan ini. Melalui penerapan teknologi *forklift* listrik tersebut, PT Bina Pertiwi berkontribusi nyata dalam mendorong efisiensi energi, peningkatan kinerja operasional, serta penerapan praktik bisnis yang lebih berkelanjutan.

Through its subsidiary, PT Bina Pertiwi, the Company has implemented energy efficiency measures in operational activities by deploying the H-4 Series Lithium-Ion Battery Forklift Truck, forming part of the transition toward more environmentally friendly work equipment, while supporting the reduction of conventional energy consumption in logistics and material handling activities.

Designed with a focus on comfort and efficiency, the forklift features a spacious ergonomic cabin, a wide mast to enhance visibility, and a semi-enclosed seat with shock absorption to support operator safety and productivity. Long-life LED lighting systems and low rolling-resistance electric tires further contribute to improved energy efficiency during operations.

In addition, the H-4 Series is equipped with a smart color display and an intuitive control interface, as well as multi-speed driving mode options, namely *Power*, *Economy*, and *Energy Saving*, allowing energy consumption to be adjusted based on operational needs. The integration of a functional instrument panel, including a USB interface and other supporting features, further enhances the effective use of this equipment. Through the adoption of electric forklift technology, PT Bina Pertiwi makes a tangible contribution to improving energy efficiency, enhancing operational performance, and advancing more sustainable business practices.



Emisi Gas Rumah Kaca

Perubahan iklim merupakan salah satu tantangan terbesar yang dihadapi pada tingkat global maupun nasional, termasuk oleh Perseroan. Oleh karena itu, Perseroan secara proaktif mendukung target nasional untuk mencapai *Net Zero Emissions* pada tahun 2060, yang selanjutnya diwujudkan melalui komitmen Astra untuk mencapai Astra Net Zero Scope 1 dan Scope 2 pada tahun 2050. Pengelolaan ini tidak hanya sebagai bentuk pertanggungjawaban Perseroan terhadap lingkungan, tetapi juga sebagai langkah strategis untuk memastikan ketahanan bisnis dalam jangka panjang.

GRI 3-3

Dalam memastikan pengelolaan emisi GRK, Perseroan melakukan pencatatan konsumsi energi dan emisi GRK secara berkala serta menetapkan target dan indikator kinerja. Sistem pemantauan telah diterapkan dan hasil pemantauan digunakan sebagai dasar evaluasi dan perbaikan berkelanjutan.

GRI 3-3

Emisi GRK Cakupan 1 dan 2

Scope 1 and 2 GHG Emissions

SEJK F.11 | GRI 305-1, 305-2

Deskripsi Description	Satuan Unit	2025	2024*	2023*
Cakupan 1 Scope 1		3,460,058.58	3,767,932.77	3,602,374.18
Cakupan 2 Scope 2	tCO ₂ -eq tCO ₂ -eq	185,672.00	177,167.93	193,801.75
Total Emisi GRK Cakupan 1 dan 2 Total GHG Emissions Scope 1 and 2		3,645,730.58	3,945,100.70	3,796,175.93

Keterangan:

- Angka emisi gas rumah kaca merupakan angka *gross emissions* setelah dikurangi efisiensi energi, pemanfaatan energi terbarukan dan REC. Namun, angka ini sebelum mengakomodir aktivitas karbon kredit.
- Data konsolidasi emisi menggunakan pendekatan *financial control* sehingga mencakup entitas induk dan anak perusahaan (20 perusahaan).
- Jenis emisi GRK dalam perhitungan emisi mencakup jenis gas CO₂, CH₄, dan N₂O.
- Khusus untuk PT Energia Prima Nusantara (EPN), standar konversi emisi listrik mengacu pada aplikasi APPLE GATRIK yaitu perangkat berbasis web untuk perhitungan dan pelaporan emisi dari Kementerian Energi dan Sumber Daya Mineral.
- Standar faktor konversi dan *global warming potential* (GWP) untuk perhitungan emisi menggunakan IPCC GHG Protocol Sixth Assessment Cycle (AR6), Kementerian Energi dan Sumber Daya Mineral Indonesia, Department for Environment, Food and Rural Affairs (DEFRA) Inggris, dan U.S Environmental Protection Agency (USEPA).

Greenhouse Gas Emissions

Climate change is one of the most significant challenges faced at both the global and national levels, including by the Company. Therefore, the Company proactively supports the national target of achieving Net Zero Emissions by 2060, which is further embodied in Astra’s commitment to attain Astra Net Zero for Scope 1 and Scope 2 emissions by 2050. This management approach serves not only as the Company’s environmental responsibility, but also as a strategic measure to ensure long-term business resilience.

GRI 3-3

To ensure effective GHG emissions management, the Company records energy consumption and GHG emissions on a regular basis and establishes targets and performance indicators. A monitoring system has been implemented, and the monitoring results are used as the basis for evaluation and continuous improvement.

GRI 3-3

Notes:

- The greenhouse gas emissions figure represents gross emissions after accounting for energy efficiency, renewable energy use, and RECs. However, this figure does not yet account for carbon credit activities.
- Emissions data are consolidated using the financial control approach and therefore cover the parent company and its subsidiaries (20 companies).
- The types of GHG emissions included in the emissions calculation comprise CO₂, CH₄, and N₂O.
- Specifically for PT Energia Prima Nusantara (EPN), electricity emission conversion factors refer to the APPLE GATRIK application, a web-based tool for emissions calculation and reporting provided by the Indonesian Ministry of Energy and Mineral Resources.
- The conversion factors and global warming potential (GWP) standards applied in the emissions calculation are based on the IPCC GHG Protocol Sixth Assessment Report (AR6), the Indonesian Ministry of Energy and Mineral Resources, the United Kingdom’s Department for Environment, Food and Rural Affairs (DEFRA), and the U.S. Environmental Protection Agency (USEPA).

- Standar konversi emisi listrik yang bersumber dari Perusahaan Listrik Negara (PLN) menggunakan faktor konversi dari Kementerian Energi dan Sumber Daya Mineral tahun 2019, sesuai dengan jaringan kelistrikan di setiap area operasional Grup UT.

* Terdapat penyajian kembali karena adanya perbaikan metode perhitungan dan perluasan cakupan data.

- Electricity emission conversion factors for electricity supplied by Perusahaan Listrik Negara (PLN) are based on the 2019 conversion factors issued by the Indonesian Ministry of Energy and Mineral Resources, in accordance with the electricity grid applicable to each UT Group operational area.

* A restatement has been made due to improvements in calculation methodologies and the expansion of data scope.

Emisi GRK

GHG Emissions

SEOJK F.11 | GRI 305-1, 305-2

Keterangan Description	Satuan Unit	2025	2024	2023
Cakupan 1 Scope 1				
Emisi Langsung dari Bahan Bakar Direct Emissions from Fuel Combustion		3,078,246.94	3,409,503.11	3,267,729.27
Emisi Fugitive Langsung Direct Fugitive Emissions	tCO ₂ e	381,811.64	358,429.66	334,644.90
Total Emisi Cakupan 1 (Scope 1) Total Scope 1 GHG Emission		3,460,058.58	3,767,932.77	3,602,374.17
Cakupan 2 Scope 2				
Emisi Tidak Langsung dari Konsumsi Listrik yang Diimpor/Dibeli Indirect Emissions from Imported/ Purchased Electricity Consumption	tCO ₂ e	185,672.00	177,167.93	193,801.75
Total Emisi Cakupan 2 (Scope 2) Total Scope 2 GHG Emission	tCO ₂ e	185,672.00	177,167.93	193,801.75
Total Emisi GRK (Scope 1 dan 2) Total GHG Emissions (Scope 1 and 2)		3,645,730.58	3,945,100.70	3,796,175.92

Emisi Biogenik

Biogenic Emissions

SEOJK F.11 | GRI 305-1, 305-2

2025

1,664,500.02

tCO₂-eq

2023*

1,382,243.46

tCO₂-eq

2024*

1,543,827.23

tCO₂-eq

Keterangan:

- Angka emisi gas rumah kaca merupakan angka *gross emissions* setelah dikurangi efisiensi energi, pemanfaatan energi terbarukan dan REC. Namun, angka ini sebelum mengakomodir aktivitas karbon kredit.
- Perhitungan emisi biogenik hanya bersumber dari *biofuel*.
- * Terdapat penyajian kembali karena adanya perbaikan metode perhitungan dan perluasan cakupan data.

Note:

- The greenhouse gas emissions figure represents gross emissions after accounting for energy efficiency, renewable energy use, and RECs. However, this figure does not yet account for carbon credit activities.
- Biogenic emissions are calculated solely from biofuel sources.
- * A restatement has been made due to improvements in calculation methodologies and the expansion of data scope.

Intensitas Emisi GRK per Lini Bisnis
GHG Emission Intensity per Business Line

SEOJK F.11 | GRI 305-4

Lini Bisnis Business Line	Satuan Unit	2025	2024*	2023*
Mesin Konstruksi Construction Machinery	tCO ₂ -eq/ pendapatan tCO ₂ -eq/ revenue	1.8965	0.2961	0.9999
Kontraktor Penambangan Mining Contracting	tCO ₂ -eq/ton produksi tCO ₂ -eq/ton production	0.0011	0.0009	0.0010
Pertambangan Batu Bara Coal Mining	tCO ₂ -eq/ton produksi tCO ₂ -eq/ton production	0.0271	0.0055	0.0074
Pertambangan Emas Gold Mining	tCO ₂ -eq/ pendapatan tCO ₂ -eq/ revenue	0.0206	0.0216	0.0210
Industri Konstruksi Construction Industry	tCO ₂ -eq/ kWh produksi tCO ₂ -eq/kWh production	3.6344	4.0224	2.0114
Energi Energy	tCO ₂ -eq/ kWh produksi tCO ₂ -eq/kWh production	0.0010	0.0010	0.0015

Keterangan:

- Angka emisi yang digunakan merupakan *gross net emissions* yang sudah dikurangi dengan efisiensi energi, pemanfaatan energi terbarukan dan REC. Namun, angka ini sebelum mengakomodir aktivitas karbon kredit.
- Intensitas emisi dihitung berdasarkan jumlah emisi Cakupan 1 dan Cakupan 2 dibagi dengan satuan unit *driver* di masing-masing lini bisnis.
- * Terdapat penyajian kembali karena adanya perbaikan metode perhitungan dan perluasan cakupan data.

Note:

- The emission figures used are gross net emissions that have been adjusted for energy efficiency, renewable energy use, and RECs. However, these figures do not yet account for carbon credit activities.
- Energy intensity is calculated by dividing the total energy by the number of driver units in each business line.
- * A restatement has been made due to improvements in calculation methodologies and the expansion of data scope.

Perseroan menerapkan beberapa inisiatif pengelolaan emisi GRK yang telah diintegrasikan dalam penyempurnaan kebijakan dan prosedur operasional. Beberapa inisiatif pengelolaan emisi GRK yang dilakukan melibatkan pemangku kepentingan termasuk karyawan, mitra usaha, dan regulator, dilakukan melalui komunikasi internal, pelatihan, audit, serta koordinasi regulatif. Masukan dari pemangku kepentingan digunakan untuk menyempurnakan tindakan yang diambil dan menilai efektivitas pengelolaan energi dan emisi GRK.

GRI 3-3, 305-5

The Company has introduced a range of GHG emissions management initiatives, integrated into the enhancement of relevant policies and operational procedures. These initiatives involve key stakeholders, including employees, business partners, and regulators, and are carried out through internal communications, training programs, audits, and regulatory coordination. Stakeholder feedback is used to refine the actions taken and to assess the effectiveness of energy and GHG emissions management practices.

GRI 3-3, 305-5

Beberapa inisiatif yang dilakukan dalam mendukung pengelolaan emisi GRK adalah penggunaan energi terbarukan, elektrifikasi, efisiensi operasional, serta penggunaan listrik *on-grid* untuk mendorong upaya dekarbonisasi dari aktivitas operasional. Selain itu, Perseroan telah mengimplementasikan berbagai inisiatif pengurangan emisi GRK dari penggunaan energi, di antaranya:

GRI 302-4, 305-5 | SEOJK F.12

1. **Penerapan peralihan bahan bakar**, yaitu menggunakan bahan bakar biodiesel yang menghasilkan emisi lebih rendah dibandingkan dengan bahan bakar fosil.
2. **Pembelian Renewable Energy Certificate (REC)** sebagai sumber energi baru terbarukan dalam penggunaan energi di lokasi operasional.
3. **Pemasangan panel surya atap** yang menghasilkan listrik dari pemanfaatan sinar matahari, guna mengurangi ketergantungan pada listrik yang berasal dari pembangkit listrik tenaga bahan bakar fosil.
4. **Penggunaan produk berlabel Tanda Hemat Energi** untuk meningkatkan efisiensi pemakaian energi serta mengurangi konsumsi listrik.
5. **Penerapan ISO 50001:2018 tentang Sistem Manajemen Energi (Energy Management System/ EnMS)** sebagai standar sistem manajemen energi untuk memastikan pengelolaan energi yang efektif dan berkelanjutan. Implementasi telah dilakukan oleh PT United Tractors Tbk, PT Pamapersada Nusantara, PT Agincourt Resources, dan PT Energia Prima Nusantara.
6. **Penggunaan kendaraan hybrid dan elektrik** untuk operasional guna mengurangi konsumsi bahan bakar fosil serta menurunkan emisi gas rumah kaca.
7. **Penerapan Program Efisiensi Penggunaan Bahan Bakar dan Optimasi Operasional**

Beberapa anak usaha Perseroan melakukan berbagai inisiatif rekayasa operasional dan peningkatan kompetensi operator untuk menekan konsumsi bahan bakar dan meningkatkan efisiensi energi, antara lain:

Upaya oleh PT Pamapersada Nusantara:

- Program penghematan bahan bakar unit *heavy dump truck* melalui intervensi perilaku operator menggunakan *Operator Competency Check (OCC)*.

Several initiatives undertaken to support GHG emissions management include the use of renewable energy, electrification, operational efficiency improvements, and the utilization of on-grid electricity to promote decarbonization efforts across operational activities. In addition, the Company has implemented various GHG emissions reduction initiatives related to energy use, including the following:

GRI 302-4, 305-5 | SEOJK F.12

1. **Implementation of fuel switching** by using biodiesel, which generates lower emissions compared to fossil fuels.
2. **Purchase of RECs** as a source of new and renewable energy for energy consumption at operational sites.
3. **Installation of rooftop solar panels** to generate electricity from solar energy, thereby reducing reliance on electricity sourced from fossil fuel-based power plants.
4. **The use of products bearing the Energy-Saving Label** to improve energy use efficiency and reduce electricity consumption.
5. **Implementation of ISO 50001:2018 on Energy Management Systems (EnMS)** as the energy management standard to ensure effective and sustainable energy management. The implementation has been carried out by PT United Tractors Tbk, PT Pamapersada Nusantara, PT Agincourt Resources, and PT Energia Prima Nusantara.
6. **The use of hybrid and electric vehicles** for operational activities to reduce fossil fuel consumption and lower greenhouse gas emissions.
7. **Implementation of Fuel Use Efficiency and Operational Optimization Programs**

Several of the Company's subsidiaries have undertaken various operational engineering initiatives and operator competency improvements to reduce fuel consumption and enhance energy efficiency, including:

Initiatives by PT Pamapersada Nusantara:

- Fuel-saving program for heavy dump truck units through operator behavior intervention using the Operator Competency Check (OCC).

- Rekayasa lingkungan jalan tambang dengan konsep *zero overgrade* untuk mengurangi beban kerja alat dan konsumsi bahan bakar.
- Optimalisasi penggunaan bahan bakar dalam proses pelaksanaan peledakan melalui peningkatan efisiensi operasional.
- Mine road engineering with the zero overgrade concept to reduce equipment workload and fuel consumption.
- Optimization of fuel use in blasting operations through improved operational efficiency.

Upaya oleh PT Patria Maritim Perkasa:

- Rekayasa operasional melalui pengaturan lalu lintas alat berat (*Heavy Equipment Traffic Control*) pada aktivitas *shipping* untuk meminimalkan *idle time* dan konsumsi bahan bakar.
- Standardisasi pergerakan *crawler crane* dan *wheel loader* untuk meningkatkan efisiensi pergerakan alat dan mengurangi penggunaan bahan bakar.
- Operational engineering through Heavy Equipment Traffic Control in shipping activities to minimize idle time and fuel consumption.
- Standardization of crawler crane and wheel loader movements to improve equipment mobility efficiency and reduce fuel usage.



Inovasi Efisiensi Energi di Distrik TOPB: Optimalisasi *Recycle Blow-by* untuk Operasi Tambang Rendah Emisi

Energy Efficiency Innovation at TOPB District: *Recycle Blow-by* Optimization for Low-Emission Mining Operations



Sebagai bagian dari komitmen jangka panjang terhadap pencapaian Aspirasi Keberlanjutan 2030 UT, Perseroan terus mendorong peningkatan efisiensi energi pada aktivitas operasional utama. Di Distrik TOPB, fokus pengelolaan energi diarahkan pada area penambangan yang menjadi kontributor terbesar konsumsi energi, sekaligus memiliki potensi paling signifikan untuk perbaikan kinerja lingkungan.

Evaluasi internal menunjukkan bahwa aktivitas penambangan menyumbang lebih dari 70% total konsumsi energi operasional, dengan armada dump truck sebagai pengguna bahan bakar terbesar. Di antara armada tersebut, unit HD785-7 menjadi salah satu fokus utama karena tingkat konsumsi bahan

As part of its long-term commitment to achieving the UT 2030 Sustainability Aspirations, the Company continues to promote energy efficiency improvements in its core operational activities. At the TOPB District, energy management efforts are focused on mining operations, which represent the largest contributor to operational energy consumption while also offering the most significant potential for environmental performance improvement.

Internal evaluations indicate that mining activities account for more than 70% of total operational energy consumption, with dump truck fleets being the largest fuel users. Among these fleets, the HD785-7 units have become a key focus, as their fuel consumption levels exceeded initial planning

bakarnya berada di atas perencanaan awal. Kondisi ini mendorong Perseroan untuk mengembangkan solusi inovatif yang mampu menurunkan konsumsi energi dan emisi, tanpa harus melakukan penggantian unit yang memerlukan investasi besar.

Melalui pendekatan rekayasa teknis berbasis optimalisasi sistem pembakaran, Perseroan mengimplementasikan inovasi peningkatan siklus *recycle blow-by* pada *engine* HD785-7. Gas buang yang sebelumnya tidak termanfaatkan secara optimal dialirkan kembali ke ruang bakar untuk meningkatkan stabilitas dan efisiensi proses pembakaran. Pendekatan ini memungkinkan peningkatan performa mesin yang mendekati standar teknologi generasi terbaru, dengan tetap memanfaatkan peralatan eksisting.

Implementasi inovasi ini memberikan hasil yang nyata. Rata-rata konsumsi bahan bakar unit HD785-7 berhasil ditekan hingga berada di bawah target perencanaan, dan secara kumulatif menghasilkan penghematan lebih dari 100 ribu liter bahan bakar per tahun untuk armada yang diimplementasikan. Efisiensi tersebut setara dengan penghematan energi sekitar 3,6 gigajoule per tahun, sekaligus menurunkan beban biaya operasional secara signifikan.

Dari sisi lingkungan, penurunan konsumsi bahan bakar ini berkontribusi langsung terhadap pengurangan emisi karbon sekitar 270 ton CO₂ per tahun, atau lebih dari 2,5%, melampaui target penurunan emisi Equipment Energy Efficiency yang ditetapkan Perseroan. Selain itu, rasio konsumsi bahan bakar terhadap volume produksi juga menunjukkan perbaikan substansial sepanjang tahun berjalan, mencerminkan peningkatan efisiensi operasional yang berkelanjutan.

Untuk memastikan keberlanjutan manfaat, inovasi ini telah diintegrasikan ke dalam sistem manajemen operasional Perseroan melalui penetapan prosedur dan instruksi kerja yang terstandarisasi, serta didukung oleh mekanisme audit dan evaluasi berkala. Pendekatan ini tidak hanya memperkuat konsistensi penerapan di Distrik TOPB, tetapi juga membuka peluang replikasi pada unit dan distrik lainnya.

Atas keberhasilan inisiatif tersebut, program optimalisasi *recycle blow-by* di Distrik TOPB memperoleh pengakuan eksternal melalui penghargaan Apresiasi Efisiensi Energi Nasional (PEEN) – Soebroto Award 2025 dari Kementerian ESDM. Penghargaan ini menegaskan bahwa inovasi berbasis optimalisasi peralatan eksisting dapat memberikan kontribusi nyata terhadap efisiensi energi nasional sekaligus pencapaian target keberlanjutan Perseroan.

estimates. This condition prompted the Company to develop innovative solutions capable of reducing energy consumption and emissions without requiring large capital investments for unit replacement.

Through a technical engineering approach focused on optimizing the combustion system, the Company implemented an innovation to enhance the recycle blow-by cycle in the HD785-7 engine. Exhaust gases that were previously not optimally utilized are redirected back into the combustion chamber to improve combustion stability and efficiency. This approach enables the engine's performance to approach that of newer-generation technologies while continuing to utilize existing equipment.

The implementation of this innovation has delivered tangible results. The average fuel consumption of HD785-7 units has been successfully reduced to below the planned target, generating cumulative fuel savings of more than 100 thousand liters per year for the implemented fleet. This efficiency is equivalent to energy savings of approximately 3.6 gigajoules per year, while also significantly lowering operational costs.

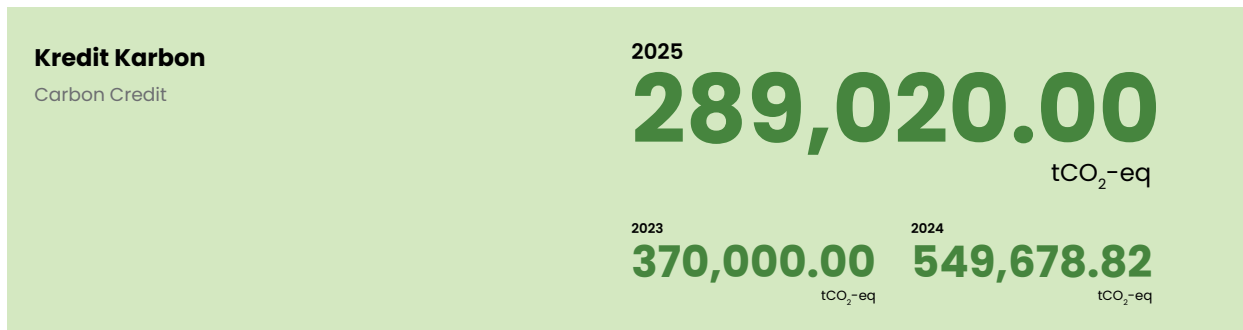
From an environmental perspective, the reduction in fuel consumption directly contributes to a decrease in carbon emissions of approximately 270 tons of CO₂ per year, or more than 2.5%, exceeding the Company's Equipment Energy Efficiency emission reduction target. In addition, the fuel consumption ratio relative to production volume has shown substantial improvement throughout the year, reflecting sustained operational efficiency gains.

To ensure the sustainability of these benefits, the innovation has been integrated into the Company's operational management system through standardized procedures and work instructions, supported by periodic audit and evaluation mechanisms. This approach not only strengthens implementation consistency in the TOPB District but also opens opportunities for replication across other units and districts.

In recognition of the success of this initiative, the recycle blow-by optimization program in the TOPB District received external recognition through the National Energy Efficiency Award (PEEN) – Soebroto Award 2025 from the Ministry of Energy and Mineral Resources. This award affirms that innovations based on optimizing existing equipment can make a tangible contribution to national energy efficiency while supporting the Company's sustainability targets.

Pengurangan Emisi GRK
GHG Emissions Reduction

GRI 305-5 | SEOJK F.12



Keterangan:

- Kredit karbon adalah surat bentuk bukti pengurangan emisi oleh usaha dan/atau kegiatan yang telah melalui pengukuran, pelaporan, dan verifikasi, serta tercatat dalam Sistem Registri Nasional Pengendalian Iklim dalam bentuk nomor dan/atau kode registrasi.

Note:

- Carbon credits are certificates serving as proof of emission reductions achieved through business operations and/or activities that have undergone measurement, reporting, and verification, and are recorded in the National Climate Control Registry System in the form of a registration number and/or code.

Carbon Offsetting

GRI 302-5

Perseroan mengidentifikasi peluang pengurangan emisi GRK dari kegiatan operasional dengan mengimplementasikan solusi berbasis alam (*Nature Based Solution/NBS*), termasuk revegetasi dan perlindungan terhadap deforestasi. Saat ini, Perseroan tengah menjalankan nota kesepahaman (MoU) dengan Perum Perhutani KPH Malang untuk melakukan aksi mitigasi perubahan iklim melalui skema revegetasi dan perlindungan hutan seluas 567 hektare yang berlokasi di sejumlah desa di Jawa Timur, yaitu Sumbergondo, Giripurno, Tawangargo, dan Tulungrejo.

Selain itu, Perseroan menjalankan program penanaman pohon guna mendukung pencapaian SDGs dan kebijakan pemerintah di sektor lingkungan hidup dan kehutanan, khususnya *Forestry and Other Land Use (FOLU) Net Sink 2030*. Melalui program ini, Perseroan berupaya menekan polusi, meningkatkan penyerapan emisi GRK, serta memperbesar cadangan karbon. Inisiatif tersebut juga menjadi elemen penting dalam strategi NBS yang diharapkan dapat menunjang kegiatan *carbon offsetting* Perseroan pada masa mendatang.

Carbon Offsetting

GRI 302-5

The Company identifies opportunities to reduce GHG emissions from its operational activities by implementing Nature Based Solution (NBS), including revegetation and deforestation protection initiatives. Currently, the Company is implementing a memorandum of understanding (MoU) with Perum Perhutani KPH Malang to implement climate change mitigation measures through forest reforestation and conservation programs covering an area of 567 hectares, located across several villages in East Java, namely Sumbergondo, Giripurno, Tawangargo, and Tulungrejo.

In addition, the Company has a tree-planting program to support the achievement of the SDGs and government policies in the environmental and forestry sectors, particularly the *Forestry and Other Land Use (FOLU) Net Sink 2030* target. Through this program, the Company seeks to reduce pollution, enhance GHG emissions absorption, and increase carbon stocks. This initiative also represents a key component of the Company’s NBS strategy, which is expected to support future carbon offsetting activities.

Menjaga Kualitas Udara

Aktivitas operasional Perseroan berpotensi memberikan dampak negatif berupa emisi udara di luar emisi GRK. Emisi udara ini mencakup polusi udara, gangguan lingkungan, dan zat perusak ozon. Polusi udara yang dihasilkan United Tractors berpotensi dapat memberikan dampak terhadap penurunan kualitas udara, kesehatan manusia, serta lingkungan secara umum jika kadar emisi yang dilepaskan melebihi dari baku mutu yang ditetapkan. Guna meminimalkan dampak terhadap kualitas udara, Perseroan melakukan pemantauan emisi udara pada peralatan bergerak dan tidak bergerak, di antaranya adalah cerobong atau pipa gas buang dari genset dan *forklift*.

Maintaining Air Quality

The Company's operational activities may potentially result in adverse impacts in the form of air emissions beyond GHG emissions. These air emissions include air pollutants, environmental disturbances, and ozone-depleting substances. Air pollutants generated by United Tractors potentially may affect air quality, human health, and the environment if emission levels exceed the applicable regulatory standards. To minimize impacts on air quality, the Company conducts monitoring of air emissions from both mobile and stationary sources, including exhaust stack or exhaust pipe from a generator set and forklift.



Manajemen Limbah Padat

Solid Waste Management

GRI 3-3, 306-1, 306-2 | SEOJK F.14

Pengelolaan limbah merupakan isu material bagi Perseroan karena memiliki dampak aktual dan potensial terhadap lingkungan, ekonomi, dan masyarakat. Dampak negatif yang berpotensi timbul antara lain pencemaran tanah dan air, risiko kesehatan bagi pekerja dan masyarakat sekitar, serta potensi pelanggaran hak atas lingkungan hidup yang baik dan sehat apabila limbah tidak dikelola secara tepat. Dari sisi ekonomi, pengelolaan limbah yang tidak efisien dapat meningkatkan biaya operasional dan risiko sanksi hukum. Di sisi lain, pengelolaan limbah yang bertanggung jawab memberikan dampak positif berupa peningkatan efisiensi sumber daya, pengurangan biaya pembuangan, penciptaan nilai tambah melalui pemanfaatan kembali limbah, serta kontribusi terhadap perlindungan lingkungan dan kesejahteraan masyarakat.

GRI 3-3

Dalam menjalankan aktivitas operasional, Perseroan menghasilkan dua kategori limbah padat, yaitu limbah Bahan Berbahaya dan Beracun (B3) dan limbah non-B3, baik limbah operasional maupun limbah domestik.

Untuk mengelola dampak lingkungan yang ditimbulkan, Perseroan melakukan pemilahan limbah serta menerapkan prinsip produksi yang lebih bersih melalui prinsip *refuse, reduce, reuse, recycle, recovery*, dan *retrieve to energy* (6R) dalam pengelolaan limbah padat. Khusus untuk limbah B3 yang dihasilkan Perseroan, pengelolaannya dilakukan sesuai dengan prinsip 6R dengan kewajiban menyerahkannya kepada pihak pengangkut dan pengolah yang telah memiliki izin dari instansi berwenang.

GRI 3-3

Apabila pengelolaan limbah dilakukan oleh pihak ketiga, Perseroan menerapkan proses untuk memastikan pengelolaan limbah dilakukan sesuai dengan kewajiban kontraktual dan peraturan perundang-undangan. Proses tersebut meliputi

Waste management is material issue for the Company, as it has actual and potential impacts on the environment, economy, and society. Potential negative impacts include soil and water pollution, health risks to employees and surrounding communities, as well as potential violations of the right to a good and healthy environment if waste is not properly managed. From an economic perspective, inefficient waste management may lead to increased operational costs and heightened risks of legal sanctions. Conversely, responsible waste management delivers positive impacts, including improved resource efficiency, reduced disposal costs, value creation through waste reuse, and contributions to environmental protection and community well-being.

GRI 3-3

In carrying out operational activities, the Company generates two categories of solid waste, namely Hazardous and Toxic Waste (B3) and non-hazardous waste, which include both operational and domestic waste.

To manage environmental impacts arising from its operations, the Company carries out waste segregation and implements cleaner production practices by applying the refuse, reduce, reuse, recycle, recovery, and retrieve to energy (6R) principles in solid waste management. Hazardous and Toxic Waste (B3) generated by the Company is managed in accordance with the 6R principles and must be handed over to transporters and treatment providers licensed by the relevant authorities.

GRI 3-3

Waste management conducted by third parties is subject to processes implemented by the Company to ensure compliance with contractual obligations and applicable laws and regulations. These processes include verification of the licenses of waste

verifikasi perizinan pengangkut dan pengolah limbah, pencantuman kewajiban kepatuhan lingkungan dalam perjanjian kerja sama, serta pemantauan dokumen manifest limbah. Perseroan juga melakukan evaluasi kepatuhan dan kinerja pihak ketiga secara berkala.

GRI 306-2

Perseroan memiliki komitmen untuk mengelola limbah secara bertanggung jawab sesuai dengan peraturan perundang-undangan lingkungan hidup yang berlaku serta prinsip keberlanjutan. Komitmen ini diwujudkan melalui penerapan prinsip 6R dan pengawasan terhadap seluruh rantai pengelolaan limbah sebagai bagian dari sistem manajemen lingkungan Perseroan. Perseroan mengimplementasikan beberapa program untuk mencegah dan memitigasi potensi dampak negatif limbah, seperti peningkatan volume limbah ke Tempat Pemrosesan Akhir (TPA), pencemaran lingkungan, dan risiko kesehatan. Selain itu, program tersebut dirancang untuk mencegah dan memitigasi potensi dampak negatif limbah, seperti peningkatan volume limbah ke TPA, pencemaran lingkungan, dan risiko kesehatan, melalui pengurangan timbulan, pemanfaatan kembali, dan pengolahan internal limbah.

GRI 3-3

Beberapa program pengelolaan limbah yang telah dijalankan oleh Perseroan, di antaranya:

1. Pemanfaatan Fly Ash Bottom Ash (FABA)

Melalui anak usaha Perseroan, EPN, FABA dari operasional PLTU dimanfaatkan menjadi batako, bahan beton, *roadbase*, pembenah tanah, serta untuk netralisasi air asam tambang.

2. Pengelolaan Limbah Konstruksi dan Produksi

Melalui anak usaha Perseroan, ACSET, diterapkan prinsip *reuse*, *recycling*, dan substitusi material pada proyek konstruksi, antara lain:

- Pemanfaatan limbah konstruksi sebagai bekisting *pilecap* dan *tie beam*.
- *Reuse* material proyek untuk mengurangi penggunaan bahan baku baru.

3. Pemanfaatan Scrap Metal melalui Program Scrap Metal Utilization

Perseroan melalui UT dan beberapa entitas anak melaksanakan pengelolaan *scrap* besi sebagai bagian dari penerapan prinsip ekonomi sirkular.

transporters and treatment facilities, incorporation of environmental compliance obligations into cooperation agreements, and monitoring of waste manifest documentation. The Company also conducts periodic evaluations of third-party compliance and performance.

GRI 306-2

The Company is committed to managing waste responsibly, in accordance with applicable environmental laws and regulations as well as sustainability principles. This commitment is demonstrated through the application of the 6R principle and oversight of the entire waste management value chain as part of the Company's environmental management system. The Company implements various programs to prevent and mitigate potential negative impacts of waste, including increases in waste sent to landfills, environmental pollution, and health risks. These programs are designed to prevent and mitigate the potential adverse impacts of waste, including increased waste volumes to landfills, environmental pollution, and health risks, through waste reduction, reuse, and internal waste treatment initiatives.

GRI 3-3

The waste management programs implemented by the Company include:

1. Fly Ash Bottom Ash (FABA) Utilization

Through the Company's subsidiary, EPN, FABA generated from coal-fired power plant operations is utilized for the production of concrete blocks, concrete materials, *roadbase*, soil conditioners, and for neutralizing acid mine drainage.

2. Construction and Production Waste Management

Through the Company's subsidiary, ACSET, the principles of reuse, recycling, and material substitution are implemented in construction projects, including:

- Utilizing construction waste as formwork for pile caps and tie beams.
- Reusing project materials to reduce the consumption of new raw materials.

3. Scrap Metal Utilization Program

The Company, through UT and several subsidiaries, manages scrap metal as part of the implementation of circular economy principles.

Besi bekas, komponen lama, atau material scrap yang berasal dari *spare part* dan aktivitas operasional dikumpulkan, dipilah, dan dimanfaatkan kembali dengan menyalurkannya kepada mitra pengelola material untuk diproses lebih lanjut.

Inisiatif ini bertujuan untuk mengurangi timbulan limbah logam, mengoptimalkan nilai guna material, serta mendukung efisiensi sumber daya dalam rantai operasional.

4. Pemanfaatan Limbah Ban

PAMA memanfaatkan kembali limbah ban menjadi infrastruktur pendukung di area pertambangan untuk meningkatkan keselamatan dan efisiensi operasional.

Pemanfaatan limbah ban (*tyre waste*) digunakan kembali untuk berbagai kebutuhan infrastruktur tambang dan proyek, seperti *geo tyre cell*, *drop structure*, pembatas parkir, penahan arus mikro hidro, rambu, serta pagar *pit stop*.

5. Pengolahan Limbah Domestik

Beberapa anak usaha Perseroan melakukan pengolahan limbah domestik untuk meningkatkan tingkat pengolahan limbah melalui:

- *Black Soldier Fly* (BSF)
 Pengolahan limbah organik (misalnya limbah dapur/kantin) sebagai pakan larva lalat tentara hitam untuk mengurangi timbulan limbah dan menghasilkan biomassa bernilai guna.
- Komposting
 Limbah organik dikelola melalui proses pengomposan untuk menghasilkan pupuk organik yang mendukung pengelolaan ruang terbuka hijau di area operasional.

6. Pemanfaatan dan Daur Ulang Limbah Plastik

Melalui beberapa anak usaha Perseroan, termasuk UT, Tuah Turangga Agung dan ACSET, dan anak usaha Perseroan lainnya dilakukan program pemilahan dan daur ulang limbah plastik, antara lain:

- Pemilahan limbah plastik untuk diolah kembali menjadi produk daur ulang seperti kerajinan dan produk bernilai ekonomis.
- Penyaluran limbah plastik terpilah kepada mitra bank sampah lokal sebagai bagian dari ekonomi sirkular berbasis komunitas.

Scrap iron, used components, and metal materials originating from spare parts and operational activities are collected, sorted, and reused by channeling them to material management partners for further processing.

This initiative aims to reduce metal waste generation, optimize the value of materials, and support resource efficiency within the operational value chain.

4. Tire Waste Utilization

PAMA repurposes waste tires into supporting infrastructure within mining areas to enhance operational safety and efficiency.

Tire waste is reused for various mining and project infrastructure needs, such as *geo tyre cells*, *drop structures*, parking barriers, micro-hydro flow barriers, signage, and *pit stop* fencing.

5. Domestic Waste Treatment

Several of the Company’s subsidiaries process domestic waste to improve waste treatment levels through the following initiatives:

- *Black Soldier Fly* (BSF)
 Organic waste (e.g., kitchen or canteen waste) is processed as feed for *Black Soldier Fly* larvae to reduce waste generation while producing valuable biomass.
- Composting
 Organic waste is managed through composting processes to produce organic fertilizer that supports the management of green open spaces within operational areas.

6. Plastic Waste Utilization and Recycling

Through several subsidiaries, including UT, Tuah Turangga Agung, ACSET, and other subsidiaries, the Company implements plastic waste sorting and recycling programs, including:

- Sorting plastic waste to be processed into recycled products such as handicrafts and other economically valuable products.
- Distributing sorted plastic waste to local waste bank partners as part of a community-based circular economy initiative.

- Kolaborasi dengan masyarakat sekitar untuk mengolah sampah plastik menjadi produk bernilai tambah.

7. Pemanfaatan Limbah Kardus *Packaging*

Melalui beberapa anak usaha Perseroan, Program *reuse packaging* diterapkan dengan mengoptimalkan penggunaan ulang kemasan distribusi, sehingga dapat menekan penggunaan kardus dan plastik sekali pakai.

- Collaborating with surrounding communities to process plastic waste into value-added products.

7. Reuse of Packaging Cardboard Waste

Through several subsidiaries, packaging reuse programs are implemented by optimizing the reuse of distribution packaging, thereby reducing the use of single-use cardboard and plastic.

Pengelolaan Limbah Padat untuk Mendukung Ekonomi Sirkular

Solid Waste Management to Support the Circular Economy

SEOJK F.5

PT Komatsu Remanufacturing Asia (KRA) terus memperkuat upaya pengelolaan limbah padat melalui berbagai inisiatif yang berfokus pada peningkatan efisiensi sumber daya dan penerapan prinsip ekonomi sirkular dalam kegiatan operasional. Salah satu upaya yang dilakukan adalah melalui kolaborasi dengan PT Komatsu Indonesia dalam pengelolaan *scrap* logam yang dihasilkan dari aktivitas operasional. *Scrap* logam tersebut dikirim untuk melalui proses peleburan (*melting*) dan selanjutnya dimanfaatkan kembali sebagai bahan baku dalam proses produksi, sehingga material tetap berada dalam siklus penggunaan dan tidak berakhir sebagai limbah.

Selain itu, KRA juga mengimplementasikan program daur ulang kardus dengan memanfaatkan mesin pencacah kardus untuk menghasilkan material kemasan alternatif. Material hasil daur ulang tersebut kemudian digunakan kembali sebagai pembungkus part dan alas komponen dalam proses produksi, sehingga mengurangi ketergantungan terhadap material kemasan baru.

Sepanjang tahun 2025, kedua inisiatif ini berhasil mengalihkan sekitar 15,1 ton limbah padat dari TPA, yang terdiri dari 10 ton *scrap* logam dan 5,1 ton kardus. Program tersebut masing-masing berkontribusi sekitar 6% dan 3% terhadap total limbah padat terkelola di KRA. Melalui berbagai inisiatif ini, KRA tidak hanya menekan timbulan limbah operasional yang berakhir di TPA, tetapi juga meningkatkan efisiensi pemanfaatan sumber daya sekaligus memperkuat implementasi ekonomi sirkular dalam operasional Perseroan.

PT Komatsu Remanufacturing Asia (KRA) continues to strengthen its solid waste management efforts through various initiatives focused on improving resource efficiency and implementing circular economy principles in its operations. One such initiative involves collaboration with PT Komatsu Indonesia in managing metal scrap generated from operational activities. The metal scrap is sent for a melting process and subsequently reused as raw material in the production process, ensuring that materials remain within the usage cycle rather than ending up as waste.

In addition, KRA has implemented a cardboard recycling program by utilizing a cardboard shredding machine to produce alternative packaging materials. The recycled material is then reused as wrapping for parts and as cushioning for components in the production process, thereby reducing reliance on new packaging materials.

Throughout 2025, these two initiatives successfully diverted approximately 15.1 tons of solid waste from landfill disposal, consisting of 10 tons of metal scrap and 5.1 tons of cardboard. These programs contributed approximately 6% and 3%, respectively, to KRA's total managed solid waste. Through these initiatives, KRA not only reduces operational waste ending up in landfills but also enhances resource utilization efficiency while strengthening the implementation of circular economy practices in the Company's operations.

Pada tahun 2025, Perseroan berhasil mengolah limbah padat sebanyak
 In 2025, the Company diverted

40,349.94 ton
 tons

atau setara dengan 73,84% dari total limbah padat yang dihasilkan.
 representing 73.84% of the total solid waste generated.



Timbulan Limbah Padat

SEOJK F.13 | GRI 306-3, 306-4, 306-5

Perseroan melakukan pemantauan pengelolaan limbah melalui pencatatan timbulan limbah, kepatuhan terhadap izin, dan evaluasi kinerja fasilitas pengelolaan limbah. Indikator yang digunakan antara lain massa limbah yang diolah (*diverted*) dan dibuang (*disposed*).

GRI 3-3, 306-2

Sistem pengukuran sebagai bagian dari upaya pemantauan peningkatan efektivitas pengelolaan limbah telah dilaksanakan secara berkala. Hasil pemantauan tersebut digunakan sebagai pembelajaran dari implementasi program pengelolaan limbah yang telah dijalankan, serta menjadi dasar dalam penyempurnaan prosedur operasional dan perencanaan pengelolaan limbah di masa mendatang. Keterlibatan pemangku kepentingan dalam proses evaluasi juga dilakukan melalui koordinasi dengan regulator, pelatihan karyawan, serta kerja sama dengan mitra pengelola limbah. Masukan dari para pemangku kepentingan tersebut dimanfaatkan untuk menyempurnakan program pengelolaan limbah dan menilai efektivitas tindakan yang telah dilaksanakan.

GRI 3-3

Solid Waste Generation

SEOJK F.13 | GRI 306-3, 306-4, 306-5

The Company monitors waste management through the recording of waste generation, compliance with relevant permits, and evaluation of the performance of waste management facilities. The indicators used include the mass of waste diverted and disposed.

GRI 3-3, 306-2

Measurement systems as part of efforts to monitor and improve the effectiveness of waste management are implemented on a regular basis. The results of such monitoring serve as learning inputs from the implementation of waste management programs and form the basis for the refinement of operational procedures and future waste management planning. Stakeholder involvement in the evaluation process is also conducted through coordination with regulators, employee training, and collaboration with waste management partners. This feedback used to enhance waste management programs and to assess the effectiveness of the actions implemented.

GRI 3-3

Total Timbunan Limbah Padat

Total Solid Waste Generated

Deskripsi Description	Satuan Unit	2025	2024*	2023*
Limbah Padat B3 B3 Solid Waste				
Limbah Padat <i>Diverted</i> Solid Waste Diverted	Ton	2,841.01	2,392.53	1,139.21
Limbah Padat <i>Disposed</i> Solid Waste Disposed	Tons	2,079.96	1,969.18	2,765.71
Limbah Padat Non-B3 Non-B3 Solid Waste				
Limbah Padat <i>Diverted</i> Solid Waste Diverted	Ton	37,508.94	25,510.29	13,948.18
Limbah Padat <i>Disposed</i> Solid Waste Disposed	Tons	12,212.50	10,895.04	10,275.73
Total Limbah Padat Total Solid Waste	Ton Tons	54,642.40	40,767.04	28,128.83

Keterangan:

- Data pada tabel di atas adalah data konsolidasi entitas induk dan anak perusahaan (20 perusahaan).
- Data total limbah padat mengacu pada Kriteria Pengumpulan dan Penghitungan Data.
- Limbah padat B3 *disposed* dikirimkan ke TPA B3 yang memiliki izin.
- Limbah padat *diverted* adalah limbah yang setelah melalui proses, digunakan kembali oleh Perseroan maupun dikelola untuk diresirkulasi ke proses produksi ataupun penggunaan lain.
- Limbah padat non-B3 *disposed* yang telah melalui proses dan dibuang ke TPA setelah pengolahan sesuai peraturan yang berlaku.
- Metodologi dan asumsi yang digunakan dalam pengukuran yaitu dengan pengukuran dengan timbangan dan pendekatan.
- * Terdapat penyajian kembali karena adanya perbaikan metode perhitungan dan perluasan cakupan data.

Notes:

- The data in the table above represents consolidated data from the parent entity and its subsidiaries (20 companies).
- Total solid waste data refers to the Data Collection and Calculation Criteria.
- Disposed hazardous solid waste (B3) is sent to licensed hazardous waste landfills (B3 disposal facilities).
- Diverted solid waste refers to waste that, after processing, is reused by the Company or managed to be recirculated into the production process or other uses.
- Disposed non-hazardous solid waste (non-B3) refers to waste that has undergone processing and is then disposed of at landfills in accordance with applicable regulations.
- The methodology and assumptions used for measurement include weighing measurements and an estimation approach.
- * A restatement has been made due to improvements in calculation methodologies and the expansion of data scope.

Limbah Operasional Pertambangan

Dalam menjalankan aktivitas pertambangan, Perseroan menghasilkan limbah operasional pertambangan, yaitu *tailing* dan batuan sisa. Perseroan mengelola limbah tersebut sesuai dengan izin dan peraturan yang berlaku.

Tailing

Tailing yang dihasilkan dari proses ekstraksi emas dan perak PT Agincourt Resources (PTAR) berbentuk seperti bubur batuan atau lumpur. PTAR mengelola *tailing* melalui *tailing storage facilities* (TSF) yang berbentuk bendungan yang dibuat dari pemadatan batuan sisa.

Mining Operational Waste

The Company generates mining operational waste in the form of tailings and waste rock, managed in accordance with applicable permits and regulatory requirements.

Tailings

Tailings generated from the gold and silver extraction process of PT Agincourt Resources (PTAR) are in the form of rock slurry or sludge. PTAR manages tailings through tailings storage facilities (TSFs), which are designed as impoundments constructed from compacted waste rock.

Desain Teknik TSF telah memenuhi standar International Commission on Large Dams (ICOLD) dan standar bendungan nasional, serta mendapatkan persetujuan dari Balai Bendungan. Kinerja TSF dipantau secara *real-time* melalui ratusan instrumentasi online sehingga setiap ada pergerakan/isu dapat segera diantisipasi dan dilaporkan berkala setiap enam bulan kepada Balai Bendungan dan ditinjau setiap tahun oleh panel ahli.

Pengelolaan TSF dilakukan untuk mencegah dan memitigasi potensi dampak negatif terhadap lingkungan dan keselamatan masyarakat, termasuk risiko kegagalan bendungan. Apabila ditemukan potensi ketidaksesuaian, Perseroan melakukan tindakan korektif dan peningkatan sistem pengelolaan sesuai rekomendasi panel ahli dan regulator.

Pada tahun 2025, *filtration plant* sudah beroperasi dengan baik. Dengan beroperasinya *filtration plant*, PTAR telah menjalankan pengelolaan *tailing* basah dan *tailing* kering secara bersamaan.

Sepanjang tahun 2025, Perseroan menempatkan sebanyak 4,8 juta ton *tailing* basah di *Tailings Storage Facility* (TSF). Selain itu, melalui pengoperasian *filtration plant*, Perseroan juga menghasilkan sekitar 1,1 juta ton *tailing* kering.

Batuan Sisa

Batuan sisa (*waste rock*) dihasilkan dari aktivitas pertambangan batu bara maupun mineral, untuk mencapai lapisan batu bara atau bijih mineral. Batuan sisa tersebut disimpan di lokasi pembuangan (*disposal*) dengan metode *dumping* atau *in-pit backfill*. Perseroan memastikan tidak membuang batuan sisa ke badan air dan lingkungan laut, serta mematuhi desain dan peraturan yang berlaku yang diintegrasikan dalam perencanaan operasi pembuangan pertambangan (*disposal management*).

Perseroan juga mengidentifikasi jenis batuan sisa berdasarkan sifat, yaitu *Potential Acid Forming* (PAF) dan *Non-Acid Forming* (NAF). Batuan yang diklasifikasikan PAF akan dikelola melalui sistem *encapsulated* dengan lapisan penyegelan dapat menetralkan untuk mencegah terjadinya oksidasi dan timbulnya air asam.

The technical design of the TSF complies with the standards of the International Commission on Large Dams (ICOLD) as well as national dam standards, and has received approval from the Dam Authority. The TSF performance is monitored in real-time through hundreds of online instrumentation systems, enabling any movement or potential issues to be promptly anticipated. The monitoring results are reported periodically every six months to the Dam Authority and reviewed annually by an expert panel.

TSF management prevents and mitigates potential adverse impacts on the environment and public safety, including the risk of dam failure. Where potential non-compliance is identified, the Company undertakes corrective actions and enhances management systems in accordance with the recommendations of the expert panel and relevant regulators.

In 2025, the filtration plant has been operating effectively. With the operation of the filtration plant, PTAR has been managing both wet and dry tailings simultaneously.

Throughout 2025, the Company placed a total of 4.8 million tons of wet tailings in the Tailings Storage Facility (TSF). In addition, through the operation of the filtration plant, the Company also produced approximately 1.1 million tons of dry tailings.

Waste Rock

Waste rock is generated from coal and mineral mining activities to access coal seams or mineral ore bodies. The waste rock is stored at designated disposal areas using dumping or in-pit backfill methods. The Company ensures that waste rock is not disposed of into water bodies or the marine environment, and that disposal activities comply with applicable designs and regulations, which are integrated into mine disposal management planning.

The Company also identifies waste rock based on its characteristics, namely Potential Acid Forming (PAF) and Non-Acid Forming (NAF). Waste rock classified as PAF is managed through an encapsulation system using sealing layers with neutralizing properties to prevent oxidation and the generation of acid mine drainage.

Sebagai informasi tambahan, Tambang Emas Martabe menerapkan *Net Acid Production Potential* (NAPP). NAPP adalah metode yang digunakan untuk menentukan potensi untuk mengoksidasi dan menghasilkan bahan limbah asam dalam pengelolaan batuan sisa yang bersifat PAF. Selain itu, Perseroan mengelola limbah melalui strategi yang terperinci dan terintegrasi dengan *Waste Rock Storage Facility* (WRSF), termasuk menerapkan *sealing layer* untuk membungkus material sulfida yang berisiko.

As additional information, the Martabe Gold Mine applies the Net Acid Production Potential (NAPP) method, with NAPP used to determine the potential for oxidation and acid generation from PAF waste materials in waste rock management. In addition, the Company manages waste through a detailed and integrated strategy involving the Waste Rock Storage Facility (WRSF), including the application of sealing layers to encapsulate high-risk sulfide materials.

Manajemen Air dan Air Limbah

Water and Wastewater Management

GRI 3-3, 303-1, 303-2, 303-3 | SEOJK F.8

United Tractors berkomitmen untuk menerapkan pengelolaan air yang bertanggung jawab dan berkelanjutan dengan mengacu pada peraturan perundang-undangan yang berlaku serta prinsip konservasi sumber daya air. Pengelolaan air dilakukan untuk mendukung keberlangsungan kegiatan operasional dan aktivitas penunjang Perseroan secara berkelanjutan.

Dalam menjalankan operasionalnya, Perseroan berinteraksi dengan sumber daya air melalui aktivitas pengambilan, penggunaan, dan pembuangan air. Perseroan terlibat secara langsung terhadap dampak pengelolaan air melalui kegiatan operasional pertambangan dan aktivitas penunjang, serta secara tidak langsung melalui hubungan bisnis dengan pihak ketiga, seperti penyedia pasokan air (PDAM) dan pengelola fasilitas pengolahan air limbah. Pemanfaatan air dalam kegiatan operasional Perseroan memiliki dampak aktual dan potensial terhadap lingkungan, ekonomi, dan masyarakat. Dampak negatif yang berpotensi timbul antara lain penurunan ketersediaan air bersih serta perubahan kualitas badan air apabila pengelolaan tidak dilakukan secara bertanggung jawab. Dari sisi ekonomi, pengelolaan air yang tidak efisien dapat meningkatkan biaya operasional dan risiko ketidakpatuhan terhadap peraturan.

United Tractors is committed to responsible and sustainable water management practices in accordance with applicable laws and regulations, as well as the principles of water resource conservation. Water management supports the sustainable continuity of the Company's operational activities and supporting operations.

In carrying out its operations, the Company is involved with water resources through water withdrawal, consumption, and discharge activities, and is directly involved in water-related impacts through its mining operations and supporting activities, and indirectly through its business relationships with third parties, such as water supply providers (PDAM) and wastewater treatment facility operators. The use of water in operations has actual and potential impacts on the environment, the economy, and society, as potential negative impacts include a reduction in the availability of clean water and changes in the quality of water bodies if water management is not conducted responsibly. From an economic perspective, inefficient water management may increase operational costs and elevate the risk of non-compliance with regulatory requirements.

Menyadari potensi dampak tersebut, Perseroan menerapkan pengelolaan air secara bertanggung jawab untuk meminimalkan dampak negatif dan mengoptimalkan manfaat positif. Seluruh aktivitas pengelolaan air yang diimplementasikan oleh Perseroan mulai dari pengambilan, penggunaan hingga pembuangan air disesuaikan dengan ketentuan perizinan dan standar lingkungan yang berlaku, kondisi lingkungan setempat, serta mempertimbangkan daya dukung dan daya tampung badan air, serta potensi tekanan terhadap sumber air lokal. Penyesuaian ini dilakukan untuk meminimalkan risiko terhadap ketersediaan air bagi masyarakat dan ekosistem di sekitar wilayah operasional.

GRI 3-3, 303-1

Recognizing these potential impacts, the Company has responsible water management practices to minimize negative impacts and optimize positive outcomes. All water management activities implemented by the Company, from withdrawal and use to discharge, are carried out in accordance with applicable permits and environmental standards, local environmental conditions, and taking into account the carrying capacity and resilience of water bodies, as well as potential pressures on local water resources. These measures are implemented to minimize risks to water availability for communities and ecosystems surrounding the operational areas.

GRI 3-3, 303-1



Pendekatan Pengelolaan Air: Identifikasi Dampak dan Risiko

GRI 3-3, 303-1

Dalam operasionalnya, Perseroan memanfaatkan air untuk berbagai kebutuhan teknis, antara lain proses operasional pertambangan, pengendalian debu, pencucian alat berat, serta kebutuhan domestik karyawan. Air yang digunakan sebagian dikonsumsi dalam proses operasional dan tidak seluruhnya dikembalikan ke lingkungan, sementara air limbah yang dihasilkan dari aktivitas operasional dan domestik dikelola terlebih dahulu melalui fasilitas pengolahan sebelum dilepaskan ke badan air sesuai dengan ketentuan izin lingkungan. Selain itu, Perseroan mengelola potensi dampak aliran air permukaan, seperti peningkatan sedimentasi dan perubahan kualitas air, melalui pengendalian limpasan air hujan dan sistem saluran air yang terintegrasi di area operasional.

Pendekatan identifikasi dampak dan risiko terkait air dilakukan secara sistematis sejak tahap perencanaan kegiatan dan dilanjutkan secara berkala sepanjang siklus operasional, yang mencakup tahap konstruksi, operasional, serta aktivitas pendukung yang berpotensi memengaruhi kuantitas dan kualitas air. Proses ini mengacu pada dokumen AMDAL serta RKL-RPL yang mencakup seluruh kegiatan operasional utama maupun penunjang.

Selanjutnya, identifikasi tersebut diperkuat melalui pemantauan kuantitas dan kualitas air yang dilakukan secara berkala melalui monitoring internal serta pengujian oleh pihak eksternal yang terakreditasi. Hasil pemantauan kemudian dievaluasi terhadap persyaratan dan standar lingkungan yang berlaku guna memastikan proses identifikasi dampak tetap relevan, akurat, dan adaptif terhadap dinamika kegiatan operasional maupun kondisi lingkungan.

Sejalan dengan upaya pengelolaan dampak dan risiko tersebut, Perseroan juga bekerja sama dengan berbagai pemangku kepentingan, termasuk regulator, mitra pengelola air, serta stakeholder lainnya yang memiliki dampak signifikan terhadap penggunaan dan pengelolaan air, guna memastikan penerapan praktik pengelolaan air yang selaras dengan prinsip keberlanjutan.

Water Management Approach: Identification of Impacts and Risks

GRI 3-3, 303-1

The Company utilizes water for various technical purposes, including mining operational processes, dust suppression, heavy equipment washing, and employees' domestic needs. A portion of the water used is consumed during operational processes and is not fully returned to the environment, while wastewater generated from operational and domestic activities is treated through appropriate treatment facilities prior to being discharged into water bodies in accordance with environmental permit requirements. In addition, the Company manages potential impacts from surface water runoff, such as increased sedimentation and changes in water quality, through the control of rainwater runoff and the implementation of integrated drainage systems within its operational areas.

The identification of water-related impacts and risks is carried out systematically starting from the planning stage of activities and continued periodically throughout the operational lifecycle, covering the construction phase, operational activities, as well as supporting activities that may affect water quantity and quality. This process refers to the AMDAL and RKL-RPL documents, which encompass all main and supporting operational activities.

Furthermore, this identification is reinforced through regular monitoring of water quantity and quality, conducted through internal monitoring and testing by accredited external parties. The monitoring results are then evaluated against applicable environmental requirements and standards to ensure that the impact identification process remains relevant, accurate, and adaptive to changes in operational activities and environmental conditions.

In line with these efforts to manage impacts and risks, the Company also collaborates with various stakeholders, including regulators, water management partners, and other stakeholders that have significant influence on water use and management, to ensure the implementation of water management practices aligned with sustainability principles.

Sebagai bagian dari pendekatan tersebut, Perseroan menetapkan tujuan dan target pengelolaan air yang kemudian ditinjau secara berkala sebagai bagian dari mekanisme pengawasan manajemen. Proses peninjauan ini mempertimbangkan perkembangan regulasi, kemajuan teknologi pengolahan air, serta praktik terbaik industri, sehingga target yang ditetapkan tetap relevan, terukur, dan sejalan dengan komitmen keberlanjutan Perseroan.

GRI 303-1

Pengambilan Air

GRI 303-3 | SEOJK F.8

Dalam proses pengambilan air, sumber air yang dimanfaatkan oleh Perseroan berasal dari berbagai sumber, antara lain adalah air tanah, air permukaan, serta pasokan air dari pihak ketiga (PDAM).

GRI 3-3

Proses pengambilan air tersebut juga dilakukan pemantauan dan pengukuran secara berkala dengan pencatatan volume pengambilan air, pemantauan hasil uji kualitas air sesuai dengan izin lingkungan yang relevan. Indikator yang digunakan antara lain volume pengambilan air dan kepatuhan baku mutu kualitas air. Hasil pemantauan tersebut digunakan sebagai pembelajaran dari implementasi program pengelolaan limbah yang telah dijalankan, serta menjadi dasar dalam penyempurnaan prosedur operasional dan perencanaan pengelolaan limbah di masa mendatang. Keterlibatan pemangku kepentingan dalam proses evaluasi juga dilakukan melalui koordinasi dengan regulator, pelatihan karyawan, serta kerja sama dengan mitra pengelola limbah. Masukan dari para pemangku kepentingan tersebut dimanfaatkan untuk menyempurnakan program pengelolaan limbah dan menilai efektivitas tindakan yang telah dilaksanakan.

GRI 3-3

As part of this approach, the Company establishes water management objectives and targets, which are periodically reviewed as part of management oversight mechanisms. This review process takes into account regulatory developments, advancements in water treatment technologies, and industry best practices, ensuring that the targets remain relevant, measurable, and aligned with the Company's sustainability commitments.

GRI 303-1

Water Withdrawal

GRI 303-3 | SEOJK F.8

In the water withdrawal process, the water sources utilized by the Company originate from various sources, including groundwater, surface water, and water supply from third parties (PDAM).

GRI 3-3

The water withdrawal process is monitored and measured periodically through the recording of water withdrawal volumes and the monitoring of water quality test results in accordance with relevant environmental permits. The monitoring indicators used include water withdrawal volume and compliance with applicable water quality standards. The monitoring results are used as learning inputs from the implementation of water and wastewater management programs that have been carried out and serve as the basis for refining operational procedures and future water and wastewater management planning. Stakeholder engagement in the evaluation process is also conducted through coordination with regulators, employee training, and cooperation with waste management partners. Feedback from stakeholders is used to improve water and wastewater management programs and to assess the effectiveness of the actions implemented.

GRI 3-3

Total Pengambilan Air Berdasarkan Sumber

Total Water Withdrawal by Source

GRI 303-3

Deskripsi Description	Satuan Unit	2025	2024*	2023*
Air Tanah Groundwater		519.95	621.28	765.33
Air Permukaan Surface Water	Megaliter	4,356.96	5,385.65	5,731.48
Air dari Pihak Ketiga Third-Party Water	Megaliter	1,156.42	966.22	382.35
Air Hujan Rainwater		11,567.11	10,713.28	-
Total Pengambilan Air Dengan Air Hujan		17,600.43	17,686.43	6,879.15
Total Water Withdrawal Including Rainwater	Megaliter			
Total Pengambilan Air Tanpa Air Hujan	Megaliter	6,033.32	6,973.15	6,879.15
Total Water Withdrawal Excluding Rainwater				

Keterangan:

- Data pengambilan air yang bersumber dari air hujan baru mulai dilaporkan pada tahun 2024.
- Data pada tabel di atas adalah data konsolidasi entitas induk dan anak perusahaan (20 perusahaan).
- Data pengambilan air yang bersumber dari air hujan baru mulai dilaporkan pada tahun 2024. Data ini tidak termasuk kedalam lingkup perhitungan pencapaian *waterwithdrawal intensity reduction*.
- Metodologi dan asumsi menggunakan gabungan antara pengukuran aktual menggunakan *flow meter* dan estimasi pengambilan.
- * Terdapat penyajian kembali karena adanya perbaikan metode perhitungan dan perluasan cakupan data.

Notes:

- Data on water withdrawal sourced from rainwater was first reported in 2024.
- The data in the table above are consolidated data of parent entity and subsidiaries (20 companies).
- Rainwater withdrawal data has only been reported starting in 2024. This data is not included in the scope of the calculation for the water withdrawal intensity reduction achievement.
- Methodology and assumptions use a combination of actual measurements using a flow meter and withdrawal estimates.
- * A restatement has been made due to improvements in calculation methodologies and the expansion of data scope.

Metode dan Program Pengelolaan Air

GRI 3-3, 303-2

Perseroan memiliki program utama terkait manajemen air dan air limbah yang menerapkan prinsip keberlanjutan melalui berbagai program efisiensi dan daur ulang air. Melalui berbagai pendekatan untuk mewujudkan program efisiensi dan daur ulang air, air yang telah digunakan dikelola melalui berbagai metode pengolahan guna memastikan kualitasnya memenuhi ketentuan lingkungan sebelum dimanfaatkan kembali atau dilepaskan ke badan air. Beberapa metode pengolahan air yang diterapkan oleh Perseroan meliputi:

Water Management Methods and Programs

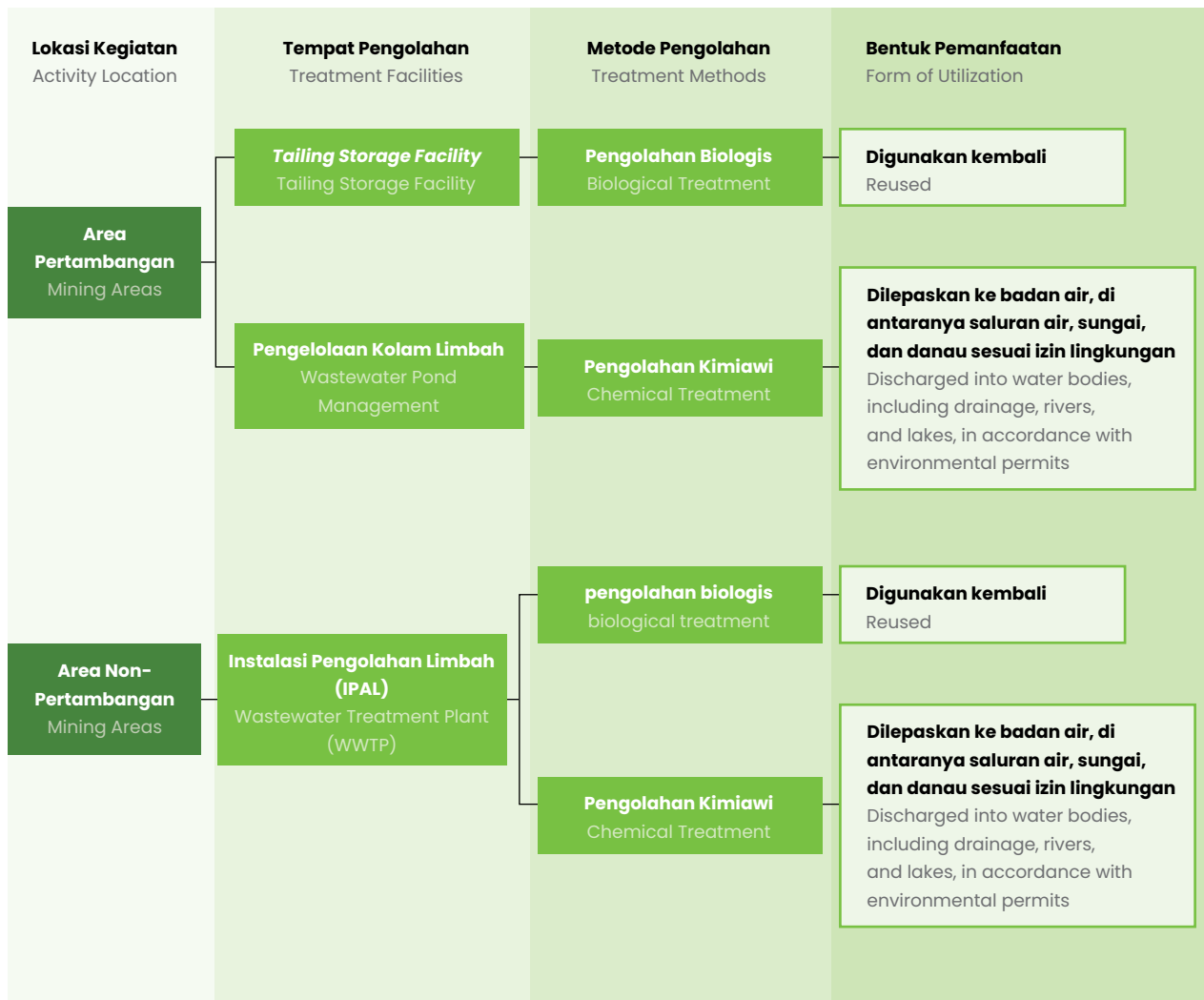
GRI 3-3, 303-2

The Company has established key programs related to water and wastewater management apply sustainability principles through various water efficiency and recycling initiatives. Through various approaches to implement water efficiency and recycling programs, water that has been used is managed through multiple treatment methods to ensure its quality meets environmental standards before being reused or discharged into water bodies. Several water treatment methods implemented by the Company include:



Metode Pengelolaan Air
Water Treatment Methods

GRI 303-3



Selain penerapan metode pengolahan air tersebut, Perseroan juga melaksanakan berbagai program pengelolaan dan efisiensi air sebagai bagian dari upaya konservasi sumber daya air, antara lain sebagai berikut:

1. Penggunaan Teknologi Keran Tekan

Perseroan mengadopsi penggunaan keran tekan dan teknologi hemat air di seluruh fasilitas operasional untuk meningkatkan efisiensi penggunaan air. Melalui langkah ini, Perseroan mengoptimalkan pemanfaatan air tanah maupun pasokan air dari pihak ketiga.

In addition to implementing these water treatment methods, the Company also carries out various water management and efficiency programs as part of its efforts to conserve water resources, including the following:

1. Use of Push-Tap Technology

The Company adopts push taps and water-saving technologies across operational facilities to improve water use efficiency. This initiative optimizes the use of groundwater and third-party water supplies.

2. Pemanfaatan Daur Ulang Air Limbah untuk Flushing Toilet

Perseroan memanfaatkan air limbah yang diolah melalui IPAL untuk kebutuhan menyiram toilet. Dengan menggunakan kembali air hasil olahan tersebut, Perseroan memperkuat upaya penghematan sumber daya air bersih sekaligus menurunkan volume limbah yang dilepas ke badan air.

3. Teknologi Reverse Osmosis (RO) dan Moving Bed Bio Reactor (MBBR)

Perseroan menerapkan teknologi *Reverse Osmosis* (RO) dan *Moving Bed Bio Reactor* (MBBR) pada IPAL untuk meminimalkan beban polutan. Teknologi ini dilakukan di Kantor Pusat United Tractors. Salah satu air hasil RO dan MBBR digunakan untuk pencucian alat berat yang dapat menjaga kualitas permukaan cat superior.

4. Pengelolaan Air dengan Sistem Tertutup

PT Energi Prima Nusantara (EPN) menerapkan sistem *loop* tertutup dalam pengelolaan air. Sistem ini memastikan air dapat dimanfaatkan secara efisien. Melalui sistem ini, air limbah dikumpulkan dalam kolam pengolahan khusus, diolah dengan teknologi yang cermat, lalu digunakan kembali dalam proses industri.

2. Wastewater Utilization for Toilet Flushing

The Company reuses treated wastewater from wastewater treatment plant (WWTP) for toilet flushing. This practice strengthens clean water conservation efforts while reducing the volume of wastewater discharged to water bodies.

3. Reverse Osmosis (RO) and Moving Bed Bio Reactor (MBBR) Technologies

The Company applies Reverse Osmosis (RO) and Moving Bed Bio Reactor (MBBR) technologies at WWTP to minimize pollutant loads. These technologies are implemented at United Tractors' Head Office. Part of the treated water from RO and MBBR is used for heavy equipment washing, helping maintain superior paint surface quality.

4. Closed-Loop Water Management System

PT Energi Prima Nusantara (EPN) implements a closed-loop water management system to ensure efficient water utilization. Under this system, wastewater is collected in dedicated treatment ponds, processed using appropriate technologies, and reused in industrial processes.



Inovasi Daur Ulang Air untuk Efisiensi *Washing Plant*

Water Recycling Innovation to Improve Washing Plant Efficiency



Perseroan melalui anak usaha di lini bisnis pertambangan terus memperkuat komitmen terhadap pengelolaan sumber daya air yang bertanggung jawab. Pada unit *washing plant* batu bara, Perseroan mengimplementasikan sistem daur ulang air berbasis proses koagulasi dan flokulasi di *Thickener Tank*, yang memungkinkan pemisahan partikel padat dari air hasil pencucian sehingga air dapat dimanfaatkan kembali dalam mendukung kelangsungan proses operasional.

Untuk meningkatkan kinerja sistem tersebut, sebagian *washing plant* telah dilengkapi dengan instalasi *Belt Press* yang mengolah lumpur hasil proses koagulasi dan flokulasi secara lebih optimal. Melalui teknologi ini, air dipisahkan secara efektif dari padatan, di mana air hasil pemisahan digunakan kembali dalam proses pencucian batu bara, sementara padatan dikelola secara aman dengan pemindahan ke area disposal.

Implementasi *Belt Press* memberikan dampak nyata terhadap efisiensi penggunaan air. *Washing plant* yang telah menerapkan teknologi ini mencatat konsumsi air baku (*fresh water*) hanya sebesar 0,2 m³ per ton *coal feed*, jauh lebih rendah dibandingkan *washing plant* yang belum menggunakan teknologi tersebut dengan konsumsi mencapai 1,8 m³ per ton *coal feed*. Pencapaian ini mencerminkan penghematan konsumsi air hingga 88%, sekaligus menunjukkan upaya nyata Perseroan dalam mengurangi ketergantungan terhadap sumber air baku, meningkatkan efisiensi operasional, dan mendukung pengelolaan sumber daya air yang berkelanjutan.

Through its subsidiaries in the mining business line, the Company continues to strengthen its commitment to responsible water resource management. At coal washing plant units, the Company has a water recycling system based on coagulation and flocculation processes in Thickener Tanks, enabling the separation of solid particles from wash water and allowing the water to be reused to support ongoing operational processes.

To enhance system performance, several washing plants have been equipped with Belt Press installations that more effectively process sludge generated from the coagulation and flocculation process. Through this technology, water is efficiently separated from solids, with the recovered water reused in the coal washing process, while the solids are safely managed through disposal to designated areas.

Belt Press technology has delivered tangible improvements in water use efficiency. Washing plants that have adopted this technology recorded fresh water consumption of only 0.2 m³ per ton of coal feed, significantly lower than washing plants without the technology, which consume up to 1.8 m³ per ton of coal feed. This achievement represents an 88% reduction in water consumption and demonstrates the Company's efforts to reduce reliance on fresh water sources, enhance operational efficiency, and support sustainable water resource management.

Total Timbunan Limbah Cair

Total Wastewater Generated

SEOJK F.13, F.15 | GRI 306-3, 306-4, 306-5

Deskripsi Description	Satuan Unit	2025	2024*	2023*
Limbah Cair B3 B3 Liquid Waste				
Limbah Cair <i>Diverted</i> Wastewater Diverted	Ton	15,664.03	16,355.86	15,420.42
Limbah Cair <i>Disposed</i> Wastewater Disposed	Tons	101.45	84.59	32.82
Limbah Cair Non-B3 Non-B3 Liquid Waste				
Limbah Cair <i>Diverted</i> Wastewater Diverted	Ton	1,377,308.62	522,871.36	309,519.52
Limbah Cair <i>Disposed</i> Wastewater Disposed	Tons	33,127,288.48	38,868,059.42	40,426,314.89
Total Limbah Cair Total Wastewater	Ton Tons	34,520,362.58	39,407,371.23	40,751,287.65

Keterangan:

- Data pada tabel di atas adalah data konsolidasi entitas induk dan anak perusahaan (20 perusahaan).
- Data total limbah cair B3 mengacu pada Kriteria Pengumpulan dan Penghitungan Data.
- Faktor konversi limbah B3 sebesar 0,86 ton/m³ dan limbah non-B3 sebesar 1 ton/m³.
- Limbah cair B3 disposed dikirimkan ke TPA B3 yang memiliki izin.
- Limbah cair diverted adalah limbah yang telah melalui proses pengolahan dan digunakan kembali oleh Perseroan maupun dikelola untuk diresirkulasi ke proses produksi ataupun penggunaan lain.
- Limbah cair non-B3 disposed yang telah melalui proses pengolahan dibuang ke badan air setelah memenuhi baku mutu sesuai dengan ketentuan peraturan yang berlaku.

* Terdapat penyajian kembali karena adanya perbaikan metode perhitungan dan perluasan cakupan data.

Notes:

- The data in the table above represents consolidated data from the parent entity and its subsidiaries (20 companies).
- Total hazardous wastewater (B3) data refers to the Data Collection and Calculation Criteria.
- The conversion factor for B3 wastewater is 0.86 tons/m³, while the conversion factor for non-B3 wastewater is 1 ton/m³.
- Disposed hazardous wastewater (B3) is sent to licensed hazardous waste disposal facilities (B3 landfills).
- Diverted wastewater refers to waste that has undergone treatment processes and is reused by the Company or managed to be recirculated into the production process or other uses.
- Disposed non-hazardous wastewater (non-B3) refers to waste that has undergone treatment and is discharged into water bodies after meeting the required quality standards in accordance with applicable regulations.

* A restatement has been made due to improvements in calculation methodologies and the expansion of data scope.



Manajemen Lahan dan Keanekaragaman Hayati

Land and Biodiversity Management

Perseroan memastikan bahwa seluruh kegiatan operasional sepanjang tahun 2025 dilaksanakan secara bertanggung jawab dan sesuai dengan ketentuan hukum yang berlaku, sebagai bagian dari komitmen Perseroan dalam melindungi keanekaragaman hayati serta menjaga keberlanjutan lingkungan. Perseroan menyadari bahwa lini usaha konsesi pertambangan mineral PT Agincourt Resources (PTAR) dan pertambangan batu bara PT Buah Turangga Agung (TTA) memiliki risiko terhadap lahan dan keanekaragaman hayati. Oleh sebab itu, Perseroan menerapkan pendekatan komprehensif dalam pengelolaan lahan dan keanekaragaman hayati. Sebagai langkah awal, Perseroan memastikan seluruh lokasi operasional telah mendapatkan izin/persetujuan beroperasi dari pemerintah dan telah memenuhi kewajiban sesuai AMDAL dan disetujui berdasarkan izin lingkungan yang dikeluarkan oleh Pemerintah Indonesia.

SEOJK F.9 | GRI 3-3, 304-1

Dalam setiap pembukaan bisnis baru maupun proses akuisisi, aspek keanekaragaman hayati (*biodiversity*) menjadi salah satu fokus utama dalam pelaksanaan ESG *Due Diligence*. Perseroan memastikan bahwa risiko terhadap biodiversitas dan ekosistem dinilai secara sistematis dengan mengacu pada IFC Performance Standard 6 (PS 6) serta ketentuan peraturan yang berlaku baik secara nasional maupun internasional. Pendekatan ini memungkinkan potensi dampak diidentifikasi sejak tahap awal pengambilan keputusan investasi dan dikelola melalui langkah-langkah mitigasi yang sesuai.

Pengelolaan Lahan

Perseroan melakukan perencanaan penggunaan lahan terpadu di PTAR dan TTA. Sebelum melakukan pembukaan vegetasi, Perseroan menerapkan survei

The Company ensures that all operational activities throughout 2025 are carried out responsibly and in compliance with applicable laws and regulations, as part of its commitment to protecting biodiversity and maintaining environmental sustainability. The Company recognizes that its mineral mining concession business line operated by PT Agincourt Resources (PTAR) and its coal mining operations under PT Buah Turangga Agung (TTA) entailed risks to land and biodiversity. Accordingly, the Company implements comprehensive approach to land and biodiversity management to ensure that all operational sites have obtained the required operating permits and approvals from the government and have fulfilled AMDAL obligations and approved under the environmental permit issued by the Government of Indonesia.

SEOJK F.9 | GRI 3-3, 304-1

In all new business development and acquisition processes, biodiversity is a key focus of ESG due diligence, where risks to biodiversity and ecosystems are assessed systematically with reference to IFC Performance Standard 6 (PS 6) and applicable national and international regulations. This approach enables potential impacts to be identified in the early stages of investment decision-making and managed through appropriate mitigation measures.

Land Management

The Company implements integrated land-use planning at PTAR and TTA where, prior to any vegetation clearing, pre-clearing surveys are carried

prapembukaan yang harus dilakukan setidaknya satu tahun sebelum pembukaan, termasuk untuk area yang telah disetujui.

Semua pembukaan vegetasi di lokasi tambang diatur secara ketat oleh prosedur permintaan gangguan lahan (LADR), yaitu:

1. Verifikasi area yang dibuka telah disetujui berdasarkan parameter AMDAL.
2. Pencatatan yang cermat dari semua bukti yang relevan.
3. Jika ada fauna yang terlihat di area terdekat, Perseroan segera menghentikan semua kegiatan pembukaan untuk memastikan keselamatan fauna.
4. Dalam kurun waktu setidaknya 24 jam sebelum pembukaan vegetasi, Perseroan melakukan inspeksi secara langsung di area yang akan dibuka untuk memeriksa keberadaan spesies yang diklasifikasikan sebagai terancam kritis. Selama proses pembukaan vegetasi berlangsung, tim lingkungan juga bersiaga di lokasi untuk melakukan pemantauan secara berkelanjutan guna memastikan perlindungan terhadap spesies yang dilindungi.

Luasan pembukaan dilakukan minimal sesuai dengan keperluan operasi dan memperhatikan aspek-aspek keselamatan sehingga dampak lingkungan dari pembukaan lahan dapat diminimalkan.

Reklamasi dan Revegetasi

Saat lahan tambang mencapai kondisi final atau pasca tambang, Perseroan segera melakukan reklamasi lahan dengan mengembalikan lahan yang telah terganggu akibat kegiatan operasional sesuai dengan kondisi semula. Perseroan melakukan penataan *top soil* dan penanaman pohon guna memulihkan kondisi lahan bekas galian dan menyediakan penyerapan karbon dioksida.

Perseroan menyusun rencana reklamasi dan revegetasi untuk setiap wilayah pertambangan yang telah disetujui oleh dinas pertambangan setempat. Rencana tersebut juga mencakup rencana anggaran dan biaya. Selain itu, Perseroan memiliki kebun pembibitan (*nursery*) yang mencakup koleksi bibit spesies lokal maupun tanaman produktif di setiap lokasi tambang. Perseroan juga melakukan pemantauan fauna, sifat fisik dan kimia tanah, serta tanaman untuk memastikan keefektifan pelaksanaan.

out at least one year in advance, including for areas that have already received approval.

All vegetation clearing at mining sites is strictly regulated through the land disturbance approval request (LADR) procedure, which includes:

1. Verification that the area to be cleared has been approved in accordance with AMDAL parameters.
2. Careful documentation of all relevant evidence.
3. If faunas are observed in nearby areas, the Company immediately suspends all clearing activities to ensure the safety of the faunas.
4. At least 24 hours prior to vegetation clearing, the Company conducts on-site inspections of the area to be cleared to check for the presence of species classified as critically endangered. Throughout the vegetation clearing process, the environmental team is also on standby at the site to conduct ongoing monitoring to ensure the protection of protected species.

The extent of land clearing is limited to the minimum required for operational needs and takes safety considerations into account, in order to minimize environmental impacts from land clearing activities.

Reclamation and Revegetation

Once mining site reaches its final or post-mining condition, the Company promptly carries out land reclamation by restoring areas disturbed by operational activities to their original condition, conducting topsoil management and tree planting to rehabilitate former excavation areas and support carbon dioxide sequestration.

The Company prepares reclamation and revegetation plans for each mining area, approved by the relevant local mining authorities. These plans also include detailed budget and cost estimates. In addition, the Company operates plant nurseries at each mining site, comprising collections of local species seedlings as well as productive plant species. The Company monitors fauna, the soil's physical and chemical characteristics, and vegetation to ensure the effectiveness of implementation.

Keanekaragaman Hayati

Upaya pengelolaan keanekaragaman hayati secara komprehensif dilakukan oleh Perseroan di salah satu anak usaha, PTAR. PTAR menerapkan Kebijakan Keanekaragaman Hayati dan Kode Praktik Pengelolaan Keanekaragaman Hayati untuk mengelola potensi dampak terhadap keanekaragaman hayati dengan mengacu hierarki pengelolaan dampak IFC Performance Standard 6, The Equator Principles, Standard on Biodiversity Offset (BBOP), IUCN Red List, Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), Peraturan Menteri Lingkungan Hidup dan Kehutanan No. 106 Tahun 2018 tentang Jenis Tumbuhan dan Satwa yang Dilindungi, dan dokumen Analisis Mengenai Dampak Lingkungan (AMDAL). Pendekatan ini menempatkan prioritas pada upaya menghindari dampak sejak awal, meminimalkan efek yang tidak dapat dihindari, memulihkan area yang terdampak, serta menerapkan tindakan konservasi yang diperlukan.

PTAR membentuk Panel Penasihat Keanekaragaman Hayati pada tahun 2019. Panel ini terdiri dari ilmuwan internasional dan nasional terkemuka dengan keahlian di bidang ekosistem hutan dan konservasi orangutan. Seluruh anggota Panel Penasihat Keanekaragaman Hayati bertugas untuk mengidentifikasi, memetakan, dan memitigasi risiko terhadap keanekaragaman hayati. Perseroan memastikan Panel Penasihat Keanekaragaman Hayati bersifat independen dan PTAR tidak memiliki intervensi. Fungsi dan tanggung jawab Panel Penasihat Keanekaragaman Hayati dapat dilihat pada Piagam Panel Penasihat Keanekaragaman Hayati.

Strategi dan Rencana Tindakan Keanekaragaman Hayati

GRI 101-2, 101-4, 304-2 | SEOJK F.10

PTAR memiliki dokumen Strategi dan Rencana Tindakan Keanekaragaman Hayati (BSAP) untuk memandu pengelolaan keanekaragaman hayati yang bertanggung jawab. Dokumen tersebut telah disetujui oleh Chief Executive Officer dan ditinjau setiap tahun untuk memastikan keselarasan dengan

Biodiversity

Comprehensive biodiversity management efforts are carried out by the Company at one of the subsidiaries, PTAR. PTAR implements a Biodiversity Policy and a Biodiversity Management Code of Practice to manage potential impacts on biodiversity, applying the impact mitigation hierarchy in accordance with IFC Performance Standard 6, the Equator Principles, the Biodiversity Offset Standard (BBOP), the IUCN Red List, the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), Regulation of the Minister of Environment and Forestry No. 106 of 2018 on Protected Plant and Animal Species, and Environmental Impact Assessment (AMDAL) documents. This approach prioritizes impact avoidance at the earliest stages, minimization of unavoidable impacts, restoration of affected areas, and the implementation of necessary conservation measures.

PTAR established a Biodiversity Advisory Panel in 2019 comprising the leading international and national scientists with expertise in forest ecosystems and orangutan conservation. All members of the Biodiversity Advisory Panel (BAP) are tasked with identifying, mapping, and mitigating biodiversity-related risks. The Company ensures that the Biodiversity Advisory Panel operates independently, with no intervention from PTAR. The roles and responsibilities of the Biodiversity Advisory Panel are set out in the Biodiversity Advisory Panel Charter.

Biodiversity Strategy and Action Plan

GRI 101-2, 101-4, 304-2 | SEOJK F.10

PTAR has established a Biodiversity Strategy and Action Plan (BSAP) guides responsible biodiversity management, approved by the Chief Executive Officer and reviewed annually to ensure alignment with leading industry practices. The strategy was developed using a mitigation hierarchy approach



praktik terdepan industri. Strategi ini dikembangkan melalui pendekatan hierarki mitigasi sesuai dengan IFC Performance Standard 6, The Equator Principles, dan Standard on Biodiversity Offset (BBOP).

in accordance with IFC Performance Standard 6, the Equator Principles, and the Biodiversity Offset Standard (BBOP).

Penerapan Hierarki Mitigasi terhadap Dampak Keanekaragaman Hayati Terkait Proyek
 Application of the Mitigation Hierarchy to Project-Related Biodiversity Impacts



Komponen Hierarki Mitigasi
 Mitigation Hierarchy Components

<p>Penghindaran Avoidance</p> <p>Penghindaran dampak melalui keputusan yang dibuat di awal tahap perencanaan proyek. Avoiding impacts through decisions made at the early stages of project planning.</p>
<p>Meminimalisasi Minimization</p> <p>Melibatkan pengurangan hilangnya keanekaragaman hayati "serendah mungkin" karena dampak yang tidak dapat dihindari jika proyek tersebut dilaksanakan. Terdapat tiga kelas pengendalian untuk meminimalkan dampak lingkungan terkait proyek: pengendalian fisik terkait dengan desain infrastruktur, pengendalian operasional seperti aturan dan prosedur, dan pengendalian pengurangan polusi.</p> <p>Involves reducing biodiversity loss to the lowest feasible level for impacts that cannot be avoided if the project proceeds. There are three classes of controls to minimize project-related environmental impacts: physical controls related to infrastructure design, operational controls such as rules and procedures, and pollution reduction controls.</p>
<p>Pemulihan Restoration</p> <p>Melibatkan tindakan yang diambil untuk memulihkan hilangnya keanekaragaman hayati yang belum ditangani untuk memulihkan hilangnya keanekaragaman hayati yang belum ditangani melalui penghindaran dan/atau minimalisasi.</p> <p>Involves actions taken to restore biodiversity losses that have not been addressed through avoidance and/or minimization measures.</p>
<p>Offsets Offsets</p> <p>Hasil konservasi terukur yang diperoleh dari tindakan yang dirancang untuk mengompensasi dampak residual keanekaragaman hayati yang merugikan dan signifikan akibat pengembangan proyek dan bertahan setelah tindakan penghindaran, minimalisasi, dan pemulihan yang tepat.</p> <p>Measurable conservation outcomes resulting from actions designed to compensate for significant and adverse residual biodiversity impacts caused by project development, which remain after appropriate avoidance, minimization, and restoration measures have been applied.</p>

BSAP ditinjau secara tahunan untuk mendukung perbaikan keberlanjutan dalam pengelolaan keanekaragaman hayati yang mencakup peninjauan strategi dan kinerja, serta perencanaan strategi keanekaragaman hayati untuk kedepannya dalam pengelolaan keanekaragaman hayati, ruang lingkup pertemuan ini mencakup peninjauan kinerja pengelolaan keanekaragaman hayati pada tahun sebelumnya dan khususnya pelaksanaan Rencana Tindakan Keanekaragaman Hayati tahunan, persetujuan Rencana Tindakan Keanekaragaman Hayati untuk tahun mendatang, dan peninjauan Strategi dan Rencana Tindakan Keanekaragaman Hayati.

The BSAP is reviewed annually to support continuous improvement in biodiversity management, including the review of strategies and performance, as well as the development of biodiversity strategies for the future. The scope of this review includes an evaluation of biodiversity management performance in the previous year, with a particular focus on the implementation of the annual Biodiversity Action Plan, approval of the Biodiversity Action Plan for the following year, and a review of the Biodiversity Strategy and Action Plan.





Ketahanan Iklim

Climate Resilience

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Membangun Ketahanan Iklim

Building Climate Resilience



Transparansi iklim United Tractors diperkuat melalui integrasi risiko dan peluang perubahan iklim ke dalam perencanaan strategis, operasional, dan keuangan sesuai kerangka TCFD, serta penguatan kapasitas manajemen dan karyawan dengan menerapkan pendekatan manajemen risiko berbasis risiko secara konsisten dan terintegrasi di seluruh lini bisnis.

United Tractors' climate transparency is strengthened by integrating climate-related risks and opportunities into strategic, operational, and financial planning in line with the TCFD framework, alongside strengthening management and employee capabilities through the consistent implementation of an integrated risk-based management approach across all business lines.

United Tractors berkomitmen meningkatkan transparansi, memperkuat akuntabilitas, dan mendukung pengambilan keputusan yang lebih baik dalam menghadapi tantangan perubahan iklim. Perseroan mengintegrasikan kemungkinan dampak yang timbul ke dalam perencanaan strategis, operasional, dan keuangan.

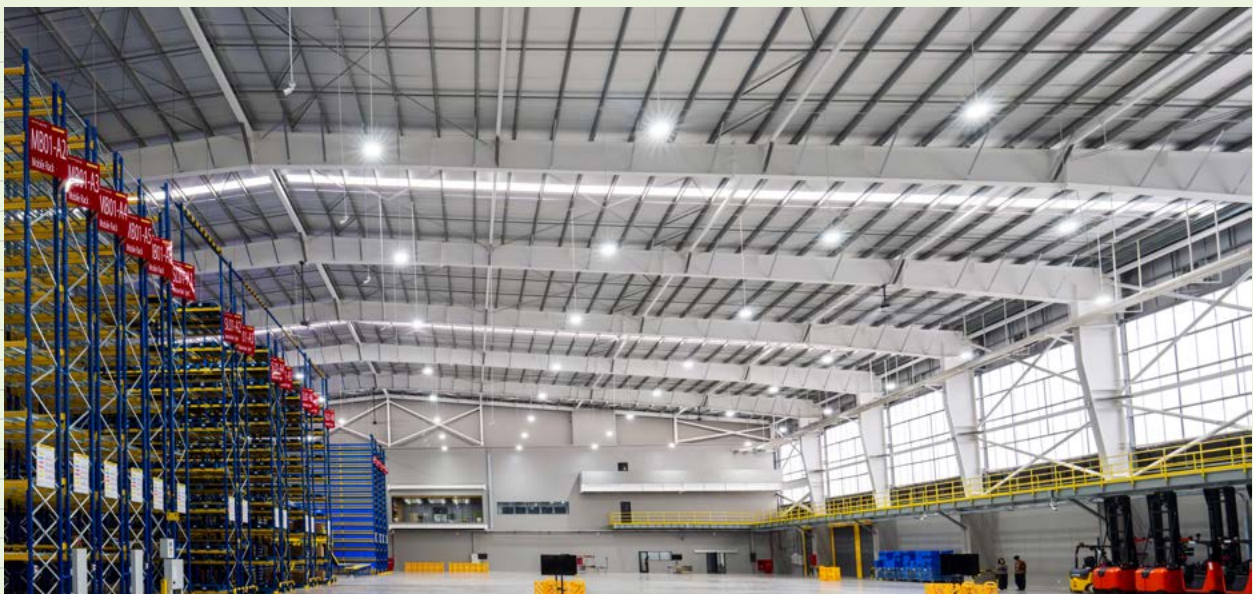
Sejak tahun 2023, Perseroan telah meningkatkan perjalanan transparansi iklim dengan menyertakan informasi terkait iklim dalam lingkup Grup UT (UT dan anak perusahaan) yang bergerak di berbagai lini bisnis. Sejak saat itu, Perseroan terus memperkuat proses internal untuk mengidentifikasi serta mengelola risiko dan perubahan iklim sesuai dengan kerangka kerja Task Force on Climate-related Financial Disclosures (TCFD).

Guna mengintegrasikan aspek ketahanan iklim ke seluruh lini bisnis, Perseroan membekali manajemen dan karyawan dengan peningkatan kapasitas terkait perubahan iklim, sekaligus mengimplementasikan pendekatan berbasis risiko dalam kerangka manajemen risiko.

United Tractors is committed to enhancing transparency, strengthening accountability, and supporting better decision-making in addressing the challenges of climate change. Therefore, the Company has integrated potential climate-related impacts across its strategic, operational, and financial planning.

The Company advanced its climate transparency journey in 2023, by including climate-related information across the UT Group (UT and its subsidiaries), which operates across diverse business lines. Since then, the Company has strengthened internal processes to identify and manage climate-related risks and impacts in accordance with the framework of the Task Force on Climate-related Financial Disclosures (TCFD).

To embed climate resilience considerations throughout the business, the Company has used capacity-building initiatives on climate change to equip management and employees, while also implementing a risk-based approach within the enterprise risk management framework.



Tata Kelola Iklim

Climate Governance

GRI 2-12, 2-13

Pengelolaan mitigasi dan antisipasi dampak terkait iklim memerlukan pendekatan yang terintegrasi, transparan, dan berkelanjutan. Oleh karena itu, tata kelola yang efektif berperan penting untuk memperjelas pembagian tanggung jawab dan tindakan spesifik yang akan diambil dalam mengatasi, mengevaluasi, dan menangani isu-isu terkait iklim.

Direksi dan Komite Pengawasan

United Tractors memiliki struktur organisasi keberlanjutan dalam mengelola aspek ESG, yang dipimpin langsung oleh Direksi. Perseroan menunjuk Director in Charge (DIC) of Sustainability, yang bertanggung jawab mengoordinasikan serta memberikan arahan strategis terkait perencanaan dan pengambilan keputusan dalam menghadapi tantangan perubahan iklim. DIC Sustainability juga bertugas meninjau dan mengawasi strategi rencana aksi utama, kebijakan akuisisi dan divestasi, serta memantau kinerja melalui evaluasi target, inisiatif keberlanjutan, dan isu strategis yang tertuang dalam Triple-P Roadmap Strategy dan diterapkan dengan pendekatan *Plan-Do-Check-Action* (PDCA). Seluruh proses ini secara berkala dilaporkan kepada Direksi, Dewan Komisaris, atau komite terkait sesuai kebutuhan.

SEOJK E.1

Perseroan menyelenggarakan *Board Sustainability Meeting* minimal 4 (empat) kali dalam setahun untuk membahas berbagai aspek keberlanjutan, termasuk strategi, inisiatif, target, serta evaluasi dampak operasional. Pada tahun 2025, Perseroan telah menyelenggarakan 4 (empat) kali pertemuan dalam setahun terkait forum strategis untuk mengevaluasi kinerja keberlanjutan, termasuk pengelolaan emisi GRK, kemajuan inisiatif dekarbonisasi, upaya adaptasi iklim, serta pengungkapan terkait iklim. Selanjutnya, hasil *Board Sustainability Meeting* digunakan sebagai landasan bagi Perseroan dalam melakukan perbaikan berkelanjutan.

GRI 2-9, 2-12, 2-14

Effective management of climate-related risks and opportunities requires a transparent, integrated, and sustainable approach. Accordingly, robust climate governance plays a critical role in clarifying roles, responsibilities, and specific actions to be taken in addressing, evaluating, and managing climate-related issues.

Board of Directors and Oversight Committees

United Tractors has established a sustainability governance structure to manage ESG, led directly by the Board of Directors. The Company appointed a Director in Charge (DIC) of Sustainability to be responsible for coordinating and providing strategic directions on planning and decision-making in addressing climate change challenges. The DIC of Sustainability also oversees and reviews key action plan strategies, acquisition and divestment policies, and monitors performance through the evaluation of targets, sustainability initiatives, and strategic issues outlined in the Triple-P Roadmap Strategy, implemented using the Plan-Do-Check-Action (PDCA) approach. All processes are regularly reported to the Board of Directors, the Board of Commissioners, or relevant committees as needed.

SEOJK E.1

The Company holds Board Sustainability Meetings at least 4 (four) times a year to discuss various sustainability, including strategies, initiatives, targets, and evaluations of any operational impacts. In 2025, the Company has convened 4 (four) meetings during this year as part of strategic forum to evaluate sustainability performance, including GHG emissions management, progress on decarbonization initiatives, climate adaptation efforts, and climate-related disclosures. Subsequently, the outcomes of the Board Sustainability Meeting serve as the basis for the the Company's continuous improvement efforts.

GRI 2-9, 2-12, 2-14

Selain itu, Perseroan membentuk Komite Environmental, Social, and Governance (ESG) yang bertanggung jawab mengoordinasikan implementasi aspek ESG di seluruh unit usaha, baik di United Tractors maupun anak perusahaan. Komite ESG juga bertugas memastikan pelaksanaan strategi keberlanjutan selaras dengan Triple-P Roadmap Strategy.

Peran Manajemen dalam Menilai dan Mengelola Risiko dan Peluang Terkait Iklim

DIC Sustainability, didukung oleh Komite Penyelenggara dan Komite ESG, mendelegasikan peran masalah iklim kepada Sekretariat di bawah tim Manajemen Risiko.

The Company has also established an Environmental, Social, and Governance (ESG) Committee, responsible for coordinating implementation of ESG aspects across all business units within United Tractors and its subsidiaries. The ESG Committee also ensures that sustainability strategies are aligned with the Triple-P Roadmap Strategy.

Management Role in Assessing and Managing Climate-Related Risks and Opportunities

The DIC of Sustainability, supported by the Steering Committee and the ESG Committee, delegates climate-related responsibilities to the Secretariat under the Risk Management team.

Peran Organ Tata Kelola United Tractors dalam Pengelolaan ESG

Roles of United Tractors' Governance Bodies in ESG Management

Komite Penyelenggara Steering Committee

Memastikan seluruh program ESG, termasuk program terkait iklim, diimplementasikan di seluruh instalasi Perseroan, sejalan dengan target yang telah ditetapkan.

Ensures that all ESG programs, including climate-related initiatives, are implemented across the Company's operations in line with established targets.

Sekretariat Secretariat

- Memastikan informasi dikomunikasikan dengan benar kepada Komite Teknis dan Komite Manajemen Grup UT.

Ensures that information is properly communicated to the Technical Committee and the UT Group Management Committee.

- Mengomunikasikan data terkait perubahan iklim yang menjadi perhatian Komite Teknis Grup UT dan terkait dengan kerangka kerja ESG.

Communicates climate-related data of concern to the UT Group Technical Committee in alignment with the ESG framework.

- Mengumpulkan data terkait iklim dari Grup UT.

Collects climate-related data from the UT Group.

Komite Teknis Technical Committee

- Melaksanakan program terkait perubahan iklim, sesuai dengan target yang telah ditentukan.

Implements climate change-related programs in accordance with established targets.

- Mencatat dan melaporkan program terkait perubahan iklim, sesuai dengan target yang telah ditentukan.

Records and reports climate-related programs in line with defined targets.

- Memastikan program yang ditugaskan kepada setiap komite teknis sesuai dengan siklus PDCA.

Ensures that programs assigned to each technical committee are implemented in accordance with the PDCA cycle.

Komite Manajemen Management Committee

- Mengomunikasikan data terkait perubahan iklim dari setiap perusahaan yang terkait dengan Komite Teknis dan kerangka kerja ESG.

Communicates climate-related data from each company to the Technical Committee in alignment with the ESG framework.

- Mengonfirmasikan dan menginformasikan data terkait perubahan iklim dari setiap perusahaan.

Confirms and disseminates climate-related data from each company.



Tim Komunikasi ESG

ESG Communications Team

- Mengomunikasikan dan menyebarkan informasi terkait iklim kepada pemangku kepentingan internal dan eksternal.
Communicates and disseminates climate-related information to internal and external stakeholders.
- Meningkatkan reputasi positif Perseroan terkait iklim.
Enhances the Company's positive climate-related reputation.

Tim Operasional

Operational Teams

- Mengembangkan dan mengimplementasikan program terkait iklim sesuai target Komite Teknis Grup UT yang telah ditetapkan oleh Komite Penyelenggara.
Develop and implement climate-related programs in line with the UT Group Technical Committee targets established by the Steering Committee.
- Melaporkan data dan dokumen terkait iklim kepada Komite Teknis Grup UT.
Report climate-related data and documentation to the UT Group Technical Committee.

Manajemen Risiko Iklim

Climate Risk Management

Mengidentifikasi dan Menilai Risiko Terkait Iklim

Corporate Risk Management Department secara berkala memeriksa beberapa risiko utama Perseroan, termasuk berkolaborasi dengan Corporate Sustainability Department untuk mendefinisikan risiko terkait iklim. Risiko dan peluang yang telah diidentifikasi kemudian akan dilaporkan kepada para pemangku kepentingan untuk diukur dan dinilai berdasarkan skala prioritas dalam analisis skenario. Dalam proses ini, DIC Sustainability mengawasi dan menyetujui risiko dan peluang prioritas.

Dalam penentuan prioritas risiko dan peluang, Perseroan mempertimbangkan signifikansi dampak terhadap kelangsungan usaha, tingkat urgensi, kemungkinan dan tingkat keparahan dampak, serta relevansinya terhadap beragam operasi bisnis Grup UT. Perseroan melibatkan berbagai fungsi guna

Identifying and Assessing Climate-Related Risks

The Corporate Risk Management Department periodically reviews the Company's key risks, including through collaboration with the Corporate Sustainability Department to define climate-related risks. Identified risks and opportunities are subsequently reported to the relevant stakeholders for measurement and prioritization through scenario analysis. In this process, the DIC of Sustainability oversees and approves the priority climate-related risks and opportunities.

In prioritizing risks and opportunities, the Company considers the significance of impacts on business continuity, the level of urgency, the likelihood and severity of impacts, as well as their relevance across the diverse business operations of the UT Group. The Company involves multiple functions to obtain

mendapatkan berbagai sudut pandang mengenai iklim serta mempertimbangkan hasil penelitian dan publikasi mengenai tren dalam isu iklim.

Kemudian, temuan dari analisis tersebut akan menjadi masukan untuk memperbarui daftar risiko dan penilaian risiko iklim agar selaras dengan dinamika lanskap perubahan iklim dan perubahan peraturan perundang-undangan terkait.

Mengelola Risiko Terkait Iklim

United Tractors telah memulai dan akan terus memantau risiko terkait iklim secara berkala, yang digunakan sebagai landasan dalam upaya mitigasi dan pengembangan mitigasi. Perseroan juga telah menetapkan inisiatif dekarbonisasi yang tercakup dalam Aspirasi Keberlanjutan 2030 UT.

Perseroan telah memetakan risiko fisik dan transisi dari hasil analisis skenario iklim, yang selanjutnya digunakan untuk meningkatkan ketahanan Perseroan melalui proses manajemen risiko.

Pengelolaan Risiko Terkait Iklim

1. Eksplorasi peluang bisnis baru dari produk dan layanan rendah emisi karbon, penilaian paparan aset Perseroan yang bergantung pada batu bara dan bahan bakar fosil, serta secara bertahap beralih dari portofolio batu bara sebagai wujud nyata komitmen terhadap Aspirasi Keberlanjutan 2030 UT.
2. Pengelolaan kehutanan melalui program pascatambang kehutanan sebagai sistem penangkapan karbon untuk mengurangi jejak karbon.
3. Kajian terus-menerus terhadap jejak karbon dan peluang bagi pendekatan energi ramah lingkungan untuk mempertahankan kemajuan dalam pencapaian target iklim Grup UT, serta menajaki peluang lain yang dapat dimanfaatkan dalam strategi dan inisiatif iklim pada masa depan, seperti penyeimbangan karbon dan layanan rehabilitasi pertambangan progresif untuk memulihkan keanekaragaman hayati dalam operasi pertambangan.
4. Mitigasi keterlambatan dan disrupsi terhadap operasional melalui strategi kekurangan air serta perubahan rute pengiriman ketika permukaan sungai rendah.

diverse perspectives on climate-related issues and also takes into account findings from research and publications on emerging climate trends.

Subsequently, the findings serve as inputs to update the climate risk register and climate risk assessments, ensuring alignment with the evolving climate change landscape and related regulatory developments.

Managing Climate-Related Risks

United Tractors has initiated, and periodically monitors, climate-related risks as a basis for mitigation efforts and measures. The Company has also established decarbonization initiatives as part of the UT 2030 Sustainability Aspirations.

The Company has mapped both physical and transition risks based on the results of climate scenario analysis, which are subsequently used to strengthen the Company's resilience through its risk management processes.

Climate-Related Risk Management

1. Exploration of new business opportunities from low-carbon products and services, assessment of the Company's asset exposure to coal and fossil fuel-dependent activities, and a gradual transition from coal-related portfolios as a tangible commitment to the UT 2030 Sustainability Aspirations.
2. Forest management through post-mining reforestation programs as a carbon sequestration system to reduce the Company's carbon footprint.
3. Ongoing assessment of carbon footprint and opportunities for environmentally friendly energy approaches to maintain progress toward the Group's climate targets, while also exploring additional opportunities to be leveraged in future climate strategies and initiatives, such as carbon balancing and progressive mine rehabilitation services to restore biodiversity in mining operations.
4. Mitigation of delays and operational disruptions through water scarcity management strategies and adjustments to shipping routes during periods of low river water levels.



- 5. Peningkatan kebijakan Keselamatan, Kesehatan, dan Lingkungan serta strategi tanggap darurat untuk memperhitungkan bahaya terkait iklim. Perseroan akan terus melengkapi karyawan dengan informasi dan pendidikan yang tepat mengenai penyakit akibat panas, serta meningkatkan sistem peringatan dini.
- 6. Penguatan tata kelola perusahaan, dokumentasi, sistem pengumpulan data, pengungkapan metrik terkait perubahan iklim dan kemajuan terhadap kerangka kerja terkemuka seperti IFRS, serta terus menjalin hubungan dengan pemangku kepentingan Perseroan.

Mengintegrasikan Risiko Terkait Iklim ke Dalam Kerangka Kerja Manajemen Risiko

United Tractors mengintegrasikan risiko-risiko terkait iklim yang telah diidentifikasi ke dalam Kerangka Kerja Manajemen Risiko sebagai risiko strategis. Selanjutnya, Perseroan berencana memperluas proses *Enterprise Risk Management (ERM)* agar mencakup risiko terkait iklim dengan berbagai langkah, di antaranya:

- Memastikan pengumpulan data dampak iklim jangka panjang yang memadai di seluruh dunia usaha untuk pengembangan metrik adaptasi/mitigasi.
- Mempertimbangkan perubahan iklim dalam investasi untuk *retrofit*, kriteria desain, dan perluasan bangunan di wilayah dengan paparan tinggi.
- Memberikan wawasan dan berbagi pengalaman untuk proyek ketahanan iklim dan dekarbonisasi antar unit bisnis dan mitra.
- Mempertimbangkan pelatihan kesadaran iklim yang sejalan dengan perusahaan induk, yaitu Astra International.
- Memperluas mitigasi dan pengendalian yang ada saat ini untuk mengelola risiko dan peluang utama, melalui peningkatan sistem pemantauan untuk mencakup risiko dan peluang transisi.
- Mendorong penelitian mengenai alternatif rendah karbon dan memperluas kemitraan dengan pemasok dan pemangku kepentingan lain untuk mendorong keterlibatan dalam melakukan dekarbonisasi rantai nilai.

- 5. Enhancement of Occupational Safety, Health, and Environment (OSHE) policies and emergency response strategies to account for climate-related hazards. The Company continues to equip employees with appropriate information and education on heat-related illnesses and to strengthen early warning systems.
- 6. Strengthening corporate governance, documentation, data collection systems, and the disclosure of climate-related metrics and progress in alignment with leading frameworks such as IFRS, while maintaining ongoing engagement with the Company's stakeholders.

Integrating Climate-Related Risks into the Risk Management Framework

UT integrates the identified climate-related risks into its Risk Management Framework as strategic risks. Going forward, the Company plans to further expand Enterprise Risk Management (ERM) processes to comprehensively incorporate climate-related risks, including:

- Ensure the adequate collection of long-term climate impact data across all business units to support the development of adaptation/mitigation metrics.
- Consider climate change in investments related to retrofitting, design criteria, and the expansion of buildings in areas with high exposure.
- Provide insights and share experiences on climate resilience and decarbonization projects across business units and with partners.
- Consider climate awareness training aligned with the parent company, Astra International.
- Expand existing mitigation measures and controls to manage key risks and opportunities by enhancing monitoring systems to also cover transition-related risks and opportunities.
- Encourage research into low-carbon alternatives and expand partnerships with suppliers and other stakeholders to promote engagement in value chain decarbonization.

Strategi Terkait Iklim

Climate-Related Strategy

Perubahan iklim kini telah menjadi salah satu tantangan terbesar yang dihadapi oleh komunitas global, termasuk pelaku usaha. Kegiatan bisnis dapat terpengaruh oleh dampak fisik dan dampak transisi akibat perubahan iklim. Namun, perubahan iklim juga dapat menghadirkan peluang bagi Perseroan untuk meningkatkan kinerja.

Climate change is one of the most significant challenges facing the global community and business activities may be affected by both physical and transitional impacts of climate change. Yet, climate change may also present opportunities for the Company to enhance performance.

Risiko dan Peluang Terkait Iklim

GRI 201-2

United Tractors telah mengidentifikasi, menguji, dan memprioritaskan risiko serta peluang utama terhadap operasional bisnis dengan mempertimbangkan tingkat kerentanan aset dan operasional akibat dampak iklim. Selain itu, Perseroan menerapkan strategi mitigasi yang mencakup dukungan infrastruktur, sistem manajemen risiko, adaptasi teknologi, kolaborasi dengan pihak ketiga, program efisiensi energi, dan portofolio hijau agar dapat merespons perubahan iklim secara efektif.

Climate-Related Risks and Opportunities

GRI 201-2

United Tractors has identified, assessed, and prioritized key risks and opportunities affecting its business operations by considering the level of vulnerability of assets and operations to climate-related impacts. In addition, the Company implements mitigation strategies that include infrastructure support, risk management systems, technology adaptation, collaboration with third parties, energy efficiency programs, and the development of a green portfolio to effectively respond to climate change.

Identifikasi Risiko dan Peluang Terkait Iklim yang Teridentifikasi

Identification of Climate-Related Risks and Opportunities

Risiko dan Peluang Risk and Opportunity	Definisi Definition	Penggerak Prioritas Priority Drivers
Fisik Physical	Akut Acute	Timbul dari peristiwa cuaca ekstrem seperti banjir, gelombang badai, dan kebakaran hutan. Arising from extreme weather events such as floods, storms, and wildfires.
	Kronis Chronic	Timbul dari proses iklim yang berubah dalam skala waktu lebih lama, seperti kenaikan suhu dan permukaan laut, serta perubahan curah hujan. Arising from long-term climate processes, such as increases in temperature and sea levels, as well as changes in precipitation patterns.

Risiko dan Peluang Risk and Opportunity	Definisi Definition	Penggerak Prioritas Priority Drivers
Transisi Transition Kebijakan dan Hukum Policy and Legal Teknologi Technology Pasar Market Reputasi Reputation	Perubahan peraturan untuk pembatasan emisi GRK dengan penekanan pada operasi dan produk yang intensif menghasilkan emisi karbon. Changes in regulations to limit GHG emissions, with a focus on operations and products that are carbon-intensive.	Kebijakan dan peraturan pengurangan emisi akan meningkatkan biaya operasional dan produk yang secara intens menghasilkan emisi. Policies and regulations on emissions reduction may increase operational and product costs for activities that are inherently emissions-intensive.
	Adopsi teknologi dan inovasi yang mendukung pengurangan emisi sebagai investasi potensial yang diperlukan untuk mencapai efisiensi. The adoption of technologies and innovations that support emissions reduction as potential investments required to achieve efficiency.	Langkah-langkah inovasi teknologi dapat menawarkan inovasi rantai pasokan teknologi rendah emisi. Technological innovation measures may offer low-emission technology supply chain solutions.
	Turunnya permintaan terhadap produk-produk yang intensif emisi pada masa depan, atau sebaliknya, naiknya permintaan terhadap produk dan layanan rendah karbon. A decline in future demand for emissions-intensive products, or conversely, an increase in demand for low-carbon products and services.	Permintaan alat berat dalam skenario emisi nol bersih berkurang secara signifikan karena menurunnya permintaan batu bara dan jasa terkait. Demand for heavy equipment under a net zero emissions scenario decreases significantly due to reduced demand for coal and related services.
	Ekspektasi dan persepsi pemangku kepentingan terkait upaya-upaya keberlanjutan yang dilakukan organisasi. Stakeholder expectations and perceptions regarding the organization's sustainability efforts.	Harapan para pemangku kepentingan terhadap upaya mengatasi perubahan iklim akan terus meningkat. Stakeholder expectations regarding efforts to address climate change will continue to increase.

Analisis Skenario Iklim

United Tractors telah melakukan analisis skenario iklim untuk memahami risiko dan peluang terkait perubahan iklim yang penting bagi Perseroan dalam berbagai kondisi pada masa depan. Analisis skenario ini mempertimbangkan perubahan iklim secara fisik maupun transisi dan faktor pendorong sosial-ekonomi sebagai hipotesis mengenai apa yang mungkin dapat terjadi dalam jangka pendek hingga panjang.

Climate Scenario Analysis

United Tractors has conducted a climate scenario analysis to understand climate change-related risks and opportunities that affect the Company under various future conditions. The analysis considers both physical and transitional climate risks, as well as key socio-economic drivers, as hypotheses of potential developments over the short, medium, and long-term.

Kerangka Waktu

Timeframe





Analisis Skenario Iklim
Climate Scenario Analysis

<p>Pemanasan di Bawah 2°C Aksi Iklim Agresif (Skenario Emisi Rendah)</p> <p>Warming Below 2°C Aggressive Climate Action (Low-Emissions Scenario)</p>	<p>Pemanasan 2 hingga 3°C Target dan Kebijakan Saat Ini (Skenario Transisi)</p> <p>Warming of 2 to 3°C Current Targets and Policies (Transition Scenario)</p>	<p>Pemanasan di Atas 3°C Aksi Iklim Terbatas (Skenario Emisi Tinggi)</p> <p>Warming Above 3°C Limited Climate Action (High-Emissions Scenario)</p>
<p>Deskripsi Description</p> <p>Skenario emisi rendah yang mewakili skenario pengurangan emisi agresif untuk memenuhi Perjanjian Paris. Ditandai dengan kolaborasi global pemerintah, masyarakat, dan industri untuk mendorong dekarbonisasi secara cepat. Kebijakan yang ketat dan inovasi teknologi membantu mencapai <i>net zero emission</i> sebelum tahun 2060.</p> <p>A low-emissions scenario representing aggressive emissions reduction efforts to meet the Paris Agreement. It is characterized by global collaboration among governments, society, and industry to accelerate decarbonization. Stringent policies and technological innovation support the achievement of net zero emission before 2060.</p> <p>Analisis Analysis</p> <p>Fisik: SSP1-2.6/RCP4.5 Physical: SSP1-2.6/RCP4.5</p> <p>Transisi: NGFS Emisi Nol Bersih NGFS 2060 Transition: NGFS Net Zero Emission 2060</p>	<p>Deskripsi Description</p> <p>Skenario emisi sedang hingga tinggi yang mewakili kebijakan tertunda dan berbeda serta menyebabkan penurunan emisi secara lambat. Emisi dibatasi berdasarkan kebijakan yang ada dan komitmen yang diumumkan, termasuk kontribusi yang ditentukan secara nasional, tetapi masih belum dapat mencapai target Perjanjian Paris.</p> <p>A medium to high-emissions scenario representing delayed and uneven policies, resulting in a slower pace of emissions reduction. Emissions are constrained based on existing policies and announced commitments, including nationally determined contributions, but remain insufficient to achieve the targets of the Paris Agreement.</p> <p>Analisis Analysis</p> <p>Transisi: Kebijakan NGFS Saat Ini Transition: NGFS Current Policies</p>	<p>Deskripsi Description</p> <p>Skenario emisi tinggi yang merepresentasikan dasar kenaikan emisi global jika pemerintah dan pasar tidak melakukan perubahan terhadap kebijakan dan investasi rendah karbon. Skenario ini tidak sejalan dengan Perjanjian Paris mengenai pemanasan di bawah 2°C pada 2100.</p> <p>A high-emissions scenario representing a baseline trajectory of rising global emissions if governments and markets do not implement changes to low-carbon policies and investments. This scenario is not aligned with the Paris Agreement objective of limiting warming to below 2°C by 2100.</p> <p>Analisis Analysis</p> <p>Fisik: SSP5-8.5/RCP8.5 Physical: SSP5-8.5/RCP8.5</p>

Keterangan:
 SSP: Jalur Sosial Ekonomi Bersama
 RCP: Jalur Konsentrasi Representatif
 NGFS: Menghijaukan Sistem Keuangan

Notes:
 SSP: Shared Socioeconomic Pathways
 RCP: Representative Concentration Pathways
 NGFS: Network for Greening the Financial System

Hasil kajian tersebut kemudian dibandingkan dengan skenario *Enhanced Nationally Determined Contribution* (ENDC) Indonesia serta dianalisis bersama data internal Perseroan, termasuk informasi geografi, energi, dan emisi, untuk menilai ketahanan strategi dan portofolio bisnis dalam berbagai skenario perubahan iklim.

The assessment results were subsequently compared with Indonesia’s *Enhanced Nationally Determined Contribution* (ENDC) scenario and analyzed in conjunction with the Company’s internal data, including geographic, energy, and emissions information, to evaluate the resilience of its strategy and business portfolio across various climate change scenarios.

Hasil Analisis Risiko dan Peluang Terkait Iklim terhadap Bisnis, Strategi, dan Perencanaan Keuangan United Tractors

Results of the Analysis of Climate-Related Risks and Opportunities on United Tractors’ Business, Strategy, and Financial Planning

Dampak Potensial Potential Impact	Kerangka Waktu Timeframe	Solusi Mitigasi dan Adaptasi Mitigation and Adaptation Solutions
Fisik Physical		
Akut Acute		
R Hujan/banjir ekstrem Extreme rainfall/floods		
<p>1. Dampak terhadap Biaya/Pendapatan Operasional, Belanja Modal, dan Rantai Pasok Hulu Impact on Operating Costs/ Revenues, Capital Expenditure, and Upstream Supply Chain</p>	<ul style="list-style-type: none"> Peningkatan premi asuransi akibat kerusakan aset, infrastruktur, dan peralatan. Increased insurance premiums due to damage to assets, infrastructure, and equipment. Waktu henti operasional, rantai pasokan, dan produktivitas manufaktur. Operational downtime affecting supply chains and manufacturing productivity. Biaya pompa air dan listrik meningkat di lokasi pengeboran. Higher water pumping and electricity costs at drilling sites. 	<p>Jangka pendek hingga jangka panjang Short to long-term</p> <ul style="list-style-type: none"> Penerapan mitigasi dan pencegahan bahaya, seperti peningkatan kapasitas drainase/pompa banjir, dan pelatihan karyawan. Implementation of hazard mitigation and prevention measures, such as increasing drainage/flood pump capacity, and employee training. Kolaborasi dengan pemasok untuk mengevaluasi ketahanan dan mendukung perencanaan risiko. Collaboration with suppliers to assess resilience and support risk planning.
<p>2. Disrupsi/Penurunan Produktivitas Karyawan Disruption/Decline in Employee Productivity</p>	<ul style="list-style-type: none"> Gangguan terhadap produktivitas tenaga kerja. Disruptions to workforce productivity. Keterbatasan akses lokasi karena genangan air/banjir. Restricted access to sites due to waterlogging/flooding. Dampak kesehatan akibat penyakit yang ditularkan melalui air dan penyakit yang disebabkan oleh nyamuk. Health impacts from waterborne diseases and mosquito-borne illnesses. Hilangnya waktu/penurunan produktivitas karyawan karena akomodasi terkena banjir. Loss of working time and reduced employee productivity due to flooded accommodation facilities. 	<ul style="list-style-type: none"> Memantau kejadian dan insiden ekstrem, seperti tanah longsor dan banjir, serta tinjauan terhadap kebijakan kesejahteraan karyawan. Monitoring extreme events and incidents, such as landslides and floods, as well as reviewing employee welfare policies. Perancangan model potensi dampak finansial dari paparan risiko iklim pada masa depan. Development of models to assess potential future financial impacts from climate risk exposure.
<p>3. Dampak terhadap Rantai Pasokan Hilir Impact on Downstream Supply Chain</p>	<p>Migrasi bahan/limbah berbahaya ke luar lokasi (dampak reputasi/finansial). Migration of hazardous materials/waste off-site (reputational and financial impacts).</p>	



Dampak Potensial Potential Impact	Kerangka Waktu Timeframe	Solusi Mitigasi dan Adaptasi Mitigation and Adaptation Solutions
Tindak Lanjut Solusi Mitigasi dan Adaptasi Follow-up Actions for Mitigation and Adaptation Solutions		
<ol style="list-style-type: none"> 1. Pendekatan untuk memitigasi dan pencegahan bahaya <ol style="list-style-type: none"> a. Pembentukan Tim Kesiapsiagaan Tanggap Darurat (TKTD). b. Pembuatan kebijakan mitigasi bahaya banjir melalui Instruksi Kerja untuk Siaga dan Penanganan Banjir. c. Menerapkan <i>emergency response plan</i> (ERP) sebagai mitigasi bahaya bencana banjir yang berkaitan dengan dampak terhadap produktivitas operasional. d. Memperkuat ketahanan infrastruktur sebagai pencegahan bahaya fisik, seperti penerapan sistem drainase yang mampu menampung air hujan. e. Perlindungan asuransi untuk kerusakan aset fisik. 2. Kolaborasi dengan vendor atau pihak ketiga Dalam beberapa kasus, United Tractors telah berkolaborasi dengan pihak ketiga dalam mengevaluasi ketahanan terhadap risiko banjir dan hujan ekstrem, seperti: <ol style="list-style-type: none"> a. Bekerja sama dengan pihak-pihak eksternal dalam peningkatan pemahaman kepada karyawan dan penanganan banjir. b. Bekerja sama dengan Pemerintah dalam penanganan evakuasi korban banjir dan peningkatan kompetensi Tim TKTD. c. Membentuk tim darurat, tim bencana, dan tim <i>Search and Rescue</i> (SAR) di lokasi kerja yang bekerja sama dengan lembaga pemerintah. 3. Sistem atau perangkat untuk memantau peristiwa dan insiden ekstrem <ol style="list-style-type: none"> a. Memiliki sistem TKTD yang terintegrasi dengan kantor pusat sehingga dalam kejadian ekstrem, sistem tersebut dapat diaktifkan untuk memantau kondisi cuaca, melakukan pendataan karyawan, serta melaksanakan evakuasi jika diperlukan. b. Sebagian anak perusahaan telah memiliki satelit <i>and ground based radar</i> untuk mengidentifikasi perubahan topografi untuk melihat potensi tanah longsor. 4. Penerapan <i>Business Continuity Plan</i> (BCP) dengan pengembangan metode yang lebih akurat untuk memastikan perseroan dapat memberikan pelayanan optimal bagi pelanggan. <ol style="list-style-type: none"> 1. Approach to hazard mitigation and prevention <ol style="list-style-type: none"> a. Establishment of an emergency response preparedness team (ERT). b. Development of flood hazard mitigation policies through Work Instructions for Flood Preparedness and Response. c. Implementation of an Emergency Response Plan (ERP) as a mitigation measure for flood-related hazards that may affect operational productivity. d. Strengthening infrastructure resilience as a preventive measure against physical hazards, including the implementation of drainage systems capable of accommodating heavy rainfall. e. Insurance coverage to protect against damage to physical assets. 2. Collaboration with vendors or third parties In certain cases, United Tractors has collaborated with third parties to assess resilience to flood and extreme rainfall risks, including: <ol style="list-style-type: none"> a. Working with external parties to enhance employee awareness and flood response capabilities. b. Collaborating with government authorities in flood evacuation efforts and in strengthening the competencies of the ERT. c. Establishing emergency teams, disaster response teams, and Search and Rescue (SAR) teams at work sites in cooperation with government agencies. 3. Systems or tools to monitor extreme events and incidents <ol style="list-style-type: none"> a. Operating an integrated TKTD system connected to head office, which can be activated during extreme events to monitor weather conditions, track employee status, and carry out evacuations when necessary. b. Several subsidiaries have deployed satellite and ground-based radar systems to identify topographical changes and assess potential landslide risks. 4. Implementation of a Business Continuity Plan (BCP), including the development of more accurate methods to ensure the Company can continue to provide optimal services to customers. 		

Dampak Potensial Potential Impact	Kerangka Waktu Timeframe	Solusi Mitigasi dan Adaptasi Mitigation and Adaptation Solutions
R Kebakaran hutan Forest fires		
<p>1. Dampak terhadap Biaya Operasional/ Pendapatan dan Dampak terhadap Belanja Modal</p> <p>Impact on Operating Costs/ Revenues and Capital Expenditure</p>	<p>Jangka pendek sampai jangka panjang</p> <p>Short to long-term</p>	<ul style="list-style-type: none"> Penerapan mitigasi dan pencegahan bahaya, seperti perencanaan tindakan dan pengadaan alat untuk mengelola kebakaran hutan, serta pelatihan karyawan. <p>Implementation of hazard mitigation and prevention measures, such as action planning and the procurement of equipment to manage forest fires, as well as employee training.</p>
<p>2. Disrupsi/Penurunan Produktivitas Karyawan</p> <p>Disruption/Decline in Employee Productivity</p>	<ul style="list-style-type: none"> Isu kesehatan terkait asap dan indeks kualitas udara yang buruk. Hilangnya waktu/penurunan produktivitas karyawan. Keterbatasan akses lokasi penerbangan akibat asap kebakaran hutan. <p>Health issues related to smoke exposure and poor air quality.</p> <p>Loss of working time and reduced employee productivity.</p> <p>Restricted access to flight locations due to forest fire haze.</p>	<ul style="list-style-type: none"> Pemantauan insiden dan peninjauan kebijakan kesejahteraan karyawan secara teratur. Pembuatan model potensi dampak finansial dari paparan risiko iklim pada masa depan. <p>Regular monitoring of incidents and periodic review of employee welfare policies.</p> <p>Development of models to assess the potential financial impacts of future climate risk exposure.</p>

Tindak Lanjut Solusi Mitigasi dan Adaptasi Follow-up Actions for Mitigation and Adaptation Solutions
<p>1. a. Pembentukan gugus tugas terkait penanganan dampak dari kebakaran hutan yang juga menjadi bagian dari TKTD.</p> <p>b. Pembuatan kebijakan secara umum terkait penanganan dan penanggulangan bencana saat tanggap darurat.</p> <p>c. Dalam penanganan bencana kebakaran hutan dan lahan (karhutla), TKTD United Tractors melakukan identifikasi atas potensi titik panas untuk memantau potensi bencana karhutla dan selanjutnya melakukan langkah perlindungan terhadap karyawan, seperti distribusi APD khusus penanganan debu dan asap serta P3K yang disesuaikan dengan bencana Karhutla serta pengaturan penyiraman lahan (debu).</p> <p>d. Menyediakan fasilitas kesehatan di area perusahaan untuk penanganan pertama apabila karyawan memiliki keluhan kesehatan.</p> <p>e. Bekerja sama dengan rumah sakit terdekat apabila ada karyawan yang membutuhkan penanganan lebih lanjut akibat dampak kebakaran hutan.</p> <p>2. Dalam memantau kondisi kesehatan karyawan, United Tractors melakukan <i>medical check up</i> secara rutin setiap tahun dengan pengukuran spirometer bagi pekerja yang bekerja di area luar ruangan.</p> <p>3. Penerapan <i>Business Continuity Plan</i> (BCP) dengan pengembangan metode yang lebih akurat untuk memastikan perseroan dapat memberikan pelayanan optimal bagi pelanggan.</p>
<p>1. a. Establishment of a task force to address the impacts of forest fires, which also forms part of the ERT.</p> <p>b. Development of general policies related to disaster management and emergency response.</p> <p>c. In managing forest and land fire incidents, United Tractors' ERT identifies potential hotspots to monitor fire risks and implements protective measures for employees, such as the distribution of specialized PPE for dust and smoke exposure, first aid kits tailored to forest and land fire conditions, and land watering arrangements to control dust.</p> <p>d. Provision of healthcare facilities at company sites for initial treatment in the event employees experience health issues.</p> <p>e. Collaboration with nearby hospitals for employees requiring further medical treatment due to the impacts of forest fires.</p> <p>2. To monitor employee health conditions, United Tractors conducts routine annual medical check-ups, including spirometry testing for employees working in outdoor areas.</p> <p>3. Implementation of a Business Continuity Plan (BCP), including the development of more accurate methods to ensure the Company can continue to deliver optimal services to customers.</p>



Dampak Potensial Potential Impact		Kerangka Waktu Timeframe	Solusi Mitigasi dan Adaptasi Mitigation and Adaptation Solutions
Kronis Chronic			
R Kekeringan/musim kemarau berkepanjangan Drought/prolonged dry season			
1. Disrupsi/Penurunan Produktivitas Karyawan Disruption/ Reduced Employee Productivity	Penurunan produktivitas akibat minimnya ketersediaan air. Reduced productivity due to limited water availability.	Jangka pendek sampai jangka panjang Short to long-term	<ul style="list-style-type: none"> Pemantauan insiden dan peninjauan kebijakan hubungan masyarakat. Monitoring of incidents and review of public relations policies. Penilaian, perencanaan, dan pemantauan produksi, utilisasi mesin, logistik, dan pengiriman. Assessment, planning, and monitoring of production, equipment utilization, logistics, and deliveries.
2. Dampak terhadap Rantai Pasokan Hulu Impact on Upstream Supply Chain	<ul style="list-style-type: none"> Ketinggian air yang rendah menghambat pengiriman batu bara/mineral melalui sungai. Low water levels disrupting coal/mineral transportation through rivers. Kekurangan daya listrik akibat peningkatan kebutuhan AC, sementara pembangkit listrik tenaga air menurun. Power shortages driven by higher air-conditioning demand while hydropower generation declines. 		<ul style="list-style-type: none"> Pembuatan model potensi dampak finansial dari paparan risiko iklim pada masa depan. Development of models to estimate potential future financial impacts from exposure to climate-related risks.
3. Dampak terhadap Biaya/Pendapatan Operasional Impact on Operating Costs/ Revenue	<ul style="list-style-type: none"> Risiko reputasi ketidakseimbangan penggunaan air dibandingkan dengan masyarakat. Reputational risks arising from perceived imbalances in water use relative to surrounding communities. Peningkatan biaya kelebihan waktu pada tongkang dan pengangkutan batu bara. Increased costs due to barge demurrage and coal transportation delays. 		
Tindak Lanjut Solusi Mitigasi dan Adaptasi Follow-up Actions for Mitigation and Adaptation Solutions			
<ol style="list-style-type: none"> Identifikasi potensi bahaya melalui kerja sama dengan pihak ketiga. Penerapan Business Continuity Plan (BCP) dengan pengembangan metode yang lebih akurat untuk mengantisipasi potensi kerugian finansial, guna memastikan perlindungan aset yang optimal bagi United Tractors. 			
<ol style="list-style-type: none"> Identification of potential hazards through collaboration with third parties. Implementation of a Business Continuity Plan (BCP) through the development of more accurate methods to anticipate potential financial losses, ensuring optimal asset protection for United Tractors. 			
R Peningkatan suhu dan pemanasan ekstrem Rising temperatures and extreme heat			
1. Dampak terhadap Biaya/Pendapatan Operasional Impact on Operating Costs/ Revenue	<ul style="list-style-type: none"> Ketidakefisienan dan kerusakan peralatan akibat panas berlebih. Equipment inefficiency and damage due to excessive heat. Kekurangan daya akibat permintaan AC yang lebih tinggi ketika terjadi penurunan pembangkit listrik tenaga air. Power shortages resulting from higher air-conditioning demand during periods of reduced hydropower generation. 	Jangka pendek hingga jangka panjang Short to long-term	<ul style="list-style-type: none"> Pemantauan insiden dan peninjauan kebijakan hubungan masyarakat. Monitoring of incidents and review of public relations policies. Pembuatan model potensi dampak finansial dari paparan risiko iklim pada masa depan. Development of models to assess potential future financial impacts from exposure to climate-related risks.
2. Disrupsi/Penurunan Produktivitas Karyawan Disruption/ Reduced Employee Productivity	Isu kesehatan (stres panas) dan penurunan produktivitas karyawan akibat gelombang panas. Health issues (heat stress) and reduced employee productivity due to heatwaves.		
Tindak Lanjut Solusi Mitigasi dan Adaptasi Follow-up Actions for Mitigation and Adaptation Solutions			
<ol style="list-style-type: none"> Identifikasi potensi bahaya melalui kerja sama dengan pihak ketiga. Penerapan Business Continuity Plan (BCP) dengan pengembangan metode yang lebih akurat untuk memastikan Perseroan dapat memberikan pelayanan optimal bagi pelanggan 			
<ol style="list-style-type: none"> Identification of potential hazards through collaboration with third parties. Implementation of a Business Continuity Plan (BCP) through the development of more accurate methods to ensure the Company can continue to deliver optimal services to customers. 			

Dampak Potensial Potential Impact	Kerangka Waktu Timeframe	Solusi Mitigasi dan Adaptasi Mitigation and Adaptation Solutions
Transisi Transition		
Kebijakan dan Hukum Policy and Legal		
R Kebijakan pajak karbon secara luas di Indonesia Broad carbon tax policies in Indonesia		
<p>1. Dampak terhadap Biaya/Pendapatan Operasional</p> <p>Impact on Operating Costs/ Revenue</p>	<ul style="list-style-type: none"> Peningkatan biaya operasional ketika bisnis mengeluarkan emisi. Increased operating costs as a result of emissions generated by business activities. Peningkatan biaya operasional melalui peningkatan rantai pasokan sebagai biaya pemulihan. Higher operating costs due to increased supply chain expenses related to remediation. Penurunan reputasi dapat mengurangi penjualan jika tidak sejalan dengan kebijakan. Reputational decline may lead to reduced sales if business practices are not aligned with prevailing policies. 	<p>Jangka pendek Short-term</p> <ul style="list-style-type: none"> Penetapan target penurunan emisi dan program mitigasi. Establishment of emission reduction targets and mitigation programs. Penggantian kerugian, seperti panel surya dan pembangkit listrik tenaga air mini, serta pembelian sertifikat energi terbarukan (<i>renewable energy certificate—REC</i>). Deployment of replacement measures, such as solar panels and mini-hydropower plants, as well as the purchase of Renewable Energy Certificates (RECs). Peningkatan portofolio hijau/ramah lingkungan. Expansion of green/environmentally friendly portfolios. Penerapan standar bangunan ramah lingkungan. Implementation of green building standards.
Tindak Lanjut Solusi Mitigasi dan Adaptasi Follow-up Actions for Mitigation and Adaptation Solutions		
<ol style="list-style-type: none"> Penetapan target yang selaras dengan Aspirasi Keberlanjutan 2030 UT. Program yang dilakukan pada aktivitas operasional antara lain penggunaan panel surya, pembelian REC, penggunaan biofuel, serta produk ramah lingkungan lainnya. Upaya portofolio hijau: <ol style="list-style-type: none"> Meningkatkan pendapatan dari bisnis non-batu bara termal, seperti melalui diversifikasi bisnis di pertambangan mineral (emas dan nikel) serta energi terbarukan (<i>mini hydro, geothermal, dan waste-to-energy</i>). Menyediakan layanan produk rendah emisi, seperti PC200LCE-11 (ekskavator kelas 20 ton yang beroperasi penuh dengan tenaga listrik). Kantor Pusat United Tractors memiliki standar bangunan hijau yang telah tersertifikasi oleh GBCI dengan status PLATINUM. Selain itu, United Tractors juga mengembangkan sistem manajemen bangunan (<i>building management system</i>) yang mengintegrasikan standar-standar bangunan hijau di area operasional United Tractors. <i>GreenShip Certification</i> sistem meninjau beberapa hal, mencakup: <ol style="list-style-type: none"> Pengembangan lokasi yang tepat. Efisiensi dan konservasi energi. Konservasi air. Sumber daya material dan siklusnya. Kesehatan dan kenyamanan dalam ruangan. Pengelolaan bangunan dan lingkungan. 		



Dampak Potensial Potential Impact	Kerangka Waktu Timeframe	Solusi Mitigasi dan Adaptasi Mitigation and Adaptation Solutions
Teknologi Technology		
R/O Efisiensi melalui otomatisasi dan teknologi Efficiency through automation and technology		
1. Dampak terhadap Biaya/Pendapatan Operasional serta Biaya Energi Impact on Operating Costs/ Revenue and Energy Costs	Kendaraan dengan emisi lebih rendah dapat mengurangi biaya operasional dan bahan bakar. Lower-emission vehicles can reduce operating and fuel costs.	Jangka menengah Medium-term
2. Dampak terhadap Biaya Energi Impact on Energy Costs	<ul style="list-style-type: none"> Otomatisasi pendinginan/pengendalian iklim dalam fasilitas akan mengurangi biaya operasional. Automation of cooling and climate control systems within facilities can reduce operating costs. Peningkatan efisiensi peralatan pengolahan dapat mengurangi biaya operasional. Improved efficiency of processing equipment can reduce operating costs. Penggunaan energi terbarukan untuk mengurangi emisi dan biaya operasional untuk penggunaan listrik. The use of renewable energy can reduce emissions and operating costs related to electricity consumption. 	<ul style="list-style-type: none"> Implementasi teknologi efisiensi energi. Implementation of energy efficiency technologies. Pengalokasian dana untuk peningkatan teknologi. Allocation of funds for technology upgrades. Promosi pelibatan proaktif dan penelitian terhadap peluang. Promotion of proactive engagement and research into opportunities.
3. Dampak terhadap Belanja Modal Impact on Capital Expenditure	Peningkatan biaya untuk teknologi baru. Increased costs associated with new technologies.	
Tindak Lanjut Solusi Mitigasi dan Adaptasi Follow-up Actions for Mitigation and Adaptation Solutions		
<ol style="list-style-type: none"> Penetapan program efisiensi energi misalnya penggunaan panel surya. Pengembangan dan penyusunan anggaran strategis untuk optimalisasi teknologi dalam mendukung efisiensi energi secara berkelanjutan. United Tractors mempromosikan dan proaktif terlibat untuk melihat peluang efisiensi energi dengan: <ol style="list-style-type: none"> Memiliki tim yang bertanggung jawab terhadap pengelolaan energi dibawah kendali Corporate Sustainability Department Mengadopsi standar manajemen energi seperti ISO 50001:2018 untuk memastikan bahwa praktik terbaik dalam efisiensi energi diterapkan secara sistematis dalam seluruh operasi Perseroan. Meningkatkan kesadaran kepada karyawan melalui kampanye, baik secara luring (pelatihan atau papan informasi) maupun daring melalui berbagai kanal media sosial. <ol style="list-style-type: none"> Establishment of energy efficiency programs, such as the use of solar panels. Development and formulation of strategic budgeting to optimize technology deployment in support of sustainable energy efficiency. United Tractors promotes and proactively engages in identifying energy efficiency opportunities through: <ol style="list-style-type: none"> Establishing a dedicated team responsible for energy management under the supervision of the Corporate Sustainability Department. Adopting energy management standards such as ISO 50001:2018 to ensure that best practices in energy efficiency are systematically implemented across the Company's operations. Enhancing employee awareness through campaigns conducted both offline (e.g., training sessions or information boards) and online via various digital and social media channels. 		

Dampak Potensial Potential Impact		Kerangka Waktu Timeframe	Solusi Mitigasi dan Adaptasi Mitigation and Adaptation Solutions
Pasar Market			
R/O Perubahan pasar dalam sektor Market changes within the sector			
<p>1. Dampak terhadap Biaya/Pendapatan Operasional Impact on Operating Costs/ Revenue</p>	<ul style="list-style-type: none"> Perubahan pasar alat berat, pasokan energi, dan komoditas. Changes in the markets for heavy equipment, energy supply, and commodities. Aliran pendapatan dengan peningkatan permintaan terhadap mineral yang digunakan dalam teknologi baru. Revenue streams driven by increased demand for minerals used in new technologies. Peningkatan permintaan untuk kendaraan rendah emisi. Rising demand for low-emission vehicles. Peningkatan permintaan kendaraan dengan jejak karbon rendah. Growing demand for products with a low carbon footprint. 	<p>Jangka panjang Long-term</p>	<ul style="list-style-type: none"> Perluasan ke komoditas mineral. Expansion into mineral commodities. Pemantauan kondisi pasar, model eksposur risiko, dan pelibatan dengan pemasok. Monitoring market conditions, risk exposure models, and engagement with suppliers.
Tindak Lanjut Solusi Mitigasi dan Adaptasi Follow-up Actions for Mitigation and Adaptation Solutions			
<p>1. Diversifikasi bisnis: lini bisnis pertambangan mineral (emas dan nikel) serta energi terbarukan (<i>run-of-river hydropower, geothermal, dan waste-to-energy</i>).</p> <p>2. Melalui dukungan teknologi informasi digitalisasi, Perseroan memantau dan melakukan proyeksi pasar dan berkoordinasi rutin dengan vendor terkait.</p> <p>1. Business diversification: mineral mining business lines (gold and nickel) as well as renewable energy (<i>run-of-river hydropower, geothermal, and waste-to-energy</i>).</p> <p>2. Through the support of digital information technology, the Company monitors and conducts market projections and maintains regular coordination with relevant vendors.</p>			
Reputasi Reputation			
R/O Reputasi berpotensi menurun ketika bisnis tidak sejalan dengan harapan pemangku kepentingan Reputation may deteriorate when business practices are not aligned with stakeholder expectations			
<p>1. Dampak terhadap Belanja Modal Impact on Capital Expenditure</p>	<p>Peningkatan pengawasan pemangku kepentingan dapat berdampak pada akses terhadap modal atau kenaikan biaya modal. Increased stakeholder scrutiny may affect access to capital or lead to higher costs of capital.</p>	<p>Jangka menengah Medium-term</p>	<ul style="list-style-type: none"> Menjalankan pelaporan emisi yang transparan dan penuh kepastian. Implement transparent and assured emissions reporting. Tidak ada investasi baru pada batu bara termal. No new investments in thermal coal. Perluasan peluang di bidang energi terbarukan. Expand opportunities in the renewable energy sector.
<p>2. Dampak terhadap Biaya/Pendapatan Operasional Impact on Operating Costs/ Revenue</p>	<ul style="list-style-type: none"> Persepsi masyarakat yang buruk sehingga mengakibatkan hilangnya pelanggan dan penurunan pendapatan. Negative public perception may result in customer loss and declining revenue. Calon karyawan memilih bisnis dengan tujuan keberlanjutan yang terdepan di pasar. Prospective employees may prefer organizations with leading sustainability objectives in the market. Pendekatan dislokasi dalam mengelola risiko dan peluang. A dislocated approach to managing risks and opportunities. 		
<p>3. Dampak terhadap Biaya/Pendapatan Operasional dan Belanja Modal Impact on Operating Costs/ Revenue and Capital Expenditure</p>	<p>Peluang untuk menyelaraskan dengan harapan pemegang saham dan pengguna yang makin matang. Opportunities to align with the increasingly mature expectations of shareholders and users.</p>		
Tindak Lanjut Solusi Mitigasi dan Adaptasi Follow-up Actions for Mitigation and Adaptation Solutions			
<p>Transparansi aktivitas Perseroan terkait emisi telah disajikan dalam Laporan Keberlanjutan. Transparency of the Company's emissions-related activities has been disclosed in the Sustainability Report.</p>			

Keterangan:

* R (Risiko) dan O (Peluang)

Notes:

* R (Risk) and O (Opportunity)



Perseroan telah menerapkan rencana mitigasi berdasarkan hasil analisis skenario iklim, dari jangka pendek hingga panjang, untuk mempertahankan ketangguhan bisnis. Penerapan mitigasi tersebut dikelola selaras dengan Aspirasi Keberlanjutan 2030 UT.

Hingga saat ini, Perseroan telah memulai diversifikasi bisnis melalui pengembangan energi terbarukan, seperti energi surya, tenaga air, hidrogen, maupun panas bumi. Perseroan juga telah memiliki Tim Kesiapsiagaan Tanggap Darurat, prosedur penanganan bencana, peningkatan infrastruktur, dan mengurangi dampak operasional terhadap lingkungan sebagai upaya untuk memitigasi risiko fisik. Selain itu, Perseroan menerapkan kebijakan penghematan energi, seperti listrik dan sumber daya alam (SDA), serta mengintegrasikan kegiatan operasional bisnis dengan program keberlanjutan, seperti penggunaan panel surya, pemanfaatan bahan bakar nabati, dan pembelian REC.

Untuk mengembangkan produk yang ramah lingkungan, Perseroan bekerja sama dengan prinsipal untuk mengembangkan inovasi alat konstruksi yang lebih efisien bahan bakar dan rendah emisi. Selain itu, Perseroan membentuk anak usaha EPN sebagai bentuk pengembangan kapasitas Perseroan dalam usaha pemanfaatan energi terbarukan dan peningkatan keahlian di bidang pertambangan non-batu bara, seperti emas dan nikel.

Ke depan, Perseroan akan memperkuat analisis skenario iklim dengan mengintegrasikan data dan informasi lokal yang lebih detail. Langkah ini memungkinkan Perseroan memahami dan memantau risiko terhadap aset, infrastruktur, dan operasi secara lebih akurat sebagai dasar pengambilan keputusan dalam perencanaan ketahanan dan adaptasi iklim. Selain itu, Perseroan akan memanfaatkan beragam proyeksi dan model untuk menghadirkan gambaran yang lebih komprehensif, termasuk penyediaan data finansial yang lebih presisi guna mendukung analisis skenario iklim. Pendalaman data lokal, termasuk karakteristik medan dan topologi, juga akan menjadi fokus agar risiko spesifik di tingkat tapak dapat diidentifikasi dan dikelola secara lebih efektif.

The Company has implemented mitigation plans based on the results of climate scenario analysis, spanning short to long-term horizons, to maintain business resilience. The implementation of these mitigation measures is managed in alignment with UT Sustainability Aspirations 2030.

To date, the Company has initiated business diversification through the development of renewable energy, including solar, hydropower, hydrogen, and geothermal energy. The Company has also established an Emergency Response Preparedness Team, disaster management procedures, infrastructure enhancements, and measures to reduce operational impacts on the environment as part of its efforts to mitigate physical risks. In addition, the Company has implemented energy-saving policies, covering electricity and natural resources, and integrated business operations with sustainability programs, such as the use of solar panels, the utilization of biofuels, and the purchase of RECs.

To develop environmentally friendly products, the Company collaborates with its principals to advance innovations in construction equipment that are more fuel-efficient and lower in emissions. In addition, the Company established EPN as a subsidiary to strengthen capabilities in renewable energy utilization and enhance expertise in non-coal mining activities, such as gold and nickel.

Going forward, the Company will strengthen its climate scenario analysis by integrating more detailed local data and information to enable a better understanding and monitoring of risks to assets, infrastructure, and operations, providing a more robust basis for decision-making in climate resilience and adaptation planning. In addition, the Company will leverage a range of projections and models to present a more comprehensive view, including the provision of more precise financial data to support climate scenario analysis. Greater emphasis will also be placed on enhancing local-level data, including terrain and topographical characteristics, to ensure that site-specific risks can be identified and managed more effectively.



Metrik dan Target

Metrics and Targets

Perseroan terus berkomitmen untuk mengurangi jejak lingkungan dan telah menetapkan beberapa metrik yang perlu dipantau serta target, baik untuk jangka pendek dan jangka panjang, untuk memantau kemajuan dalam pengelolaan risiko dan peluang iklim. Perseroan juga memprioritaskan strategi dekarbonisasi melalui diversifikasi bisnis dan pengurangan emisi GRK dari seluruh aktivitas operasional.

The Company remains committed to reducing its environmental footprint and has established a set of metrics to be monitored, along with both short-term and long-term targets, to track progress in managing climate-related risks and opportunities. The Company also prioritizes decarbonization strategies through business diversification and the reduction of GHG emissions across all operational activities.

Metrik Penilaian Risiko dan Peluang Terkait Iklim

Climate-Related Risk and Opportunity Assessment Metrics

Metrik Metric	Satuan Unit	Kinerja Performance		
		2025	2024	2023
Emisi Gas Rumah Kaca dari Operasi* Greenhouse Gas Emissions from Operations*				
Emisi Cakupan 1 Scope 1 Emissions	tCO ₂ e	3,460,058.58	3,767,932.77	3,602,374.17
Emisi Cakupan 2 Scope 2 Emissions	tCO ₂ e	185,672.00	177,167.93	193,801.75
Keuangan Financials				
Pendapatan Terkait Bisnis Non-Batu Bara Revenue from Non-Coal Businesses	%	47	44	41

Keterangan:

* Data konsolidasi emisi menggunakan pendekatan financial control sehingga mencakup entitas induk dan anak perusahaan (20 perusahaan).

Notes:

* Emissions data are consolidated using the financial control approach and therefore cover the parent company and its subsidiaries (20 companies).



Target Manajemen Risiko dan Peluang Terkait Iklim
 Climate-Related Risk and Opportunity Management Targets

Aspirasi Keberlanjutan 2030 UT

UT 2030 Sustainability Aspirations

Mengurangi emisi gas rumah kaca sebesar 30% pada tahun 2030*

Reduce greenhouse gas emissions by 30% by 2030*

Tujuan | Objective

- Meningkatkan efisiensi energi
 Improve energy efficiency
- Meningkatkan penggunaan sumber energi terbarukan
 Increase the use of renewable energy sources

Kinerja 2025 | 2025 Performance

12.03%

Keterangan | Notes:

* Perhitungan reduksi emisi GRK menggunakan tahun 2019 sebagai acuan (*baseline*).

The calculation of GHG emission reductions uses 2019 as the baseline year.



Portfolio Roadmap Business Model Resilience

Portfolio Roadmap Business Model Resilience

Tujuan | Objective

Diversifikasi pendapatan dari lini bisnis non-batu bara
 Revenue diversification from non-coal business lines

Kinerja 2025 | 2025 Performance

Rp61.2 Triliun
 Trillion

Menciptakan Sumber Daya Manusia yang Unggul

Developing High-Quality Human Capital



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07

Kebijakan dan Strategi

Policy and Strategy



Berlandaskan nilai SOLUTION, United Tractors terus membangun lingkungan kerja yang mendorong kolaborasi, keberagaman, serta semangat untuk terus belajar dan berkembang, sehingga setiap karyawan dapat berkontribusi secara optimal bagi kinerja dan keberlanjutan Perseroan.

Guided by the SOLUTION values, United Tractors continues to cultivate a workplace that fosters collaboration, embraces diversity, and encourages continuous learning and development, enabling every employee to contribute optimally to the Company's performance and long-term sustainability.



Perseroan memandang sumber daya manusia (SDM) sebagai aset berharga yang memiliki peran strategis dalam memastikan keberlanjutan serta pencapaian kinerja bisnis. Keberhasilan dan keberlanjutan Perseroan sangat bergantung pada kontribusi positif SDM yang profesional dan kompeten. Oleh karena itu, Perseroan menjalankan berbagai inisiatif untuk menciptakan lingkungan kerja yang mendukung perkembangan karyawan serta memberikan penghargaan yang layak.

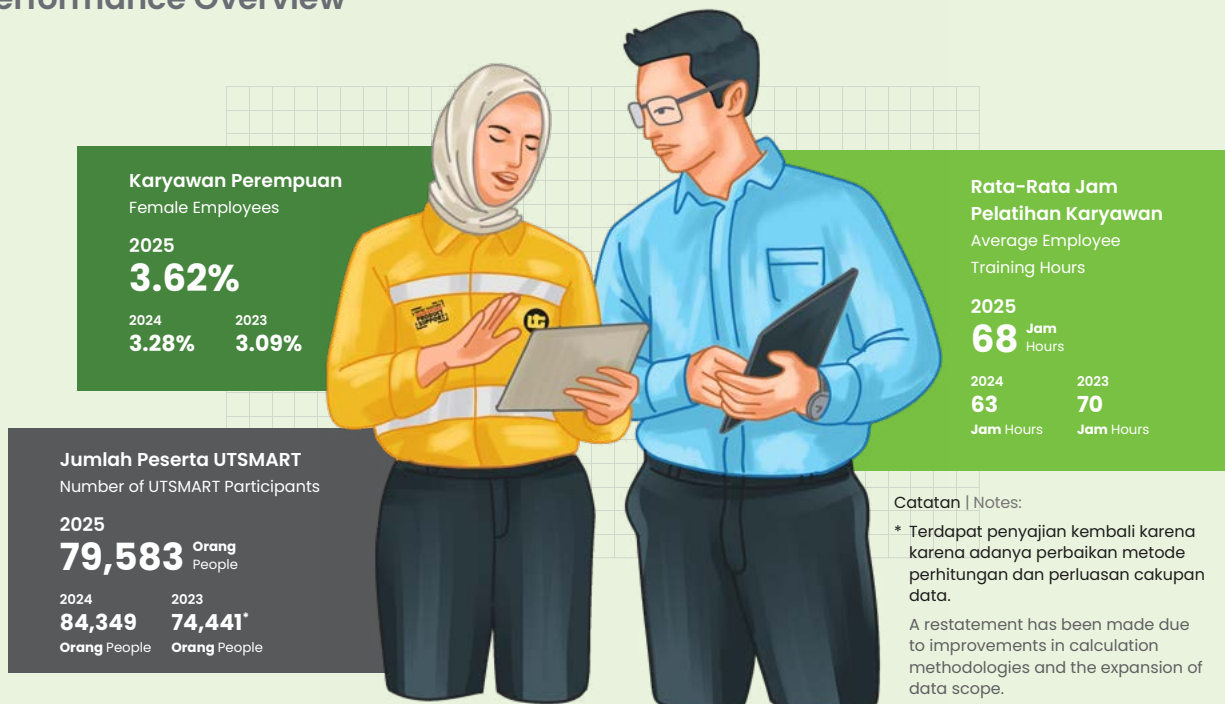
Perseroan memiliki program pengembangan yang komprehensif dan terintegrasi melalui skema 10 (Formal Training), 20 (Mentoring & Coaching), 70 (Experiential Learning), serta mengadopsi 4 Fit People Strategy yang mencakup Culture Fit, Organization Fit, People Fit, dan Digitalization Fit.

The Company views human capital as a valuable asset that plays a strategic role in ensuring sustainability and achievement of business performance. The Company's sustainability and long-term continuity are highly dependent on the positive contributions of professional and competent employees. Therefore, the company carries out various initiatives to create a work environment that supports employee development and provides appropriate recognition.

The Company has a comprehensive and integrated development program through the 10 (Formal Training), 20 (Mentoring & Coaching), and 70 (Experiential Learning) scheme, and adopts a 4 Fit People Strategy encompassing Culture Fit, Organization Fit, People Fit, and Digitalization Fit.

Ikhtisar Kinerja

Performance Overview



Pengelolaan Sumber Daya Manusia

Human Capital Management

Dalam mengelola SDM, Perseroan menerapkan Kerangka Implementasi Human Capital Astra (KIPKA) sebagai acuan utama untuk memastikan seluruh proses pengelolaan talenta berjalan secara terstruktur. Kerangka kerja ini diterapkan di seluruh siklus hidup karyawan, mulai dari proses rekrutmen, retensi, dan pengembangan, hingga penguatan kapabilitas, peningkatan keterlibatan karyawan, serta persiapan masa pensiun.

Perseroan melakukan penilaian terhadap penerapan KIPKA untuk mengidentifikasi risiko, kekuatan, dan kelemahan, serta meninjau area perbaikan guna menciptakan nilai tambah bagi Perseroan. Dalam pelaksanaan penilaian KIPKA terakhir, Perseroan memperoleh nilai 91,15% dan meraih Kategori Platinum yang mencerminkan pengelolaan SDM berjalan dengan sangat baik.

Talent Management

Sejalan dengan perkembangan bisnis, Perseroan berkomitmen untuk memenuhi kebutuhan SDM melalui program rekrutmen yang adil dan berbasis kompetensi. Program rekrutmen ini tidak hanya mendukung pengembangan karier karyawan secara internal, tetapi juga memberikan dampak positif secara eksternal melalui pemberdayaan tenaga kerja lokal di sekitar wilayah operasional Peseroan.

Perseroan melaksanakan rekrutmen melalui kerja sama dengan universitas terkemuka, program pemagangan seperti Magang Hub Kemnaker, Astra Internship (AIF), dan Praktik Kerja Industri, serta media sosial. Program tersebut dirancang untuk menarik minat generasi muda, yaitu Generasi Milenial dan Gen Z, dari berbagai latar belakang.

In managing human capital, the Company applies the Astra Human Capital Implementation Framework (Kerangka Implementasi Human Capital Astra/ KIPKA) as the main reference to ensure that all talent management processes are carried out in a structured manner. This framework is implemented across the entire employee lifecycle, from recruitment, retention, and development to capability building, employee engagement enhancement, and retirement preparation.

The Company evaluates the implementation of KIPKA to identify risks, strengths, and weaknesses, as well as to evaluate areas for improvement in order to create added value for the Company. In the most recent KIPKA assessment, the Company achieved a score of 91.15% and was awarded the Platinum Category, reflecting the highly effective management of its human capital.

Talent Management

In line with business development, the Company is committed to fulfilling Human Capital needs through fair and competency-based recruitment programs. These programs not only support internal career development but also create external impact by empowering local workforce recruitment from communities located near the Company's operational areas.

The Company conducts its recruitment process through partnerships with leading universities, internship programs such as the Ministry of Manpower's Magang Hub, Astra Internship (AIF), and Industrial Work Practice programs, as well as through social media platforms. These initiatives are designed to attract young talent, particularly Millennials and Generation Z, from diverse backgrounds.





Jumlah Karyawan Baru

Number of New Employees

GRI 401-1

Deskripsi Description	Satuan Unit	2025	2024*	2023*
Laki-Laki Male	Orang People	1,493	2,429	2,310
Perempuan Female	Orang People	194	215	226
Total	Orang People	1,687	2,644	2,536
Total	%	4.4%	6.7%	6.9%

Catatan | Note:

* Terdapat penyajian kembali karena adanya perbaikan metode perhitungan dan perluasan cakupan data. | A restatement has been made due to improvements in calculation methodologies and the expansion of data scope.

Jumlah Perputaran Karyawan

Number of Employee Turnover

GRI 401-1

Deskripsi Description	Satuan Unit	2025	2024	2023
Laki-Laki Male	Orang People	2,582	2,016	2,117
Perempuan Female	Orang People	211	80	153
Total	Orang People	2,793	2,096	2,270
Total	%	7.09%	5.66%	6.94%

Selain itu, Perseroan memberikan peluang kerja bagi masyarakat lokal yang tinggal di sekitar wilayah operasional. Inisiatif ini dilakukan untuk mendukung pertumbuhan ekonomi lokal.

In addition, the Company provides employment opportunities for local communities residing in areas surrounding its operational sites. This initiative aims to support local economic growth.



Perseroan memastikan bahwa proses perekrutan memberikan kesempatan yang setara bagi seluruh anggota masyarakat lokal.

The Company ensures that recruitment processes provide equal opportunities for all members of the local community.

Keberagaman dan Inklusi

Perseroan berkomitmen menerapkan praktik ketenagakerjaan yang adil, serta mendukung setiap pekerja dalam mengembangkan potensi tanpa memandang jenis kelamin, agama, suku, dan ras, yang tertuang dalam Perjanjian Kerja Bersama (PKB). Selain itu, peningkatan keterwakilan perempuan turut mendorong terciptanya keberagaman, inovasi, dan lingkungan kerja yang lebih inklusif.

SEOJK F.18

Diversity and Inclusion

The Company is committed to implementing fair employment practices and supporting all employees in developing their potential regardless of gender, religion, ethnicity, or race, as stipulated in the Collective Labor Agreement (CLA). Furthermore, increasing female representation promotes diversity, innovation, and a more inclusive work environment.

SEOJK F.18



Selain berfokus pada karyawan perempuan, Perseroan juga memperhatikan persentase pekerja lokal di dalam perusahaan, baik sebagai pekerja tetap dan kontrak.

Demografi Karyawan

Hingga akhir tahun 2025, Perseroan memiliki 38.775 karyawan. Jumlah ini menurun sebanyak 569 orang dibandingkan dengan tahun sebelumnya yang berjumlah 39.344 orang. Penurunan ini terjadi seiring dengan selesainya beberapa proyek pada lini bisnis konstruksi.

In addition to focusing on female employees, the Company also pays attention to the proportion of local workers within the Company, both permanent and contract employees.

Employee Demographics

By the end of 2025, the Company employed 38,775 employees, representing an decrease of 569 employees compared to the previous year, which recorded 39,344 employees. This was driven by the completion of several projects within the construction business line.



Jumlah Karyawan Berdasarkan Jenis Kelamin

Number of Employees based on Gender

SEOJK C.3 | GRI 2-7, 405-1

Deskripsi Description	Satuan Unit	2025	2024	2023
Laki-Laki Male	Orang People	37,370	38,052	35,873
Perempuan Female	Orang People	1,405	1,292	1,144
Total Total	Orang People	38,775	39,344	37,017

Jumlah Karyawan Berdasarkan Tingkat Pendidikan

Number of Employees based on Education Level

SEOJK C.3 | GRI 2-7, 405-1

Deskripsi Description	Satuan Unit	2025	2024	2023
S-2/S-3 Master's/Doctoral Degree	Orang People	328	283	266
S-1 Bachelor's Degree	Orang People	5,372	5,096	5,139
Diploma Diploma	Orang People	3,505	3,444	3,216
SD/SMP/ SMA Elementary/Junior High School/ Senior High School	Orang People	29,570	30,521	28,396
Total Total	Orang People	38,775	39,344	37,017

Jumlah Karyawan Berdasarkan Kelompok Usia

Number of Employees based on Age Group

SEOJK C.3 | GRI 2-7, 405-1

Deskripsi Description	Satuan Unit	2025	2024	2023
>55 tahun years old	Orang People	101	0	0
46-55 tahun years old	Orang People	2,516	2,508	2,340
36-45 tahun years old	Orang People	9,493	8,132	6,754
26-35 tahun years old	Orang People	16,934	17,154	17,383
18-25 tahun years old	Orang People	9,731	11,550	10,530
Total Total	Orang People	38,775	39,344	37,017

Jumlah Karyawan Berdasarkan Status Ketenagakerjaan

Number of Employees based on Employment Status

SEOJK C.3 | GRI 2-7, 405-1

Deskripsi Description	Satuan Unit	2025	2024	2023
Permanen Permanent	Orang People	27,043	27,125	26,254
Kontrak Contract	Orang People	11,732	12,219	10,763
Total Total	Orang People	38,775	39,344	37,017

Jumlah Karyawan Berdasarkan Level Jabatan

Number of Employees based on Position Level

SEOJK C.3 | GRI 2-7, 405-1

Deskripsi Description	Jenis Kelamin Gender	Satuan Unit	2025	2024	2023
Executive-Level	Laki-Laki Male	Orang People	143	168	127
	Perempuan Female		9	14	11
	Total Total		152	182	138
Manager-Level	Laki-Laki Male	Orang People	480	480	587
	Perempuan Female		56	50	42
	Total Total		536	530	629
Supervisor/ Analyst-Level	Laki-Laki Male	Orang People	1,482	1,269	1,216
	Perempuan Female		204	131	138
	Total Total		1,686	1,400	1,354
Staff/ Officer Level	Laki-Laki Male	Orang People	35,265	36,135	33,943
	Perempuan Female		1,136	1,097	953
	Total Total		36,401	37,232	34,869
Total Keseluruhan	Laki-Laki Male	Orang People	37,370	38,052	35,873
	Perempuan Female		1,405	1,292	1,144
Grand Total	Total Total		38,775	39,344	37,017

Program Inklusivitas Karyawan

Perseroan mencatat peningkatan jumlah karyawan perempuan sebagai bagian dari komitmen berkelanjutan terhadap inisiatif *Diversity, Equity, & Inclusion* (DEI). Melalui gerakan Bergerak, Bersinergi, dan Satukan Semua (AHMCE BERSAMA), Perseroan mendorong terciptanya lingkungan kerja yang menjunjung tinggi empati, kolaborasi, dan keberanian dalam menghargai perbedaan. Gerakan ini tidak hanya berfokus pada peningkatan representasi, tetapi juga memastikan setiap individu memperoleh kesempatan yang setara untuk berkembang dan berkontribusi secara optimal terhadap kinerja Perseroan.

Employee Inclusivity Program

The Company recorded an increase in the number of female employees as part of its ongoing commitment to Diversity, Equity, and Inclusion (DEI) initiatives. Through the *Bergerak, Bersinergi, dan Satukan Semua (AHMCE BERSAMA)* movement, the Company promotes a workplace culture grounded in empathy, collaboration, and the courage to embrace differences. This movement not only focuses on improving representation but also ensures that every individual has equal opportunities to grow and contribute optimally to the Company's performance.



Perseroan juga menginisiasi program *Harmoni dalam Keberagaman (Harmonika)* yang secara khusus membuka ruang pemberdayaan bagi individu difabel untuk dapat berdaya dan berkarya di lingkungan kerja. Melalui inisiatif ini, Perseroan meyakini bahwa keberagaman menjadi sumber kekuatan organisasi dalam mendorong inovasi, produktivitas, dan menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan.

Kesejahteraan Karyawan

GRI 3-3, 401-2

Perseroan percaya bahwa fokus pada kesejahteraan karyawan akan meningkatkan efektivitas kerja dan kinerja karyawan, yang mendukung keberlanjutan perusahaan. Guna meningkatkan kesejahteraan karyawan, Perseroan berkomitmen untuk menciptakan kondisi kerja yang aman, mendukung pengembangan profesional, dan memberikan tunjangan yang layak, serta menjamin bahwa setiap karyawan menerima hak yang setara dan mendapatkan upah, tunjangan, serta penghargaan yang adil.

Perseroan memastikan pemberian upah yang setara bagi karyawan laki-laki dan perempuan yang melakukan pekerjaan dengan nilai yang setara. Tingkat upah minimum dan maksimum ditinjau setiap tahun sesuai dengan peraturan yang berlaku, termasuk Peraturan Pemerintah (PP) No. 49 Tahun 2025 tentang Pengupahan. Pada tahun 2025, Perseroan mempertahankan rasio upah di mana setiap karyawan baru pada posisi *entry-level* menerima kompensasi yang disesuaikan dengan Upah Minimum Provinsi (UMP), yang terdiri dari gaji pokok dan tunjangan tetap sebesar 120% dari UMP. Data ini menunjukkan setiap karyawan baru tingkat terendah secara rata-rata lebih tinggi dibandingkan UMP. Hal ini sebagai upaya Perseroan dalam mencegah segala bentuk diskriminasi di tempat kerja.

GRI 3-3, 202-1, 405-2 | SEOJK F.20

United Tractors menyediakan hak cuti melahirkan bagi karyawan perempuan dan laki-laki. Karyawan perempuan berhak mendapatkan cuti melahirkan selama tiga bulan kalender. Sementara itu, karyawan laki-laki berhak mendapatkan cuti mendampingi kelahiran anak selama empat hari.

GRI 401-3

The Company has also initiated the *Harmoni dalam Keberagaman (Harmonika)* program, which specifically creates opportunities for persons with disabilities to be empowered and actively engaged in the workplace. Through this initiative, the Company believes that diversity serves as a source of organizational strength in driving innovation, enhancing productivity, and creating long-term value for all stakeholders.

Employee Welfare

GRI 3-3, 401-2

The Company believes that focusing on employee welfare will enhance work effectiveness and employee performance, thereby supporting corporate sustainability. To improve employee welfare, the Company is committed to creating safe working conditions, supporting professional development, and providing appropriate benefits, while ensuring that every employee receives equal rights and fair wages, benefits, and recognition.

The Company ensures equal pay for male and female employees performing work of equal value. Minimum and maximum wage levels are reviewed annually in accordance with applicable regulations, including Government Regulation (GR) No. 49 of 2025 concerning Wages. In 2025, the Company maintained the wage ratio of every new employee in entry-level positions receives compensation aligned with the provincial minimum wage (UMP), consisting of a base salary and a fixed allowance amounting to 120% of the UMP. This data indicates that, on average, entry-level employees receive wages above the PMW. This policy reflects the Company's commitment to preventing all forms of discrimination in the workplace.

GRI 3-3, 202-1, 405-2 | SEOJK F.20

United Tractors provides parental leave entitlements for both female and male employees. Female employees are entitled to three calendar months of maternity leave. Meanwhile, male employees are entitled to four days of paternity leave.

GRI 401-3

Selain itu, Perseroan mengadakan berbagai program untuk mendukung kesejahteraan karyawan, antara lain:

1. Flexible Benefit: Preventive Health Optimization (PHO)

Program yang diberikan kepada karyawan untuk melakukan tindakan preventif dalam menjaga kesehatan dengan memberikan reward berupa klaim atas pembelian alat olahraga, kepesertaan pada program kesehatan/*gym*, pembelian *healthy food*, dan lain-lain.

2. Counseling Center

Wadah bagi karyawan untuk melakukan konseling bersama psikologis profesional dan bersertifikasi, dengan topik-topik, seperti pekerjaan, kehidupan pribadi, dan lain-lain.

3. Dukungan Finansial Melalui Koperasi Karyawan Kanitra

Menyediakan beragam program layanan untuk memenuhi kebutuhan karyawan, seperti pangan (penyediaan paket sembako, kebutuhan harian, dan *food court*); papan (kredit pembayaran KPR dan kerja sama dengan *developer* perumahan); sandang (penyediaan berbagai produk pakaian); pendidikan (pinjaman pendidikan dengan *rate* khusus); kesehatan (program pembiayaan kesehatan); serta layanan lainnya seperti pinjaman kepemilikan kendaraan dan pemenuhan kebutuhan hobi/olahraga.

4. Pemberian Beasiswa kepada Karyawan dan Anak Karyawan Berprestasi

Menyediakan beasiswa pendidikan ke tingkat selanjutnya dengan bekerja sama dengan universitas terkemuka untuk meningkatkan kompetensi serta menyelenggarakan program beasiswa tahunan untuk anak karyawan melalui program Apresiasi Lentera Wiyata (APRITA).

5. Employee Wellness (UT FRESH)

Kegiatan ini bertujuan untuk membentuk kebiasaan berolahraga secara rutin serta meningkatkan *engagement* antar karyawan, dan dilaksanakan selama kurun waktu satu tahun.

In addition, the Company also implements various programs to ensure employee welfare, including:

1. Flexible Benefit: Preventive Health Optimization (PHO)

A program designed to encourage employees to take preventive measures in maintaining their health by providing rewards in the form of reimbursement claims for the purchase of sports equipment, enrollment in health or gym programs, the purchase of healthy food purchases, and other related expenses.

2. Counseling Center

A platform that provides employees with access to counseling services delivered by licensed and certified professional psychologists, covering topics such as work-related stress, personal wellbeing, and other relevant issues.

3. Financial Support through Kanitra Employee Cooperative

The Kanitra Employee Cooperative provides a range of service programs to support employees' essential needs, including food through basic food packages, daily necessities, and food court facilities; housing through mortgage payment loans and partnerships with housing developers; clothing through access to various apparel products; education through preferential-rate education loans; healthcare through health financing programs; as well as other services such as vehicle ownership loans and financial support for hobbies and sports activities.

4. Providing Scholarships to Outstanding Employees

The Company provides scholarships to support employees in pursuing higher levels of education through partnerships with leading universities to enhance their competencies. In addition, the Company organizes an annual scholarship program for employees' children through the *Apresiasi Lentera Wiyata (APRITA)* program, as a form of recognition for academic achievement.

5. Employee Wellness (UT FRESH)

This initiative is aimed at fostering regular exercise habits and strengthening employee engagement, and is implemented over a one-year period.



6. Wellness Education Program (Wellducate)

Program kegiatan literasi berupa seminar, *workshop*, dan pembekalan berbagai topik guna mendukung program kesehatan finansial, fisik, mental, dan spritual melalui kerja sama dengan rekanan Perseroan seperti perbankan, koperasi, asuransi kesehatan, rumah sakit, dan lain-lain.

6. Wellness Education Program (Wellducate)

This program comprises literacy activities in the form of seminars, workshops, and educational sessions on various topics to support financial, physical, mental, and spiritual well-being. The program is conducted in collaboration with the Company’s partners, including banks, cooperatives, health insurance providers, hospitals, and other relevant institutions.

Keterikatan Karyawan

Employee Engagement

Tingkat keterikatan karyawan diukur melalui *Employee Engagement Survey EES* yang rutin diselenggarakan oleh PT Astra International Tbk, selaku holding dari Perseroan setiap dua tahun sekali. Survei ini menjadi instrumen evaluasi program SDM dan saluran umpan balik utama dari karyawan sebagai peluang untuk perbaikan pada masa mendatang.

EES telah dilakukan pada tahun 2024 dan akan dilakukan kembali pada tahun 2026. Hasil EES pada tahun 2024 menunjukkan skor keterlibatan yang sangat baik sebesar 4,19 (dari skala 5), dan berada pada kuartil-1.

Employee engagement levels are measured through the Employee Engagement Survey (EES), which is regularly conducted by PT Astra International Tbk, as the Company’s holding company, once every two years. The survey is an evaluation instrument for Human Capital programs and the main feedback channel from employees to identify opportunities for future improvement.

The latest EES survey was conducted in 2024 and the next cycle is scheduled for 2026. The 2024 EES results showed a strong engagement score of 4.19 (on a 5-point scale), placing the Company in the first quartile.



Pengembangan Kompetensi dan Karier

Career and Competency Development

SEOJK F.22 | GRI 3-3, 404-1, 404-2, 404-3

Guna menciptakan tempat kerja yang mencerminkan keberagaman dan kesetaraan peluang, program pengembangan karyawan dirancang untuk memberdayakan seluruh karyawan tanpa memandang gender dan latar belakang. Perseroan berkomitmen untuk memberikan akses yang setara bagi karyawan laki-laki dan perempuan terhadap pelatihan, bimbingan, dan peluang pengembangan karier.

Komitmen terhadap prinsip kesetaraan tidak hanya sejalan dengan nilai-nilai keadilan, tetapi juga berpotensi meningkatkan efektivitas dan inovasi yang pada akhirnya akan mendorong keberhasilan, baik bagi karyawan secara individual maupun Perseroan secara keseluruhan.

UT SMART

United Tractors melalui UT Corporate University (CorpU) mengembangkan platform pembelajaran terstruktur dan terintegrasi dengan skema pembelajaran 10-20-70 melalui kombinasi pelatihan formal, sosial, dan pengalaman yang dikenal sebagai UT SMART. Platform ini dikembangkan berdasarkan empat prinsip utama, yaitu *decentralized learning model*, *millennial learning style matrix*, *gamification*, dan *looping investment reward*.

To create a workplace that reflects diversity and equal opportunity, employee development programs are designed to empower all employees regardless of gender and background. The Company is committed to providing equal access for male and female employees to training, mentoring, and career development opportunities.

This commitment to equality not only aligns with principles of fairness but also has the potential to enhance effectiveness and innovation, ultimately contributing to success for both individual employees and the Company as a whole.

UT SMART

Through UT Corporate University (CorpU), United Tractors has developed a structured and integrated learning platform based on the 10-20-70 learning scheme, combining formal, social, and experiential learning, known as UT SMART. The platform is developed based on four key principles: *decentralized learning model*, *millennial learning style matrix*, *gamification*, and *looping investment reward*.



Keunggulan UT SMART
Advantages of UT SMART

Dikembangkan berdasarkan
Developed based on

empat prinsip utama,
four key principles:
yaitu

- (1) *decentralized learning model,*
- (2) *millennial learning style matrix,*
- (3) *gamification,* dan
- (4) *looping investment reward.*

Akses ke
access to

2,207 modul pembelajaran
learning modules

bagi seluruh karyawan
for all employees

Penghematan biaya pelatihan eksternal hingga

94%

Up to

94%

savings in external training and development costs

Peningkatan pengetahuan karyawan

63%

serta

Peningkatan keterampilan karyawan

36%

Improve employee knowledge

63%

and

Employee skills improvement

36%



Metode Pembelajaran UT SMART

UT SMART Learning Methods

Komposisi Composition	Metode Method	Platform Platform
10%	Training & Self-Learning	Pelatihan tatap muka, pelatihan daring, <i>top-up learning</i> , UT Libro, CorpuTalks, dan UT SMART In-class training, online learning, top up learning, UT Libro, CorpuTalks, UT SMART
20%	Social Learning	Pembimbingan, pendampingan, dan sesi berbagi Coaching, mentoring, and sharing session
70%	Experiential Learning	<i>Project Implementation, On the Job Training, Customer Solution Management, dan Innovation Project</i> Project Implementation, On theJob Training, Customer Solution Management, and Innovation Project

Uraian Description	Satuan Unit	2025	2024	2023*
Jumlah Peserta Number of Participants	Orang Person	79,583	84,349	74,441
Jumlah Jam Pelatihan Number of Training Hours	Jam Pelatihan Training Hours	1,297,802	1,261,881*	1,320,658

Catatan | Note:

* Terdapat penyajian kembali karena adanya perbaikan metode perhitungan dan perluasan cakupan data. | A restatement has been made due to improvements in calculation methodologies and the expansion of data scope.

Nilai-nilai budaya perusahaan (SOLUTION), bisnis berkelanjutan (*Green Company*), DEI diterapkan dalam setiap kegiatan yang dilaksanakan. UT SMART dirancang berbasis *Social Cultural Theory and Gamification* yang telah disesuaikan dengan demografi serta kebutuhan karyawan. Program sertifikasi juga disediakan untuk para karyawan yang bekerja di bidang teknis, keselamatan, hukum, keuangan, audit, dan SDM.

Selain itu, Perseroan juga menerapkan pembelajaran secara virtual sehingga dapat beradaptasi dan memenuhi kebutuhan pembelajaran di tengah era transformasi digital. Berikut beberapa aplikasi dan program yang dilaksanakan, yaitu:

Corporate cultural values (SOLUTION), sustainable business (*Green Company*), and DEI are embedded in every activity. UT SMART is based on *Social Cultural Theory and Gamification*, adapted to employee demographics and needs. Certification programs are also provided for employees in technical, safety, legal, finance, audit, and Human Capital functions.

In addition, the Company implements virtual learning to adapt and respond to learning needs in the digital transformation era. Several applications and programs implemented include:

UT LIBRO

UT LIBRO adalah perpustakaan digital yang menyediakan buku dan materi pelatihan untuk karyawan dan keluarga.

UT LIBRO is a digital library that provides access to books and learning materials for employees and their families.



CORPUTALKS

Aplikasi berbagi pengetahuan dalam bentuk *podcast* yang menyediakan berbagai macam *podcast* dan materi pelatihan untuk karyawan dan keluarga.

A knowledge-sharing application in podcast format that offers a wide range of podcast content and learning materials for employees and their families.



UT AURELY

United Tractors Aurely merupakan *augmented reality* yang menyediakan berbagai jenis *augmented reality* terkait *product knowledge* yang ada di United Tractors.

United Tractors Aurely is an augmented reality platform that provides various augmented reality modules related to product knowledge across United Tractors.



TOP UP

TOP UP merupakan *Learning Management System (LMS)* yang digunakan untuk pelaksanaan *asynchronous learning* dan *assessment competencies* dari sisi *technical competencies*.

TOP UP is a Learning Management System (LMS) utilized to facilitate asynchronous learning and the assessment of technical competencies.





Beragam program pembelajaran lain disediakan untuk para karyawan dalam mendukung peningkatan pengetahuan di seluruh tingkatan organisasi, yang meliputi:

Various learning programs are provided to support knowledge enhancement across all levels of the organization, including:

1. Executive Development Program

Program pengembangan untuk Pemimpin perseroan guna meningkatkan kompetensi dan informasi terbaru terkait *Macroeconomics Overview, Transformation Leadership, dan Crisis Communication* yang terjadi di Industri saat ini dengan mengundang praktisi dan tokoh berpengaruh yang memiliki pengalaman luas dan expertise di bidangnya. Pada tahun 2025, program Executive Development Program dihadiri seluruh direksi dan kepala divisi Perseroan.

1. AHEMCE Advance Leadership Program

A leadership development program designed for the Company's executives to enhance competencies and provide up-to-date insights on macroeconomic developments, transformation leadership, and crisis communication within the current industry landscape. The program features distinguished practitioners and prominent figures with extensive experience and expertise in their respective fields. In 2025, the Executive Development Program was attended by all members of the Board of Directors and Division Heads of the Company.



2. AHEMCE Advance Leadership Program (AALP)

Program pengembangan kepemimpinan untuk menyiapkan calon pemimpin senior yang kompeten dan andal bagi kebutuhan Perseroan pada masa mendatang. Pada tahun 2025, AALP berhasil melaksanakan inkubasi bagi 30 talenta AHEMCE pada tingkat senior manajer.

2. AHEMCE Advance Leadership Program (AALP)

A leadership development program aimed at preparing a pool of competent and capable senior leaders to meet the Company's future needs. In 2025, the AALP successfully conducted an incubation program for 30 AHEMCE talents at the senior manager level.



3. AHEMCE Future Leadership Program (AFLP)

Program pengembangan kepemimpinan ini dirancang untuk menyiapkan calon pemimpin yang kompeten dan andal guna memenuhi kebutuhan Perseroan di masa mendatang. Sepanjang 2025, AFLP telah melaksanakan program inkubasi bagi 97 talenta AHEMCE pada tingkat Senior Analyst dan Junior Manager.

3. AHEMCE Future Leadership Program (AFLP)

This leadership development program is designed to prepare competent and capable future leaders to meet the Company's long-term needs. Throughout 2025, the AFLP conducted an incubation program for 97 AHEMCE talents at the Senior Analyst and Junior Manager levels.



4. Key Positions Development Program

Program pengembangan terintegrasi dirancang untuk posisi-posisi kunci utama di UTCM, yaitu Business Consultant, After Sales Consultant, Branch Manager, Site Manager, Service Department Head, Parts Department Head, Administration Department Head, dan Supervisor. Setiap posisi kunci mengikuti pelatihan yang intensif dan tersertifikasi sesuai dengan kebutuhan dan kompetensi masing-masing jabatan.

4. Key Positions Development Program

An integrated development program is designed for key strategic positions within UTCM, including Business Consultant, After Sales Consultant, Branch Manager, Site Manager, Service Department Head, Parts Department Head, Administration Department Head, and Supervisor. Each key position undergoes intensive and certified training tailored to the specific requirements and competencies of the respective role.





5. Expert Track Development

Program pengembangan khusus ini ditujukan bagi posisi-posisi Expert di Perseroan, seperti Application Engineer, Parts Supply Chain, Technical Consultant, Quality Assurance, Assessor, dan Instructor. Program ini mencakup berbagai bentuk pengembangan, antara lain pelatihan, konsolidasi kompetensi, sertifikasi, hingga publikasi technical paper sesuai dengan bidang keahlian masing-masing.

5. Expert Track Development

This specialized development program is intended for Expert-level positions within the Company, including Application Engineer, Parts Supply Chain Specialist, Technical Consultant, Quality Assurance, Assessor, and Instructor. The program encompasses various forms of development, such as structured training, competency consolidation, professional certification, and the publication of technical papers aligned with each area of expertise.



Pengembangan Budaya Keberlanjutan

Development of a Sustainability Culture

Perseroan melalui UT CULTURE menjalankan internalisasi budaya keberlanjutan yang merepresentasikan komitmen perseroan dalam menerapkan praktik bisnis berkelanjutan dan beretika berdasarkan nilai-nilai SOLUTION. Penerapan UT CULTURE melibatkan seluruh karyawan melalui pendekatan *top-down* dan *bottom-up*. Di setiap lokasi kerja, Perseroan menugaskan *Agent of Change* sebagai inspirator bagi rekan kerja lain. Mereka menjalankan perannya melalui berbagai kegiatan, seperti pertemuan, pelatihan, sosialisasi, guna memastikan nilai budaya perseroan dipahami dan diterapkan secara konsisten.

Pada tahun 2025, UT CULTURE diimplementasikan melalui beragam program *Agent of Change*, termasuk Pelatih Utama *Development Program*, Bina Generasi Muda *Solution*, AHMCE Basic Management Program (BMP), *Safety Patrol Competition*, serta *Agent of Change Challenge Competition*.

Through UT CULTURE, the Company implements the internalization of a sustainability culture that reflects its commitment to applying ethical and sustainable business practices based on SOLUTION values. The implementation of UT CULTURE involves all employees through both top-down and bottom-up approaches. At each work location, the Company appoints Agents of Change to inspire their colleagues. They carry out their roles through various activities, such as meetings, training, and socialization, to ensure that corporate cultural values are consistently understood and implemented.

In 2025, UT CULTURE was implemented through various Agent of Change programs, including the Master Trainer Development Program, Bina Generasi Muda SOLUTION, AHMCE Basic Management Program (BMP), Safety Patrol Competition, and Agent of Change Challenge Competition.

Jumlah *Agent of Change* pada tahun 2025 mencapai

Number of Agents of Change in 2025

2,625

Orang People





Rata-Rata Jam Pelatihan per Karyawan

Average Training Hours per Employee

GRI 404-1

Deskripsi Description	Satuan Unit	2025	2024	2023
Rata-rata Jam Pelatihan per Karyawan berdasarkan Gender Average Training Hours per Employee by Gender				
Laki-Laki Male	Jam Hours	68	68	75
Perempuan Female	Jam Hours	51	68	63
Rata-rata Jam Pelatihan per Karyawan berdasarkan Jabatan Average Training Hours per Employee by Position				
Manajer Manager	Jam Hours	69	80	81
Non-Manajer Non-Manager	Jam Hours	62	85	73

Pelatihan dan Pengembangan Karyawan

Employee Training and Development

Deskripsi Description	Satuan Unit	2025	2024	2023
Rata-Rata Jam Pelatihan Per Karyawan Average Training Hours per Employee	jam/karyawan hours/employee	68	63	70
Persentase Jumlah Karyawan yang Ikut serta dalam Pelatihan Percentage of Employees Participating in Training	%	100	100	100

Sistem manajemen karier yang diterapkan di Perseroan memberikan peluang bagi karyawan untuk memilih jalur karier yang mereka inginkan dan mengakses program pengembangan diri yang relevan. Perseroan mengadopsi konsep *free flow of competence* yang memungkinkan karyawan memilih untuk mengikuti jalur karier *generalist path* (kaderisasi kepemimpinan) atau *expert path* (keahlian spesifik). Kesempatan yang setara diberikan kepada seluruh karyawan, tanpa adanya diskriminasi dalam penerapan sistem ini.

GRI 404-2

Selain itu, Perseroan memastikan keberlanjutan kepemimpinan dalam organisasi dengan mengimplementasikan berbagai inisiatif, termasuk

The career management system at the Company provides employees with opportunities to choose their preferred career paths and access relevant self-development programs. The Company adopts the free flow of competence concept, which enables employees to choose between a generalist path (leadership pipeline) and an expert path (specialized expertise). Equal opportunities are provided to all employees, with no discrimination in the implementation of this system.

GRI 404-2

Furthermore, to ensure continued leadership, UT has implemented various initiatives, including bench strength calculations, preparing a Replacement



Menciptakan Sumber Daya Manusia yang Unggul

perhitungan bench strength, penyusunan *replacement table chart* (RTC), dan pembuatan profil *human asset value* (HAV). Tidak hanya itu, Perseroan juga mengembangkan *expert track management* dan *program talent development*.

Pada tahun 2025, program manajemen talenta berhasil mempersiapkan 1.006 individu untuk dipromosikan ke jenjang karier yang lebih tinggi di berbagai posisi. Program ini bertujuan untuk mempertahankan target rasio talenta unggul (*top talent ratio*), yaitu sebesar 7–10%.

Table Chart (RTC), and creating a Human Asset Value (HAV) profile. In addition, the Company is developing expert track management and talent development programs to support talent management.

By 2025, the talent management program had prepared 1,006 individuals to be promoted to various positions. This program has succeeded in maintaining a top talent ratio above the set target, namely 7–10%.

Astra Leadership Development Program

Astra Leadership Development Program

Astra Leadership Development Program (ALDP) merupakan rangkaian pelatihan dari Astra yang dirancang untuk menciptakan kepemimpinan yang unggul dalam menjalankan tugas dan tanggung jawabnya. Implementasi ALDP dilaksanakan melalui berbagai tingkatan program, meliputi:

The Astra Leadership Development Program (ALDP) is a series of training programs from Astra that aims to develop effective leaders and allow them to excel in carrying out their duties and responsibilities. The implementation of the ALDP is carried out through a tiered program structure, consisting of:

Astra First-Line Management Program (AFMP)	Astra Middle Management Program (AMMP)	Astra Senior Management Program (ASrMP)	Astra General Management Program (AGMP)
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Pada tahun 2025, Perseroan mengirimkan
In 2025, the Company assigned

746 karyawan
employees

untuk mengikuti program ALDP UT
to participate in the ALDP UT program



dengan rata-rata jam pelatihan mencapai
with an average of

40
jam per karyawan
hours of training per employee



Evaluasi Kinerja Karyawan

Perseroan melakukan penilaian kinerja karyawan dengan indikator yang telah ditetapkan setiap awal tahun dengan periode proses melalui tiga tahap dalam setahun. Perseroan membagi menjadi tiga siklus utama, yaitu penyusunan Rencana Kinerja Individu pada awal tahun, peninjauan pada pertengahan tahun, dan Penilaian Kinerja Individu pada akhir tahun. Seluruh kinerja dievaluasi oleh Komite Performance dan didasarkan pada pencapaian *key performance indicator* (KPI) yang telah ditetapkan. Pada tahun 2025, Perseroan telah menyelesaikan evaluasi kinerja karyawan untuk 100% dari total karyawan di semua tingkatan.

GRI 404-3

Employee Performance Evaluation

The Company conducts employee performance appraisals three times a year, including the Individual Performance Plan at the beginning of the year, the Individual Performance Review at the middle of the year, and the Individual Performance Appraisal at the end. UT management evaluates employee performance based on the achievement of key performance indicators (KPI), which are assessed through the Performance Committee. In 2025, the Company completed performance evaluations for 100% of total employees across all levels.

GRI 404-3



“Selama 15 tahun berkarier di United Tractors, saya merasakan lingkungan kerja yang semakin inklusif dan terbuka. UT memberikan kesempatan yang adil bagi karyawan untuk berkontribusi, baik di fungsi support maupun operasional. Kepercayaan yang diberikan membuat saya merasa dihargai sebagai profesional tanpa dibatasi oleh gender. Perusahaan juga konsisten mendukung pengembangan karier melalui berbagai pelatihan, baik teknis maupun *soft skills*, termasuk pelatihan bahasa asing. Dukungan ini membantu kami terus berkembang dan siap menghadapi tantangan ke depan. Saya berharap UT semakin membuka peluang setara bagi perempuan untuk menempati posisi-posisi strategis. Untuk rekan-rekan perempuan di UT, tetap percaya diri, terus berkembang, dan saling mendukung untuk memberikan kontribusi terbaik bagi perusahaan.”

“For the past 15 years of my career at United Tractors, I have experienced a workplace that has become increasingly inclusive and open. UT provides equal opportunities for female employees to contribute,

both in support functions and operational roles. The trust placed in me has made me feel valued as a professional, without being limited by gender. The Company consistently supports career development through various training programs, covering both technical and soft skills, including foreign language training. This support has enabled us to continue growing and to be well prepared for future challenges. I hope UT will further expand equal opportunities for women to take on strategic positions. To my fellow women colleagues at UT, stay confident, keep developing your capabilities, and continue supporting one another to deliver your best contributions to the Company.”



Soraya Fauziah

Product Support Collection and Financing Department Head

Hubungan Industrial

Industrial Relations

GRI 2-30, 407-1

Guna menjaga hak dan kewajiban setiap individu serta mencapai tujuan organisasi, Perseroan menjalin hubungan bisnis yang selaras dengan norma ketenagakerjaan dan Sistem Astra Human Capital Management (AHCM). Komitmen ini diwujudkan melalui pemenuhan terhadap hak-hak tenaga kerja, termasuk hak untuk berserikat melalui serikat pekerja di lingkungan Perseroan.

GRI 3-3

Perseroan melibatkan Serikat Pekerja United Tractors secara aktif dalam berbagai aktivitas Perseroan, baik di kantor pusat, cabang, dan *site*. Aktivitas tersebut mencakup forum diskusi formal dan informal, seperti Forum Bipartit dan Sambung Rasa, yang bertujuan sebagai wadah utama untuk membangun komunikasi yang efektif antara manajemen dan Serikat Pekerja, agar terwujud lingkungan kerja yang produktif dan harmonis. Forum ini juga memungkinkan sebagai wadah dalam penyelesaian isu ketenagakerjaan yang terjadi di lingkup Perseroan. Berdasarkan hasil *Working Climate Survey* (WCS) yang dilakukan oleh PT Astra International Tbk selaku *holding company*, Perseroan mendapatkan skor *conducive level* sebesar 89% dari skala 1% sampai 100% (*Very Conducive and Supports Employee Productivity as Well as Business Sustainability*).

Selain itu, Perseroan melibatkan Serikat Pekerja United Tractors dan Divisi Human Capital and Corporate University (CHCU) dalam penyusunan komponen *benefit*, yang tertuang dalam Perjanjian Kerja Bersama (PKB) periode 2024–2026 sebagai landasan dalam mengatur hubungan kerja di lingkungan Perseroan melalui *Join Working Team* (JWT).

To uphold the rights and obligations of each individual and to achieve organizational objectives, the Company maintains industrial relations aligned with labor norms and the Astra Human Capital Management (AHCM) system. This is reflected to fulfill the workers' rights, including to freedom of association through labor unions within the Company.

GRI 3-3

The Company also actively involves the Labor Union in various Company activities at the head office, branches, and site. These activities include formal and informal discussion forums, such as the Bipartite Forum and Sambung Rasa, which serve as the main platforms for fostering effective communication between management and the Labor Union, aiming to create a productive and harmonious work environment. These forums also provide a space for resolving labor issues within the Company. Based on the results of the Working Climate Survey (WCS) conducted by PT Astra International Tbk as the holding company, the Company received a conducive level score of 89% on a scale from 1% to 100% (*Very Conducive and Supports Employee Productivity as Well as Business Sustainability*).

In addition, the Company involves the United Tractors Labor Union and the Corporate Human Capital and Corporate University (CHCU) Division in the formulation of benefit components, which are stipulated in the Collective Labor Agreement (CLA) for the 2024–2026 period as the foundation governing employment relations within the Company, through *Join Working Team* (JWT).



Mekanisme penyampaian keluhan disediakan Perseroan untuk memastikan karyawan dapat menyampaikan keluhan dengan aman dan nyaman melalui mekanisme yang sudah diatur dalam PKB. Hal ini dilakukan untuk mendukung terciptanya hubungan kerja yang sehat dan mendukung kesejahteraan karyawan.

Pada tahun 2025, Perseroan berhasil mempertahankan kondisi hubungan industrial yang stabil dengan tidak tercatat adanya aksi mogok kerja yang melibatkan 1.000 pekerja atau lebih yang berlangsung satu shift penuh atau lebih lama, insiden yang disebabkan oleh diskriminasi, maupun pengaduan resmi dari karyawan terkait tindakan diskriminasi antar karyawan.

GRI 406-1 | SEOJK F.18, F.21

The Company has grievance mechanisms that ensure employees can safely raise complaints in a safe and secure manner through mechanisms stipulated in the CLA. This is carried out to support the creation of healthy industrial relations and employee welfare.

In 2025, the Company successfully maintained stable industrial relations, with no recorded strikes involving 1,000 or more workers lasting one full shift or longer, no incidents caused by discrimination, and no formal complaints related to discriminatory practices among employees.

GRI 406-1 | SEOJK F.18, F.21

100%

Anggota Serikat Pekerja United Tractors didukung dan mendapatkan pendampingan dari pengurus serikat pekerja ketika terjadi permasalahan hubungan industrial. Implementasi PKB di PT United Tractors Tbk berlaku untuk seluruh pekerja.

Of United Tractors' labor union members are supported and represented by union officials in the event of industrial relations matters. The Collective Labor Agreement (CLA) at PT United Tractors Tbk applies to all workers.



Perseroan menjalankan berbagai program yang mendukung harmonisasi antara karyawan dan Perseroan, mencakup:

1. Harmony Award

Perseroan berkolaborasi dengan Badan Eksekutif Serikat Pekerja United Tractors (BESP UT) untuk menyukseskan penerapan praktik budaya yang mengedepankan harmonisasi di area masing-masing. Parameter yang digunakan mencakup keterlibatan, harmonisasi dan kepatuhan, keunggulan operasional, proyek harmoni, serta kinerja area.

The Company implements various programs to support harmonious relations between employees and the Company, including:

1. Harmony Award

The Company collaborates with the Executive Board of the United Tractors Labor Union (BESP UT) to advance the implementation of cultural practices that promote harmonization across respective operational areas. The parameters applied include engagement, harmonization and compliance, operational excellence, harmony projects, and area performance.

2. Optimalisasi Klub Hobi dan Program Kerohanian

Guna meningkatkan *engagement*, *work-life balance*, dan produktivitas karyawan, Perseroan bekerja sama dengan Serikat Pekerja (SP) dan manajemen dalam memfasilitasi berbagai macam kegiatan melalui *club hobby* (olahraga dan seni), serta perhimpunan kerohanian seperti, halal bihalal, perayaan natal, qurban, dan lain sebagainya.

3. Program *Engagement* Perusahaan dengan Keluarga Karyawan

Perseroan menyelenggarakan kegiatan tahunan berupa *family gathering*, perayaan ulang tahun Perseroan, mudik bersama, pemberian bingkisan lebaran untuk keluarga, dan lain-lain.

4. Program Apresiasi Purnabakti

GRI 201-3

Program penghargaan yang diberikan perusahaan kepada karyawan yang telah mengabdikan sampai pada usia pensiun. Perseroan memberikan apresiasi dan pembekalan melalui program persiapan masa pensiun yang meliputi, kesiapan mental, fisik, spiritual, hingga finansial yang dilakukan sejak lima tahun sebelum masa pensiun.

Hak Asasi Manusia

United Tractors menghormati hak asasi manusia (HAM) setiap individu melalui penerapan keadilan di tempat kerja untuk membangun hubungan harmonis dengan seluruh karyawan. Perseroan berkomitmen untuk menerapkan prinsip-prinsip universal HAM dengan menjamin bahwa setiap individu mendapatkan kesempatan yang sama dan adil tanpa adanya diskriminasi. Komitmen HAM Perseroan tertuang dalam [Kode Etik United Tractors](#). Sepanjang periode pelaporan, tidak terdapat pelanggaran hak asasi manusia yang terjadi di ruang lingkup operasional.

GRI 3-3

Larangan keras terhadap tenaga kerja paksa dan tenaga kerja anak di seluruh rantai bisnis diberlakukan secara ketat. Kebijakan rekrutmen Perseroan menetapkan usia minimal 18 tahun, sejalan dengan Undang-Undang Nomor 13 Tahun 2023 tentang

2. Optimization of Hobby Clubs and Religious Programs

To enhance employee engagement, work-life balance, and productivity, the Company collaborates with the Labor Union and management to facilitate various activities through hobby clubs, including sports and arts, as well as religious gatherings and events such as halal bihalal, Christmas celebrations, qurban activities, and other similar programs.

3. Employee Family Engagement Program

The Company organizes annual engagement activities involving employees' families, including family gatherings, corporate anniversary celebrations, organized homecoming (mudik) programs, the distribution of Eid gift packages for families, and other similar initiatives.

4. Retirement Appreciation Program

GRI 201-3

A recognition program provided by the Company to employees who have dedicated their service until reaching retirement age. The Company expresses its appreciation while also equipping employees through a pre-retirement preparation program covering mental, physical, spiritual, and financial readiness, commencing five years prior to retirement.

Human Rights

United Tractors respects the human rights of every individual implementing fairness in the workplace to build harmonious relationships with all employees. The Company is committed to applying universal human rights principles by ensuring that every individual receives equal and fair opportunities without discrimination. The Company's human rights commitment is stipulated in the [United Tractors Code of Conduct](#). During the reporting period, there were no human rights violations within the Company's operational scope.

GRI 3-3

The Company strictly prohibits forced labor and child labor throughout its business value chain. The Company's recruitment policy stipulates a minimum working age of 18 years, in accordance with Law No. 13 of 2023 on Manpower. The Company ensures that



Ketenagakerjaan. Perseroan memastikan tidak ada tindakan kerja paksa dalam hubungan kerja antara karyawan dan Perseroan serta tidak mempekerjakan anak di bawah umur. Selama periode pelaporan, tidak terdapat bahaya atau insiden yang berkaitan dengan kerja paksa dalam kegiatan operasional.

SEOJK F.19 | GRI 408-1, 409-1

Selain itu, petugas keamanan dilengkapi dengan pelatihan yang mengikuti standar nasional dan internasional, serta Kode Etik United Tractors, yang menekankan penghormatan terhadap hak asasi manusia dalam setiap interaksi. 100% dari personel keamanan berpartisipasi dalam pelatihan hak asasi pada tahun 2025. Pelatihan ini bertujuan untuk memastikan kebijakan perusahaan dihormati, melindungi hak-hak pemangku kepentingan, serta menciptakan lingkungan yang aman dan penuh penghormatan.

GRI 3-3. 410-1

there is no forced labor in employment relationships and does not employ underage workers. During the reporting period, there were no risks or incidents related to forced labor in operational activities.

SEOJK F.19 | GRI 408-1, 409-1

In addition, security personnel are equipped with training aligned with national and international standards, as well as the United Tractors Code of Conduct, which emphasizes respect for human rights in every interaction. 100% of security personnel participated in human rights training in 2025 to ensure that corporate policies are upheld, stakeholder rights are protected, and a safe and respectful environment is fostered.

GRI 3-3. 410-1



Dampak Positif bagi Masyarakat

Positive Impact for Communities



08

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Community Development Program

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Community Engagement and Program Evaluation





Kebijakan dan Strategi

Policy and Strategy



Perseroan berkomitmen untuk menghadirkan nilai tambah bagi masyarakat melalui program sosial yang berkelanjutan. Dengan pendekatan yang terintegrasi dan kolaboratif, Perseroan terus berupaya memberikan dampak nyata bagi peningkatan kualitas hidup masyarakat.

The Company is committed to creating added value for society through sustainable social programs. Through an integrated and collaborative approach, the Company continuously strives to deliver tangible impacts in improving the quality of life of communities.



Program *Corporate Social Responsibility (CSR)* Perseroan dilaksanakan sebagai bentuk penerapan prinsip-prinsip ESG secara terintegrasi dengan tujuan bisnis melalui strategi Triple-P Roadmap dan Aspirasi Keberlanjutan 2030 UT. Tujuan utama dari program CSR ini adalah untuk menghasilkan manfaat sosial yang nyata di masyarakat, memberikan dampak positif pada operasi dan reputasi Perseroan, serta mendukung dan melengkapi program pembangunan nasional.

The Company's Corporate Social Responsibility (CSR) programs are all conducted within ESG principles and aligned with the business objectives through the Triple-P Roadmap strategy and UT 2030 Sustainability Aspirations. Their primary objective is to generate tangible social benefits for communities, create positive impacts on the Company's operations and reputation, and support national development programs.

United Tractors berkomitmen dalam menjalankan program CSR melalui lima pilar

United Tractors is committed to implementing its CSR programs through five pillars

UTFUTURE (United Tractors for Education and Bright Future)

Program CSR di bidang pendidikan yang berfokus pada pengembangan sumber daya manusia di Indonesia melalui inisiatif pendidikan vokasi maupun nonvokasi untuk mewujudkan pendidikan yang berkualitas.

CSR programs in education sector that focuses on human capital development in Indonesia through both vocational and non-vocational education initiatives, aimed at delivering quality education.

UTREES (United Tractors for Nature and Environment Sustainability)

Program CSR di bidang lingkungan yang dirancang untuk meminimalkan dampak operasional Perseroan sekaligus berkontribusi aktif dalam menjaga keanekaragaman hayati.

The CSR program in the environmental sector is designed to minimize the operational impact of the Company while actively contributing to biodiversity conservation.

UTGROWTH (United Tractors for Generating Opportunities and Wealth)

Program CSR di bidang pemberdayaan ekonomi masyarakat di sekitar wilayah operasional melalui pengembangan UMKM dan *Income Generating Activity (IGA)* melalui pelatihan dan pendampingan bisnis guna mendorong kemandirian dan pertumbuhan usaha berkelanjutan.

CSR programs in community economic empowerment around operational areas focusing on the development of MSMEs and Income Generating Activities (IGA) through training and business mentoring, with the aim of engendering self-reliance and sustainable business growth.

UTCARE (United Tractors for Community Health Responsibility)

Program CSR di bidang kesehatan yang bertujuan meningkatkan kualitas kesehatan masyarakat, khususnya ibu dan anak di sekitar wilayah operasional, melalui layanan dan edukasi kesehatan preventif, promotif, dan kuratif serta dukungan posyandu, nutrisi tambahan, dan akses sanitasi layak.

The CSR program in the health sector aims to improve the quality of public health, particularly for mothers and children in surrounding operational areas, through preventive, promotive, and curative health services and education, as well as support for integrated health service post, supplementary nutrition, and access to proper sanitation.

UTACTION (United Tractors for Emergency Response and Action)

Program CSR yang berfokus pada kesiapsiagaan, respons darurat, dan pemulihan bencana melalui aksi kemanusiaan, pemberdayaan masyarakat, serta dukungan infrastruktur, fasilitas, dan peralatan untuk membantu evakuasi dan pemulihan wilayah terdampak di Indonesia.

The CSR program focuses on preparedness, emergency response, and disaster recovery through humanitarian actions, community empowerment, and support for infrastructure, facilities, and equipment to assist in the evacuation and recovery of affected areas in Indonesia.



Dampak Positif bagi Masyarakat

Selain itu, Perseroan terus mengidentifikasi potensi dampak yang mungkin timbul dari aktivitas operasional. Dengan pendekatan yang berbasis pada pemahaman terhadap kebutuhan lokal, Perseroan berupaya untuk memitigasi dampak negatif yang dapat muncul dan memastikan bahwa setiap interaksi dengan masyarakat memberikan manfaat yang maksimal, baik bagi Perseroan maupun komunitas yang terlibat.

SEOJK F.23

In addition, the Company continually identifies potential impacts that may arise from its operational activities. Through an approach based on an understanding of local needs, the Company seeks to mitigate potential negative impacts and ensure that every interaction with the community delivers maximum benefits, both for the Company and the communities involved.

SEOJK F.23

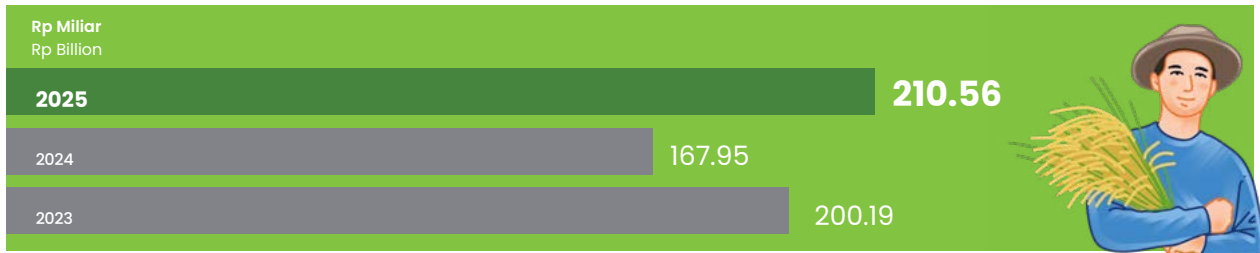
Ikhtisar Kinerja

Performance Overview

Investasi Sosial¹

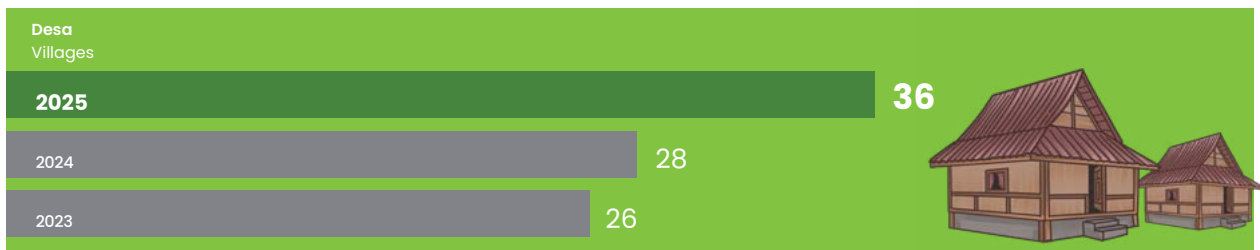
Social Investment¹

GRI 203-1



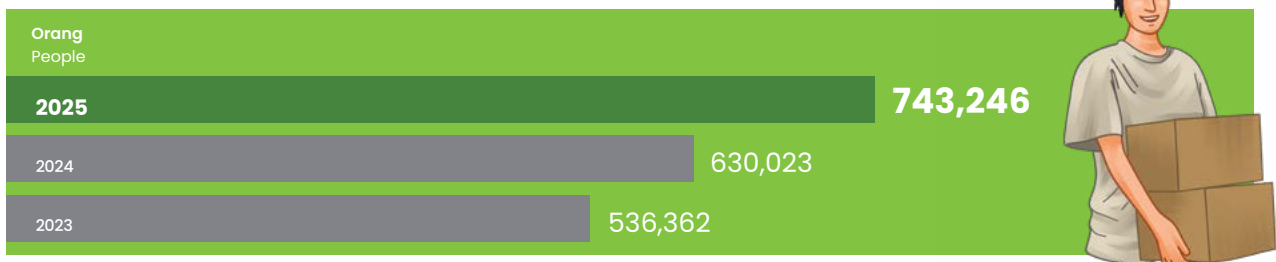
Desa yang Terintervensi²

Supported Village²



Penerima Manfaat CSR³

CSR Beneficiaries³



Keterangan:

- Jumlah dana yang dikeluarkan untuk pelaksanaan program CSR selama tahun pelaporan.
- Jumlah desa binaan kumulatif sejak tahun 2021 yang menjadi lokasi program CSR berkelanjutan dan aktif pada periode pelaporan.
- Jumlah penerima manfaat kumulatif sejak tahun 2021 yang tercatat dalam program CSR berkelanjutan.

Notes:

- Total funds disbursed for the implementation of CSR programs during the reporting year.
- Cumulative number of foster villages since 2021 that have become locations for ongoing and active CSR programs during the reporting period.
- Cumulative number of beneficiaries since 2021 recorded under ongoing CSR programs.





Program Pengembangan Masyarakat

Community Development Program

SEOJK F.25 | GRI 413-1

Perseroan percaya bahwa keberlanjutan bisnis tidak hanya bergantung pada kinerja internal perusahaan, tetapi juga pada hubungan yang kuat dan konstruktif dengan masyarakat sekitar. Dengan beroperasi di berbagai wilayah di Indonesia, Perseroan memanfaatkan potensi lokal dan bekerja sama dengan komunitas untuk memastikan bahwa setiap aktivitas operasional memberikan dampak positif bagi lingkungan sosial dan ekonomi di sekitarnya. Perseroan percaya bahwa kerja sama yang baik di antara perusahaan dan masyarakat merupakan kunci dalam menciptakan nilai jangka panjang, membuka peluang untuk pengembangan wilayah serta berkontribusi terhadap kemajuan Indonesia secara keseluruhan.

The Company believes that business sustainability depends not only on the internal performance of the company but also on strong and constructive relationships with the surrounding community. Operating across various regions in Indonesia, the Company leverages local potential and collaborates with communities to ensure that each operational activity generates positive social and economic impacts in the areas where it operates, believing that effective collaboration between the Company and communities is essential to creating long-term value, expanding opportunities for regional development, and contributing to Indonesia’s overall progress.

Pilar Pendidikan

Education Pillar



Penerima Manfaat Pilar Pendidikan dan Tanggap Darurat Bencana tahun 2025

Beneficiaries of the Education and Disaster Emergency Response Pillar in 2025

61,873 Orang
People



Melalui Pilar Pendidikan, Perseroan berkomitmen untuk memberikan dampak positif pada pengembangan SDM dengan mewujudkan pendidikan yang berkualitas melalui inisiatif pendidikan vokasi dan nonvokasi. Program-program yang dinaungi dalam Pilar Pendidikan berfokus pada peningkatan mutu sekolah (pelatihan guru, pengembangan kurikulum, serta pembinaan siswa agar siap memenuhi kebutuhan industri), pemberian beasiswa, serta bantuan pengembangan sarana dan prasarana pendidikan.

Through the Education Pillar, the Company is committed to creating positive impact in human capital development by promoting quality education through both vocational and non-vocational initiatives. Programs under this pillar focus on improving school quality through teacher training, curriculum development, and student development to prepare them for industry needs. In addition, the Company provides scholarships and supports the development of educational facilities and infrastructure.

Sekolah Binaan United Tractors (SOBAT)

Program Sekolah Binaan United Tractors (SOBAT) merupakan bagian dari komitmen UTFUTURE, yang bertujuan untuk meningkatkan kualitas pendidikan di Indonesia, yang dilaksanakan oleh United Tractors. Pada tahun 2025, 1.726 sekolah di seluruh Indonesia telah berpartisipasi dalam program ini. SOBAT menerapkan model pembinaan yang terbagi dalam tiga aspek utama: *Brainware* (pengembangan kapasitas SDM), *Software* (kurikulum dan metodologi pembelajaran), dan *Hardware* (fasilitas dan infrastruktur pendidikan).

Dampak Program SOBAT sangat signifikan, dengan ribuan penerima manfaat yang tersebar di berbagai wilayah Indonesia. Salah satunya yaitu melalui program sekolah binaan SMK Maharati yang merupakan program kolaborasi United Tractors dengan anak usaha yang meliputi PT Pamapersada Nusantara, PT Kalimantan Prima Persada, Turangga Resources, dan PT Energia Prima Nusantara. Program ini tidak hanya berfokus pada pendidikan akademik, tetapi juga pada pengembangan karakter dan keterampilan teknis yang relevan dengan kebutuhan industri. Program SOBAT terus berkembang dengan beradaptasi terhadap teknologi terkini, seperti pelatihan berbasis digital dan *platform e-learning*, untuk meningkatkan efektivitas pembinaan.

United Tractors Fostered Schools (SOBAT)

The United Tractors School Development Program (SOBAT) is part of UTFUTURE's commitment to improving the quality of education in Indonesia, implemented by the Company's parent, United Tractors. In 2025, 1,726 schools across Indonesia participated in the program. SOBAT adopts a development model divided into three main aspects: Brainware (human resource capacity development), Software (curriculum and learning methodology), and Hardware (educational facilities and infrastructure).

The SOBAT Program has delivered significant impact, reaching thousands of beneficiaries across various regions in Indonesia. One of these is the program at SMK Maharati, a development school program that is a collaboration between United Tractors and its subsidiaries, including PT Pamapersada Nusantara, PT Kalimantan Prima Persada, Turangga Resources, and PT Energia Prima Nusantara. The program extends beyond academic education, placing strong emphasis on character development and the enhancement of technical competencies aligned with industry needs. SOBAT continues to evolve by adapting to emerging technologies, including digital-based training and e-learning platforms, to strengthen the effectiveness and accessibility of its capacity-building initiatives.

Pencapaian 2025 | 2025 Achievement

1,022

Inovasi SOBAT Competition
SOBAT Competition Innovations

19

Sekolah Peserta Lomba Kompetensi Siswa Nasional (LKS)

Schools participating in National Student Competency Competition (LKS)

45

Sekolah memiliki fasilitas Teaching Factory

Schools have Teaching Factory facilities

187

Guru peserta Pelatihan Teknik Alat Berat
Teachers participating in Heavy Equipment Training Workshops

100

Siswa peserta Pelatihan Teknik Alat Berat
Students participating in Heavy Equipment Training Workshops

100

Siswa peserta Uji Kompetensi Teknikal Alat Berat
Students participating in the Heavy Equipment Technical Competency Test



169

Guru tersertifikasi Kompetensi LSP ABI
Teachers certified in LSP ABI Competency Certification

90

Siswa tersertifikasi Kompetensi LSP Alkindo
Students certified in LSP Alkindo Competency Certification

562

Siswa SMK binaan diterima UT School
Fostered Vocational High School Students were admitted to UT School

23

Instansi Pendidikan melakukan kunjungan industri
Educational Institution conducted industrial visits

52

SMK penerima hibah alat praktik
Vocational High Schools received practical equipment grants

Pembelian alat berat dari SOBAT tahun 2025 senilai
Purchase of heavy equipment from SOBAT in 2025 amounting to

Rp4.66 miliar
billion

UT Inspiring Youth

Program UT Inspiring Youth yang merupakan salah satu program UTFUTURE, berfokus pada pengembangan keterampilan, peningkatan kepercayaan diri, serta pencapaian prestasi yang membanggakan di tingkat nasional maupun internasional. Program ini digaungkan oleh United Tractors dengan melibatkan berbagai mitra dan pelatih untuk memastikan pembinaan yang komprehensif. Perseroan berkomitmen untuk mendukung pengembangan atlet muda dan atlet difabel melalui tiga program unggulan yang bertujuan memberdayakan generasi penerus dalam mencapai potensi terbaik mereka.

1. UT Special Inspiring Youth – SOIna yang ditujukan bagi atlet penyandang disabilitas yang tergabung dalam Special Olympics Indonesia (SOIna). Melalui program ini, United Tractors memberikan pembinaan yang menyeluruh, baik fisik maupun mental, dengan tujuan meningkatkan kepercayaan diri dan prestasi mereka di arena internasional.
2. UT Inspiring Youth merupakan program pembinaan bagi anak-anak berbakat di bidang akademik untuk mendukung pengembangan potensi mereka dalam menempuh pendidikan tinggi. Salah satu penerima pembinaan adalah Caesar Archangles Hendrik Trunay, yang akrab disapa Nono. Pada tahun 2022, Nono meraih Juara 1 dalam International Abacus World Competition menggunakan metode sempoa (metode gasing). Selanjutnya, pada tahun 2025, Nono kembali menorehkan prestasi dengan meraih medali perunggu pada Kompetisi Coding Nasional 2025 yang diselenggarakan di Binus University.

UT Inspiring Youth

UT Inspiring Youth Program, one of the UTFUTURE initiatives, focuses on skills development, strengthening self-confidence, and achieving outstanding accomplishments at both national and international levels. The program is led by United Tractors in collaboration with various partners and coaches to ensure comprehensive development. The Company supports the development of young athletes and para-athletes through three flagship programs designed to empower the next generation to reach their full potential.

1. UT Special Inspiring Youth – SOIna, intended for athletes with disabilities who are members of Special Olympics Indonesia (SOIna). Through this program, United Tractors provides comprehensive development, both physical and mental, aimed at enhancing their self-confidence and achievements in international arenas.
2. UT Inspiring Youth is a development program for academically talented children aimed at supporting the growth of their potential in pursuing higher education. One of the program beneficiaries is Caesar Archangles Hendrik Trunay, commonly known as Nono. In 2022, Nono won 1st place at the International Abacus World Competition using the abacus method (gasing method). In 2025, Nono achieved another milestone by earning a bronze medal at the 2025 National Coding Competition held at Bina Nusantara University.

3. UT Inspiring Youth juga memberikan pembinaan kepada International Master (IM) Aditya Bagus Arfan, atlet muda berbakat di bidang catur yang telah dibina oleh United Tractors sejak tahun 2016 dengan target meraih gelar Grand Master (GM). Hingga saat ini, Adit telah mengantongi dua norma GM dan masih membutuhkan satu norma tambahan serta rating 2.500 untuk resmi menjadi Grandmaster. Sepanjang tahun 2025, Adit terus menunjukkan performa kompetitif, termasuk melalui partisipasinya dalam Indonesian GM Tournament 2025, sebagai bagian dari perjalanan menuju pencapaian gelar tertinggi dalam dunia catur.

3. UT Inspiring Youth also provides mentorship to International Master (IM) Aditya Bagus Arfan, a talented young chess player who has been mentored by United Tractors since 2016, with the goal of achieving the Grandmaster (GM) title. To date, Adit has earned two GM norms and still needs one more norm along with a rating of 2,500 to officially become a Grandmaster. Throughout 2025, Adit has continued to show competitive performance, including his participation in the 2025 Indonesian GM Tournament, as part of his journey toward achieving the highest title in the chess world.

Pencapaian 2025 | 2025 Achievement

Tim Sepakbola SOINA DKI Jakarta
SOIna DKI Jakarta Football Team

Juara 3
3rd Place

Gothia Cup – Swedia

1

Medali Perunggu dalam Kompetisi Coding Nasional 2025 oleh Binus University

Bronze Medal in the 2025 National Coding Competition by Binus University

Adit telah meraih ELO Rating sebesar
Adit has achieved an ELO rating of

2,252

dengan pencapaian gelar International Master (IM)
with the achievement of the International Master (IM) title

Program Beasiswa

Perseroan bersama entitas anak usaha memberikan dukungan beasiswa kepada siswa dan mahasiswa berprestasi. Program beasiswa ini bertujuan untuk memberikan akses pendidikan yang layak bagi siswa dan siswi yang prasejahtera, sekaligus mendorong pengembangan sumber daya manusia yang berkualitas untuk masa depan.

Melalui program beasiswa ini, Perseroan berusaha memperluas akses pendidikan, meningkatkan keterampilan, serta mencetak individu yang siap berkontribusi positif bagi pembangunan Indonesia, sekaligus menciptakan peluang yang lebih luas untuk pertumbuhan karier di berbagai sektor industri.

Scholarship Program

The Company and its subsidiaries provide scholarship support to high-achieving students, aiming to ensure access to adequate education for underprivileged students, while encouraging the development of high-quality human capital for the future.

Through this program, the Company seeks to expand access to education, enhance skills, and nurture individuals who are prepared to contribute positively to Indonesia’s development, while creating broader opportunities for career growth across various industry sectors.

Pencapaian 2025 | 2025 Achievement

2,279

Total Siswa penerima beasiswa bantuan pendidikan.
Total students receiving educational assistance scholarships.

PROGRAM UNGGULAN UTFUTURE | UTFUTURE FLAGSHIP PROGRAM

PAMA Safe School

PAMA Safe School

PAMA *Safe School* merupakan inisiatif PT Pamapersada Nusantara (PAMA) dalam menanamkan budaya keselamatan, kesehatan kerja, dan kepedulian lingkungan (K3LH) di lingkungan sekolah. Program ini bertujuan membentuk karakter generasi muda yang disiplin, peduli, dan bertanggung jawab melalui penguatan sistem keselamatan sekolah yang terstruktur dan berkelanjutan.

Pada tahun 2025, program dilaksanakan di sekolah binaan PAMA yang tersebar di Pulau Sumatra, Jawa, dan Kalimantan. Implementasi dilakukan melalui pendekatan terpadu yang mencakup edukasi keselamatan dan kesiapsiagaan, peningkatan kapasitas guru sebagai agen keselamatan, penyediaan sarana pendukung K3LH, serta pembentukan duta keselamatan di kalangan siswa.

Program dijalankan melalui empat pilar utama, yaitu penguatan tata kelola dan kolaborasi, peningkatan kompetensi pendidik, pelaksanaan program tematik K3LH, serta monitoring dan evaluasi berkelanjutan. Melalui pendekatan tersebut, PAMA *Safe School* mendorong terciptanya ekosistem sekolah yang aman, sehat, dan siap menghadapi risiko, sekaligus mendukung kesiapan siswa memasuki dunia kerja dan kehidupan bermasyarakat.



PAMA *Safe School* is an initiative of PT Pamapersada Nusantara (PAMA) aimed at instilling a culture of occupational safety, health, and environmental awareness (K3LH) within the school environment. The program seeks to shape a disciplined, caring, and responsible younger generation through the strengthening of structured and sustainable school safety systems.

In 2025, the program was implemented in PAMA's foster schools across Sumatra, Java, and Kalimantan through an integrated approach that included safety and preparedness education, capacity building for teachers as safety ambassadors, provision of K3LH supporting facilities, and the establishment of student safety ambassadors.

The program is delivered through four main pillars, namely strengthening governance and collaboration, enhancing educator competencies, implementing thematic K3LH programs, and conducting continuous monitoring and evaluation. Through this approach, PAMA *Safe School* promotes the creation of a safe, healthy, and risk-aware school ecosystem, while also supporting students' readiness to enter the workforce and participate actively in society.

Pencapaian 2025 | 2025 Achievement

22

Sekolah binaan
Fostered schools

18

Guru tersertifikasi
Certified teachers

100%

Peserta dinyatakan kompeten dan direkomendasikan sebagai Asesor BNSP

Participants were declared competent and recommended as BNSP Assessors

Testimoni UTFUTURE – SOBAT

UTFUTURE – SOBAT Testimonial

“SOBAT menjadi momentum penting bagi sekolah kami untuk bertransformasi dari sistem konvensional menuju tata kelola berbasis standar industri. Pendekatan yang partisipatif membuat seluruh unsur sekolah merasa terlibat dan memiliki terhadap peningkatan mutu yang dijalankan. Integrasi berbagai program ke dalam sistem sekolah mendorong peningkatan fasilitas serta pembelajaran yang lebih selaras dengan kebutuhan industri, sekaligus memperkuat kepemimpinan strategis dalam pengelolaan pendidikan vokasi. Intervensi yang diberikan dinilai terintegrasi dengan baik dan mampu menjawab tantangan kesenjangan kompetensi yang sebelumnya menjadi hambatan. Ke depan, kami berharap kolaborasi dengan industri dapat terus berlanjut untuk menjaga relevansi kurikulum, meningkatkan kapasitas guru, serta memastikan konsistensi standar mutu pendidikan vokasi.”

“SOBAT has become an important milestone for our school as we transform from a conventional system toward industry-standard governance. A participatory approach has encouraged all elements of the school to feel involved and take ownership of the quality improvement initiatives undertaken by school. The integration of various programs into the school system has driven enhancements in facilities and learning processes that are more aligned with industry needs, while also strengthening strategic leadership in vocational education management. The interventions provided are considered well-integrated and capable of addressing the competency gaps that had previously posed challenges. Going forward, we hope that collaboration with industry can continue to ensure curriculum relevance, enhance teacher capacity, and maintain consistent quality standards in vocational education.”

Ibu | Mrs. Siti Maimunah

Pimpinan SMK Bina Bangsa Dampit, Malang, Jawa Timur.
Principal of SMK Bina Bangsa Dampit, Malang, East Java.





Pilar Lingkungan



Environmental Pillar



Penerima Manfaat Pilar Lingkungan tahun 2025
Beneficiaries of the Environmental Pillar in 2025

10,776 Orang
People

Melalui Pilar Lingkungan, Perseroan beradaptasi terhadap tantangan perubahan iklim global dengan menjalankan program pelestarian lingkungan berbasis pemberdayaan masyarakat. Program-program yang dinaungi oleh Pilar Lingkungan berbasis pada meningkatkan kualitas udara dengan penghijauan, mendukung prinsip ekonomi sirkular, serta upaya perlindungan keanekaragaman hayati pada area non-konservasi.

Through the Environmental Pillar, the Company responds to the challenges of global climate change by implementing environmental conservation programs based on community empowerment. Programs under this pillar focus on improving air quality through reforestation efforts, supporting circular economy principles, and promoting biodiversity protection in non-conservation areas.

Penanaman Pohon

Perseroan menyadari pentingnya upaya untuk mengurangi dampak negatif terhadap lingkungan, meningkatkan kualitas udara, dan memperbaiki ekosistem yang ada. Melalui program UTREES, Perseroan tidak hanya berfokus pada penghijauan, tetapi juga melibatkan masyarakat setempat dalam kegiatan penanaman dan pemeliharaan pohon sehingga menciptakan dampak sosial yang positif sekaligus memperkuat ekonomi lokal.

Tree Planting

The Company recognizes the importance of efforts to reduce negative environmental impacts, improve air quality, and restore existing ecosystems. The UTREES program not only focuses on reforestation, but also actively involves local communities in planting and maintenance activities, thereby generating positive social impacts while strengthening the local economy.

Pencapaian 2025 | 2025 Achievements

269,996

Jumlah pohon yang berhasil ditanam
Total trees successfully planted



Solusi Penggunaan Plastik dan Pengurangan Limbah

Program ini bertujuan mengurangi dampak lingkungan dari sampah plastik dan mengelola limbah secara lebih efektif, di antaranya dengan mengurangi volume sampah yang dibuang ke Tempat Pemrosesan Akhir (TPA). Sebagai solusi berbasis masyarakat, Perseroan beserta entitas anak usaha mengembangkan bank sampah yang berperan sebagai sistem pengelolaan dan pemilahan sampah terintegrasi sekaligus sebagai sarana pemberdayaan ekonomi lokal. Inisiatif ini merupakan bagian dari upaya berkelanjutan untuk mencapai pengurangan limbah dan mendukung prinsip ekonomi sirkular melalui pengelolaan sampah yang memiliki nilai jual.

Sampah yang berhasil dipilah dan didaur ulang di bank sampah binaan kemudian dimanfaatkan kembali sehingga mengurangi kebutuhan akan material baru dan memberikan peluang pendapatan bagi komunitas lokal. Dengan kolaborasi bersama berbagai pihak dan peningkatan kesadaran masyarakat, Perseroan terus berupaya untuk mengurangi dampak negatif terhadap lingkungan, serta menciptakan nilai sosial dan ekonomi melalui pengelolaan limbah yang lebih ramah lingkungan.

Pencapaian 2025 | 2025 Achievements

183

Jumlah bank sampah binaan
Fostered waste banks

Plastic Use Solutions and Waste Reduction

Forming part of the Company's ongoing efforts to reduce waste and to reduce waste and enhance waste management practices principles, this program aims to reduce the environmental impact of plastic waste and improve waste management effectiveness, including decreasing the volume of waste sent to landfills. As a community-based solution, the Company and its subsidiaries have developed waste banks that function as an integrated waste management and sorting system. This initiative forms part of ongoing efforts to reduce waste and support circular economy principles through waste management practices that generate economic value.

Waste that is successfully sorted and recycled at foster waste banks is then reused, reducing the need for new raw materials while also creating income opportunities for local communities. Through collaboration with various stakeholders and continued efforts to raise public awareness, the Company strives to reduce negative environmental impacts while generating social and economic value through more environmentally responsible waste management practices.

857.2 tons

Sampah plastik yang dikelola oleh bank sampah
Plastic waste managed by waste banks

Pencegahan Perubahan Iklim

Perseroan berkolaborasi dengan Dinas Lingkungan Hidup melalui Program Komunitas untuk Iklim (PROKLIM) dan Sekolah Adiwiyata sebagai bagian dari upaya memitigasi dampak negatif dari perubahan iklim. Perseroan melalui induk usaha, yaitu UT, beserta anak usaha yang meliputi PT Pamapersada Nusantara (PAMA), PT Kalimantan Prima Persada (KPP), dan Turangga Resources, melakukan berbagai kegiatan yang terintegrasi dalam pengelolaan

Climate Change Mitigation

Collaborating with the Environmental Agency through the Climate Village Program (PROKLIM) and the Adiwiyata Schools Program, UT and subsidiaries including PT Pamapersada Nusantara (PAMA), PT Kalimantan Prima Persada (KPP), and Turangga Resources have implemented various initiatives integrated into environmental management. The implementation of programs in Adiwiyata schools has also demonstrated positive results. One example



Dampak Positif bagi Masyarakat

lingkungan. Implementasi program yang dilakukan di sekolah Adiwiyata juga menunjukkan capaian positif, salah satunya melalui SMP Negeri 1 Batang Toru, sekolah binaan PT Agincourt Resources, yang meraih penghargaan Peserta Terbaik Sekolah Bijak Sampah Himpunan Penggiat Adiwiyata Indonesia Tahun 2025 tingkat SMP pada Festival Astra 2025. Berbagai inisiatif tersebut mencerminkan komitmen Perseroan dalam memastikan setiap langkah yang diambil memberikan dampak lingkungan yang berkelanjutan bagi masa depan.

is SMP Negeri 1 Batang Toru, a foster school of PT Agincourt Resources, which received the Best Participant Award for Waste-Smart Schools at the junior high school level from the Indonesian Adiwiyata Activists Association at the Astra Festival 2025. These initiatives reflect the Company's commitment to ensuring that every action taken delivers sustainable environmental impact for the future.

Pencapaian 2025 | 2025 Achievements

36
Dusun PROKLIM yang tercatat sebagai desa binaan
 PROKLIM hamlets recorded as foster villages

131
Sekolah Adiwiyata terbina
 Fostered Adiwiyata schools

Konservasi dan Keanekaragaman Hayati

Berada di bawah naungan program UTREES, program ini berfokus pada upaya perlindungan, pelestarian, dan pemanfaatan keanekaragaman hayati secara berkelanjutan, yang merupakan landasan bagi kelangsungan hidup manusia, hewan, dan tumbuhan. Upaya perlindungan yang dilakukan mencakup berbagai jenis ekosistem, spesies, dan keragaman genetik di bumi. Dalam menjalankan program ini, United Tractors telah berkolaborasi dengan Institut Pertanian Bogor (IPB) dan Universitas Diponegoro (UNDIP) dalam inisiatif konservasi satwa langka, termasuk rusa timor dan jalak balik sejak tahun 2018 lalu. Kemudian, Perseroan juga telah melakukan pelepasliaran rusa sambar di Ibu Kota Negara (IKN) oleh PAMA, bekerja sama dengan Otorita IKN, Kementerian Kehutanan RI, dan Universitas Gadjah Mada (UGM).

Biodiversity Conservation

Under the UTREES program, this initiative focuses on the protection, preservation, and sustainable utilization of biodiversity, which serves as the foundation for the survival of humans, animals, and plants, covering various ecosystems, species, and genetic diversity. In implementing this program, United Tractors has collaborated with the Bogor Agricultural University (IPB) and Diponegoro University (UNDIP) in initiatives to conserve endangered wildlife, including the Timor deer and Bali myna, since 2018. In addition, the Company has also conducted the release of Sambar deer in the National Capital City (IKN) through PAMA, in collaboration with the IKN Authority, the Ministry of Forestry of the Republic of Indonesia, and Gadjah Mada University (UGM).

Pencapaian 2025 | 2025 Achievements

113
Fauna yang dilestarikan
 Conserved fauna

100
Rusa Timor
 Timor Deer

13
Jalak Bali
 Bali Myna

Desa UniTy United Tractors

Program Desa UniTy di Gunung Arjuno, Jawa Timur merupakan bagian dari komitmen induk usaha Perseroan dalam mendukung konservasi alam dan rehabilitasi lingkungan. Program ini dipusatkan di area seluas 567 hektar di wilayah lereng Gunung Arjuno, Jawa Timur, yang dikelola oleh Perhutani. Kegiatan revegetasi yang dimulai sejak tahun 2022 ini melibatkan empat desa, yaitu Desa Tulungrejo, Sumbergondo, Giripurno, dan Tawangargo. United Tractors berkolaborasi dengan Perum Perhutani KPH Malang dalam program konservasi dan revegetasi hutan seluas 567 hektar. Program ini bertujuan untuk meningkatkan keberlanjutan ekosistem di kawasan ini dengan menanam berbagai jenis pohon produktif, seperti alpukat, sirsak, nangka, durian, sukun, dan trembesi.

Kegiatan ini juga bertujuan mengurangi erosi tanah, meningkatkan kualitas udara, dan mengurangi dampak perubahan iklim. Selain manfaat ekologis, program ini juga memberikan manfaat ekonomi kepada masyarakat setempat, yang turut serta dalam kegiatan penanaman dan pemeliharaan tanaman. Perseroan melibatkan masyarakat untuk berpartisipasi dalam penanaman dan perawatan tanaman, serta mengintegrasikan program pemberdayaan masyarakat di wilayah sekitar. Beberapa program yang dilaksanakan, antara lain, pelatihan keterampilan, pemberdayaan ekonomi lokal, dan edukasi lingkungan.

Desa UniTy United Tractors

The Desa UniTy Program in the Mount Arjuno area, East Java, reflects the Company's commitment to supporting nature conservation and environmental rehabilitation and is centered on a 567 hectares area on the slopes of Mount Arjuno, East Java, managed by Perhutani. Initiated in 2022, the revegetation activities involve four villages, namely Tulungrejo, Sumbergondo, Giripurno, and Tawangargo. United Tractors collaborated with Perum Perhutani KPH Malang in a forest conservation and revegetation program covering an area of 567 hectares. This program aims to enhance ecosystem sustainability in the area by planting various species of productive trees, such as avocado, soursop, jackfruit, durian, breadfruit, and trembesi.

These activities also aim to reduce soil erosion, improve air quality, and mitigate the impacts of climate change. In addition to ecological benefits, the program provides economic value to local communities who participate in planting and maintenance activities. The Company actively involves community members in tree planting and care, while integrating community empowerment initiatives in the surrounding areas. Programs implemented include skills training, local economic empowerment, and environmental education.

Pencapaian 2025 | 2025 Achievements

567 ha

Area yang berhasil di revegetasi
Successfully revegetated

1,100

Pohon ditanam
Trees planted

Meraih
Received the

Penghargaan ProKlim Sertifikat Utama
ProKlim Main Certificate Award

untuk Desa Sumbergondo
for Sumbergondo Village

PROGRAM UNGGULAN UTREES | UTREES FLAGSHIP PROGRAM

PAMA Eco-Edu Fest

PAMA Eco-Edu Fest

PAMA Eco-Edu Fest merupakan inisiatif di pilar lingkungan, yang dilaksanakan di Wanagama Nusantara untuk mendukung keberlanjutan dan tata kelola keanekaragaman hayati di kawasan Ibu Kota Nusantara (IKN). Program ini berfokus pada restorasi ekosistem, edukasi lingkungan, dan penangkaran satwa seperti rusa sambar. PAMA Eco-Edu Fest membuka peluang bagi masyarakat untuk terlibat aktif melalui program sukarelawan dan riset lapangan. Melalui kolaborasi dengan Universitas Gadjah Mada (UGM) dan Otorita Ibu Kota Nusantara (OIKN), program ini diharapkan memperkaya keragaman flora dengan *enrichment planting* pohon lokal seperti meranti dan durian Kalimantan.

Mini nursery juga dibangun di area ini untuk melakukan pembibitan pohon lokal dan spesies unggulan, menjamin proses restorasi dan *enrichment planting* dilakukan secara berkelanjutan dan terkontrol. Selain itu, Infrastruktur pendukung seperti kantor pengelola dan pusat informasi disediakan agar Wanagama Nusantara dapat berfungsi secara optimal sebagai laboratorium alam yang nyaman untuk kegiatan riset, edukasi, dan konservasi masyarakat.



PAMA Eco-Edu Fest is an initiative under the environmental pillar, implemented in Wanagama Nusantara to support sustainability and biodiversity governance in the Ibu Kota Nusantara (IKN) area. This program focuses on ecosystem restoration, environmental education, and the conservation of wildlife such as the sambar deer. PAMA Eco-Edu Fest also provides opportunities for the community to actively participate through volunteer programs and field research. Through collaboration with Universitas Gadjah Mada (UGM) and Otorita Ibu Kota Nusantara (OIKN), the program aims to enrich plant diversity by *enrichment planting* local tree species such as meranti and Kalimantan durian.

A mini nursery has also been established in the area to facilitate the propagation of local trees and priority species, ensuring that the restoration and *enrichment planting* processes are carried out sustainably and under control. Additionally, supporting infrastructure, such as the management office and information center, has been provided to ensure that Wanagama Nusantara can function optimally as a comfortable natural laboratory for research, education, and community conservation activities.

Pencapaian 2025 | 2025 Achievements

100 ha

Lahan dikelola untuk restorasi dan edukasi lingkungan

Land are managed for ecosystem restoration and environmental education

UTREES – Desa UniTy

UTREES – Desa UniTy

“Program Desa UniTy memberikan kesempatan bagi kami untuk terlibat langsung dalam pengelolaan lingkungan desa secara lebih terstruktur dan berkelanjutan. Kami memperoleh peningkatan kapasitas dalam penyortiran, pengolahan sampah organik, hingga pengelolaan administrasi TPS3R, sekaligus mendapatkan alternatif sumber pendapatan tambahan senilai Rp41.142.000, dari 22 ton sampah yang terolah di tengah menurunnya produktivitas pertanian. Program ini mendorong masyarakat lebih aktif dalam mengurangi sampah dan melihat hasil olahan sebagai peluang ekonomi yang bernilai. Tantangan yang sebelumnya kami hadapi kini dapat diubah menjadi peluang yang tetap sejalan dengan kepedulian terhadap lingkungan. Ke depan, kami berharap pendampingan dan penguatan kelembagaan TPS3R dapat terus berlanjut agar manfaat ekonomi dan lingkungan ini semakin berkembang dan menjangkau lebih banyak warga desa.”

“The Desa UniTy Program has provided us with the opportunity to be directly involved in managing our village in a more structured and sustainable manner. We have strengthened waste sorting, organic waste processing, and 3R Waste Management Facility administrative management, while gaining additional income of Rp41,142,000 generated from the processing of 22 tons of waste amid declining agricultural productivity. The program has encouraged the community to become more proactive in reducing waste and to view processed waste products as valuable economic opportunities. Challenges we previously faced have now been transformed into opportunities that remain aligned with environmental stewardship. Going forward, we hope that continued mentoring and institutional strengthening of the 3R Waste Management Facility unit will be sustained, so that the economic and environmental benefits can further expand and reach more village residents.”

Ibu | Mrs. Juma’ati

Ketua TPS3R Desa Sumbergondo | Petani

Head of the 3R Waste Management Facility in Sumbergondo Village | Farmer



Pilar Kewirausahaan

GRI 3-3, 203-2



Penerima Manfaat Pilar Kewirausahaan tahun 2025

Beneficiaries of the Entrepreneurship in 2025

5,311 Orang
People

Melalui Pilar Kewirausahaan, Perseroan turut mendukung *creating shared value* (CSV) melalui pemberdayaan pelaku Usaha Mikro, Kecil, dan Menengah (UMKM) dengan adanya pelatihan, penguatan kelembagaan, serta akses ke pasar demi mewujudkan kemandirian UMKM.

Lembaga Pengembangan Bisnis (LPB)

Program ini merupakan bagian dari komitmen Perseroan meningkatkan kesejahteraan ekonomi masyarakat sekitar dengan memberikan dukungan yang berkelanjutan kepada UMKM untuk mengembangkan kapasitas bisnis, meningkatkan pendapatan, serta membuka peluang kerja yang berfokus pada pemberdayaan UMKM area ring 1 pada titik operasional Perseroan yang berlokasi di Cakung dan Tanjung. Melalui pilar UTGROWTH, program ini dilaksanakan oleh entitas induk usaha, yaitu UT, beserta anak usaha yang meliputi PT Pamapersada Nusantara (PAMA), PT Kalimantan Prima Persada (KPP Mining), PT Tuah Turangga Agung (Turangga Resources), PT United Tractors Pandu Engineering (UTPE), dan PT Agincourt Resources (PTAR). Pada tahun 2025, LPB berhasil memberikan dampak yang signifikan, antara lain, melalui program pendampingan, pelatihan, pemasaran, dan fasilitas pembiayaan. LPB di Grup UT berperan sebagai penggerak utama dalam mendorong inovasi, pemberdayaan ekonomi, dan pengurangan kemiskinan melalui pemberdayaan UMKM yang mampu bertahan dan berkembang di tengah tantangan ekonomi yang terus berubah.

Entrepreneurship Pillar

GRI 3-3, 203-2



Through the Entrepreneurship Pillar, the Company also supports *creating shared value* (CSV) by empowering Micro, Small, and Medium Enterprises (MSMEs) through training programs, institutional capacity building, and expanded market access to foster MSME independence.

Business Development Institute (LPB)

This program forms part of the Company's commitment to enhancing the economic well-being of surrounding communities by providing sustainable support to micro, small, and medium enterprises (MSMEs). The initiative aims to strengthen business capacity, increase income, and create employment opportunities, with a particular focus on empowering MSMEs in Ring 1 areas surrounding the Company's operational sites in Cakung and Tanjung. Through the UTGROWTH pillar, the program is implemented by the parent entity, UT, together with its subsidiaries, including PAMA, KPP, TTA, PT United Tractors Pandu Engineering (UTPE), and PT Agincourt Resources (PTAR). In 2025, the LPB delivered significant impact through mentoring programs, training, market access facilitation, and financing support. LPB in UT Group serves as a key driver in promoting innovation, economic empowerment, and poverty reduction by enabling MSMEs to remain resilient and grow amid evolving economic challenges.

Pencapaian 2025 | 2025 Achievements

2,950 **UMKM binaan**
Fostered MSMEs

Koperasi Bina Tani Grup UT

Koperasi Bina Tani merupakan lembaga keuangan mikro yang dibangun melalui kolaborasi antara Program CSR United Tractors dan PAMA. Berlokasi di Tenggarong, Kabupaten Kutai Kartanegara, Kalimantan Timur, koperasi ini dirancang untuk memberdayakan masyarakat melalui pemberian akses kredit yang lebih mudah dan terjangkau bagi para anggotanya, sekaligus mendukung pengembangan usaha mikro dan kecil di sekitar area operasional.

Koperasi Bina Tani terus berkembang dan memberikan kontribusi yang besar terhadap pengentasan kemiskinan dan peningkatan kualitas hidup masyarakat di sekitarnya. Keberlanjutan program ini sejalan dengan visi Perseroan dalam mendukung pertumbuhan ekonomi yang inklusif dan berkelanjutan, yang berfokus pada pengurangan kemiskinan dan pemberdayaan ekonomi lokal.

UT Group Bina Tani Cooperative

Bina Tani Cooperative is a microfinance institution established through collaboration between the United Tractors CSR Program and PAMA. Located in Tenggarong, Kutai Kartanegara Regency, East Kalimantan, the cooperative was designed to empower local communities by providing its members with easier and more affordable access to credit, while supporting the development of micro and small enterprises in the surrounding operational areas.

Bina Tani Cooperative continues to grow and make a significant contribution to poverty alleviation and the improvement of living standards in surrounding communities. The sustainability of this program aligns with the Company's vision to promote inclusive and sustainable economic growth, with a focus on reducing poverty and strengthening local economic empowerment.

Pencapaian 2025 | 2025 Achievements

420

Anggota
Members

Aset sebesar
Total assets of

Rp6.5 miliar
billion

dengan laba
with net profit amounting to

Rp117.6 juta
million

Berhasil membukukan pendapatan sebesar

Recorded revenue of

Rp1.18 miliar
billion

dan menyalurkan kredit sebesar

and disbursed in loans totaling

Rp1.32 miliar
billion

dengan Non-Performing Loan (NPL) sebesar

with a Non-Performing Loan (NPL) ratio of

4.42%

Mentari Bronang: Transformasi Pertanian Berkelanjutan untuk Ketahanan Pangan dan Pelestarian Hutan

Mentari Bronang: Sustainable Agricultural Transformation for Food Security and Forest Conservation



Melalui Program Mentari Bronang, PT Asmin Bara Bronang (ABB) mendorong transformasi praktik pembukaan lahan menjadi sistem pertanian terpadu yang menetap dan ramah lingkungan. Program ini bertujuan memperkuat ketahanan pangan serta meningkatkan kesejahteraan masyarakat Suku Dayak Ngaju di Desa Barunang, Kabupaten Kapuas.

Inisiatif ini dijalankan bersama Koperasi Pengembangan Bisnis Taraku Mandiri (Koperasi Produksi) yang telah dibina sejak 2015, dengan fokus pada penguatan tata kelola, model bisnis, dan akses pasar menuju kemandirian lembaga. Program ini melibatkan petani lokal dalam mendukung ketahanan pangan, di mana hasil pertanian mereka diserap oleh operasional TTA Group untuk kebutuhan catering perusahaan, sekaligus memastikan keluarga petani turut memperoleh manfaat dari hasil panen tersebut. Dengan demikian, inisiatif ini juga memberikan dampak positif pada kesejahteraan keluarga petani lokal. Implementasi program didukung oleh kolaborasi dengan berbagai mitra strategis guna memastikan keberlanjutan dan perluasan dampak.

Through the Mentari Bronang Program, PT Asmin Bara Bronang (ABB) promotes the transformation of land-clearing practices into an integrated, permanent, and environmentally sustainable agricultural system. The program aims to strengthen food security and improve the welfare of the Dayak Ngaju community in Barunang Village, Kapuas Regency.

This initiative is in collaboration with Koperasi Pengembangan Bisnis Taraku Mandiri (Production Cooperative), which has been supported since 2015, with a focus on strengthening governance, refining the business model, and expanding market access toward institutional self-reliance. This program involves local farmers in supporting food security, where their agricultural produce is absorbed by TTA Group's operations for the company's catering needs, while also ensuring that the farmers' families benefit from the harvest. In this way, the initiative also has a positive impact on the welfare of local farming families. The program is supported by partnerships with various strategic stakeholders to ensure sustainability and the expansion of its impact.



Mentari Bronang mengintegrasikan aspek sosial, ekonomi, dan lingkungan dalam satu pendekatan yang seimbang. Selain meningkatkan kapasitas ekonomi masyarakat, program ini turut berkontribusi pada perlindungan hutan dan mitigasi perubahan iklim, sekaligus membangun model pertanian berkelanjutan berbasis komunitas.

Mentari Bronang integrates social, economic, and environmental aspects within a balanced approach. In addition to strengthening the community's economic capacity, the program contributes to forest protection and climate change mitigation, while establishing a community-based model of sustainable agriculture.



Pencapaian 2025 | 2025 Achievements

884

Jumlah petani yang terlibat beserta keluarga
Number of farmers involved along with their families

Peningkatan pendapatan per orang sebesar
Average increase in income per person

311.48%

2.34

Nilai SROI
SROI value



Pilar Kesehatan



Health Pillar



Penerima Manfaat Pilar Kesehatan tahun 2025
Beneficiaries of the Health Pillar in 2025

35,330 Orang
People

Melalui Pilar Kesehatan, Perseroan mendorong peningkatan kualitas kesehatan masyarakat, terutama ibu dan anak di sekitar wilayah operasional. Inisiatif ini mencakup layanan dan edukasi kesehatan preventif, promotif, dan kuratif, serta penguatan posyandu, pemberian nutrisi tambahan, dan penyediaan akses sanitasi yang layak.

Through the Health Pillar, the Company promotes improvements in community health, particularly for mothers and children in areas surrounding its operations. These initiatives include preventive, promotive, and curative health services and education, as well as strengthening integrated health service post (posyandu), providing supplementary nutrition, and expanding access to proper sanitation facilities.

Pengentasan Stunting

Melalui pilar UTCARE, Perseroan menjalankan program pengentasan *stunting* sebagai bentuk komitmen dalam mendukung penanganan masalah gizi balita di wilayah operasional, khususnya pada area yang masih menghadapi tantangan *stunting* dan kekurangan gizi. Program ini menggabungkan pendekatan edukasi, pendampingan keluarga, serta penyediaan dukungan pangan bergizi untuk membantu anak-anak mencapai pertumbuhan yang lebih sehat dan berkelanjutan.

Stunting Alleviation

Through the UTCARE pillar, the Company implemented a stunting alleviation program as part of its commitment to addressing child malnutrition in its operational areas, particularly in regions that continue to face challenges related to stunting and undernutrition. The program integrates educational initiatives, family mentoring, and the provision of nutritious food support to help children achieve healthier and more sustainable growth.

Program pengentasan *stunting* dilaksanakan bersama kader Posyandu dan tenaga kesehatan setempat, dengan fokus pada pemantauan status gizi balita, penyuluhan pola makan sehat, pemberian makanan tambahan (PMT), serta pembiasaan praktik pemberian makanan bergizi bagi ibu dan keluarga. Program ini memberikan hasil yang cukup positif. Tidak hanya kepada anak-anak balita yang mencapai kategori lulus gizi buruk tetapi juga kemampuan orang tua dalam kreasi makanan dan pengetahuan gizi pada makanan anak juga meningkat.

The stunting alleviation program was implemented in collaboration with local integrated health service post cadres and healthcare workers, focusing on monitoring toddlers' nutritional status, promoting healthy dietary practices, providing supplementary feeding (PMT), and fostering consistent nutritious feeding habits among mothers and families. The program delivered encouraging results. Not only did a number of toddlers transition out of the malnutrition category, but parents also demonstrated improved skills in preparing nutritious meals and enhanced knowledge of child nutrition.

Pencapaian 2025 | 2025 Achievements

726

dari 964 anak (75%) berhasil kembali ke status gizi normal

out of 964 children (75%) successfully returned to normal nutritional status

Program Posyandu

Program Posyandu merupakan salah satu program UTCARE yang berupa dukungan Perseroan dalam memperkuat layanan kesehatan dasar bagi ibu dan anak di wilayah sekitar operasi Perseroan. Melalui program ini, Perseroan bekerja sama dengan kader kesehatan, pemerintah desa, dan puskesmas setempat untuk meningkatkan kualitas pelayanan posyandu sekaligus memperluas akses masyarakat terhadap informasi dan layanan kesehatan yang memadai.

Perseroan mendampingi posyandu binaan dalam kegiatan pemantauan tumbuh kembang balita, pemeriksaan kesehatan ibu hamil, lansia, serta edukasi mengenai gizi dan perilaku hidup bersih dan sehat selama tahun 2025.

Integrated Health Service Post Program

Integrated Health Service Post Program is one of the UTCARE initiatives aimed at strengthening basic healthcare services for mothers and children in communities surrounding the Company's operational areas. Through this program, the Company collaborates with community health cadres, village authorities, and local public health centers to enhance the quality of integrated health service post services while expanding community access to adequate health information and services.

Throughout 2025, the Company provided ongoing support to its foster integrated health service post in monitoring toddlers' growth and development, conducting health check-ups for pregnant women and the elderly, and delivering education on nutrition as well as clean and healthy living practices.

Pencapaian 2025 | 2025 Achievements

352

Posyandu binaan Perseroan

Company-fostered Integrated Health Service Post

1,306

Jumlah kader Posyandu

Integrated Health Service Post cadres

UT Youth Movement (UTYM)

Salah satu program UTCARE yang dilaksanakan ini dirancang untuk memperkuat edukasi kesehatan dasar bagi anak remaja, sekaligus menumbuhkan kepedulian generasi muda terhadap isu kesehatan dan kebersihan lingkungan. Program UTYM digaungkan oleh United Tractors dan dibentuk untuk mendukung terlaksananya program sekolah sehat

UT Youth Movement (UTYM)

As part of the UTCARE pillar, this program strengthens basic health education for adolescents while fostering greater awareness among the younger generation on health and environmental hygiene issues. The UTYM Program was initiated by United Tractors and was established to support the implementation of healthy



di sekolah-sekolah dengan menghadirkan kader muda sebagai agen perubahan (*agent of change*) yang sejak 2025 sudah hadir di delapan (8) *chapter* wilayah di Indonesia.

Pada tahun 2025, UTYM melaksanakan aksi dan edukasi di sejumlah sekolah-sekolah SD, SMP, dan SMA/SMK dengan fokus pada pemahaman mengenai sanitasi, kebersihan diri, gizi seimbang, pencegahan penyakit, hingga kesehatan mental. Para kader UTYM berperan sebagai fasilitator yang menyampaikan materi secara interaktif dan menyenangkan sehingga siswa lebih mudah memahami dan menerapkan kebiasaan hidup sehat dalam aktivitas sehari-hari.

school initiatives by engaging youth cadres as agents of change, and since 2025 has been active across eight (8) regional chapters in Indonesia.

In 2025, UTYM conducted educational sessions across a number of elementary, junior high, and senior high/vocational schools, focusing on topics such as sanitation, personal hygiene, balanced nutrition, disease prevention, and mental health. UTYM cadres served as facilitators, delivering the materials in an interactive and engaging manner to help students better understand and adopt healthy habits in their daily lives.

Pencapaian 2025 | 2025 Achievements

272
Kader UTYM
 UTYM cadres

4,248
Penerima manfaat
 Beneficiaries

Srikandi Lestari United Tractors

United Tractors melalui pilar UTCARE mendukung pemberdayaan perempuan melalui kegiatan yang berfokus pada kesehatan, lingkungan, dan kesejahteraan keluarga. Program ini melibatkan kelompok ibu-ibu di wilayah operasi Perseroan sebagai mitra utama, dengan tujuan membangun komunitas yang lebih sehat, tangguh, dan peduli terhadap lingkungan sekitar. Dalam menjalankan program ini, Perseroan berkolaborasi dengan pemerintah (Pemprov DKI Jakarta), media (Tribun News), masyarakat (kader posyandu), dan pelaku usaha (UT) untuk meningkatkan kualitas sumber daya manusia (SDM).

United Tractors Srikandi Lestari

Through the UTCARE pillar, United Tractors supports women’s empowerment initiatives focused on health, environmental stewardship, and family well-being. The program engages women’s groups within the Company’s operational areas as key partners, with the aim of fostering healthier, more resilient communities that are attentive to their surrounding environment. In implementing this initiative, the Company collaborates with government institutions (DKI Jakarta Provincial Government), media partners (Tribun News), community representatives (integrated health service post cadres), and business entities (UT) to enhance the quality of human capital.



Selama 2025, kegiatan Srikandi Lestari mencakup penyuluhan kesehatan dasar, edukasi mengenai pengelolaan sampah rumah tangga, serta pelatihan dari kader ke kader lainnya mengenai 25 Kompetensi Kader. Melalui sesi edukasi yang dilakukan secara berkala, para peserta mendapatkan pemahaman mengenai pentingnya kebersihan lingkungan, pencegahan penyakit, konsumsi pangan sehat, dan pemahaman lainnya yang mendukung 25 kompetensi kader.

In 2025, Srikandi Lestari activities included basic health education, awareness sessions on household waste management, and peer-to-peer training among cadres on the 25 core competencies. Through regularly conducted educational sessions, participants gained a better understanding of the importance of environmental hygiene, disease prevention, healthy food consumption, and other key areas supporting the development of the 25 cadre competencies.

Pencapaian 2025 | 2025 Achievements

60
Kader Srikandi Lestari
 Srikandi Lestari cadres

114
Posyandu binaan United Tractors
 United Tractors Fostered Integrated Health Service Post





PROGRAM UNGGULAN UTCARE | UTCARE FLAGSHIP PROGRAM

Agincourt Resources Kembali Gelar Operasi Katarak Gratis di Lima Lokasi Sumatra Utara

Agincourt Resources Holds Free Cataract Surgery Program Again Across Five Locations in North Sumatra



PT Agincourt Resources (PTAR), pengelola Tambang Emas Martabe, kembali menyelenggarakan program Operasi Katarak Gratis pada tahun 2025 sebagai upaya memperluas akses layanan kesehatan mata bagi masyarakat pra-sejahtera di Sumatra Utara yang sudah berjalan secara konsisten sejak 2011. Program ini dilaksanakan di beberapa rumah sakit rujukan di Tapanuli Selatan, Tapanuli Tengah, Pematangsiantar, dan Medan.

Sejak dijalankan secara konsisten, program ini menjadi bagian dari komitmen perusahaan dalam meningkatkan kualitas hidup masyarakat di sekitar wilayah operasional. Selain tindakan operasi, PTAR juga memperkuat pendekatan promotif dan preventif melalui edukasi kesehatan mata serta pelatihan deteksi dini bagi tenaga kesehatan dan kader di tingkat komunitas.

Kolaborasi dengan mitra rumah sakit spesialis memastikan pelaksanaan prosedur medis sesuai standar yang berlaku. Melalui pendekatan yang mencakup edukasi, deteksi dini, dan intervensi medis, program ini berkontribusi pada pemulihan fungsi penglihatan sekaligus peningkatan kemandirian dan produktivitas masyarakat.

PT Agincourt Resources (PTAR), the operator of the Martabe Gold Mine, once again organized its Free Cataract Surgery Program in 2025 as part of its ongoing commitment to expanding access to eye care services for underprivileged communities in North Sumatra. The program has been ongoing since 2011 and was implemented at several referral hospitals in South Tapanuli, Central Tapanuli, Pematangsiantar, and Medan.

The program has become an integral part of the Company's commitment to improving the quality of life for communities surrounding its operational areas. In addition to providing surgical procedures, PTAR has strengthened its promotive and preventive approach through eye health education and early detection training for healthcare workers and community-level cadres.

Collaboration with specialist hospital partners ensures that all medical procedures are conducted in accordance with applicable standards. Through an approach that integrates education, early detection, and medical intervention, the program contributes to restoring visual function while also enhancing community independence and productivity.

Pencapaian 2025 | 2025 Achievements

17
Sesi operasi
 Surgery sessions

5
Rumah sakit lokasi pelaksanaan
 Hospitals as program implementation locations

13,638
Jumlah operasi mata yang dilakukan dari 2011 hingga 2025
 Total eye surgeries performed from 2011 to 2025

12,042
Total penerima manfaat dari 2011 hingga 2025
 Beneficiaries in total from 2011 to 2025

Pilar Tanggap Darurat Bencana



Melalui Pilar Tanggap Darurat Bencana, Perseroan berkontribusi dalam upaya penanggulangan bencana di Indonesia melalui program yang mencakup kesiapsiagaan, respons darurat, dan pemulihan pascabencana, melalui aksi kemanusiaan, pemberdayaan masyarakat, serta dukungan infrastruktur, fasilitas, dan peralatan untuk mendukung proses evakuasi dan pemulihan wilayah terdampak. Perseroan juga berperan aktif dalam penanganan bencana banjir dan tanah longsor di Sumatra Barat, Sumatra Utara, dan Aceh.

Festival Pendidikan Kesiapsiagaan Bencana (FESDIKGANA)

FESDIKGANA merupakan kegiatan tahunan UTACTION yang bertujuan mengenalkan pendidikan kebencanaan dengan cara yang lebih menarik, kreatif, dan mudah dipahami oleh siswa. Program ini diinisiasi oleh United Tractors dengan pendekatan berbasis festival. Melalui pendekatan berbasis festival, FESDIKGANA menggabungkan unsur edukasi, kompetisi, dan permainan agar anak-anak dapat belajar mengenai kesiapsiagaan bencana tanpa merasa terbebani oleh materi yang bersifat teknis.

Selama 2025, FESDIKGANA dilaksanakan di SOBAT area Jabodetabek dengan melibatkan siswa, guru, serta orang tua. Kegiatan festival mencakup lomba poster kebencanaan, kuis interaktif, permainan simulasi sederhana, hingga demonstrasi penggunaan perlengkapan siaga darurat. Kegiatan ini juga mendapat dukungan dari berbagai mitra, seperti Badan Penanggulangan Bencana Daerah (BPBD), puskesmas, relawan kebencanaan, serta aparat desa dan sekolah setempat.

Disaster Emergency Response Pillar

Through the Disaster Emergency Response Pillar, the Company contributes to disaster management efforts in Indonesia through programs that cover preparedness, emergency response, and post-disaster recovery. These initiatives include humanitarian actions, community empowerment, and support for infrastructure, facilities, and equipment to assist evacuation and recovery processes in affected areas. The Company also played an active role in responding to flood and landslide disasters in West Sumatra, North Sumatra, and Aceh.

Disaster Preparedness Education Festival (FESDIKGANA)

FESDIKGANA is an annual program under UTACTION aimed at introducing disaster education to students in a more engaging, creative, and accessible way. Initiated by United Tractors through a festival-based approach. Through a festival-based approach, FESDIKGANA combines elements of education, competition, and interactive games, enabling children to learn about disaster preparedness without feeling overwhelmed by technical material.

In 2025, FESDIKGANA was held in several schools fostered by the Company, involving students, teachers, and parents. Festival activities included disaster-themed poster competitions, interactive quizzes, simple simulation games, and demonstrations on the use of emergency preparedness equipment. The event also received support from various partners, including Regional Disaster Management Agency (BPBD), community health centers, disaster response volunteers, as well as local village and school authorities.

Pencapaian 2025 | 2025 Achievement

411

Partisipan Lomba FESDIKGANA
FESDIKGANA Competition Participants

Hari Kesiapsiagaan Bencana (HKB)

Merupakan inisiatif yang dilakukan oleh United Tractors dalam gerakan serentak untuk memperingati Hari Kesiapsiagaan Bencana yang diperingati setiap tanggal 26 April. Pada tahun 2025, United Tractors secara kolektif melakukan kegiatan simulasi kebencanaan untuk menunjukkan kesiapan binaan Perseroan, baik dari level sekolah maupun perkampungan mengenai tindakan kesiapan dari mitra binaan. Kegiatan simulasi tanggap darurat bencana serentak tersebut mendapatkan penghargaan Rekor MURI dengan Jumlah Instansi dan peserta terbanyak.

National Disaster Preparedness Day

This initiative was undertaken by United Tractors as part of a coordinated movement to commemorate National Disaster Preparedness Day, observed annually on April 26. In 2025, united Tractors collectively conducted disaster simulation activities to demonstrate the preparedness of the Company's development partners, both at the school and village levels, regarding the preparedness actions from the development partners. The initiative received a MURI Record award for the highest number of participating institutions and participants.

Pencapaian 2025 | 2025 Achievement

6,620

Sekolah mengikuti Simulasi Kesiapsiagaan Bencana
Schools participated in the Disaster Preparedness Simulation

1,427,294

Peserta Simulasi Kesiagaan Bencana
Participants of the Disaster Preparedness Simulation



PROGRAM UNGGULAN UTACTION | UTACTION FLAGSHIP PROGRAM

Sobat Tangguh United Tractors

Sobat Tangguh United Tractors



Program Sobat Tangguh merupakan bagian program UTACTION yang berfokus pada peningkatan kesiapsiagaan bencana di lingkungan sekolah dan komunitas. Program ini dirancang untuk membantu siswa, guru, dan masyarakat memahami langkah-langkah dasar yang perlu dilakukan sebelum, saat, dan setelah terjadi bencana sehingga mereka mampu merespons dengan cepat dan tepat ketika menghadapi situasi darurat. Program ini diselenggarakan melalui kolaborasi dengan berbagai pihak, antara lain, sekolah-sekolah yang tergabung di dalam Program Sekolah Foster School (SOBAT), the local Regional Disaster Management Agency, the Indonesian Red Cross, and the local Fire and Rescue Agency.

Program ini telah diimplementasikan secara konsisten sejak tahun 2023, dengan melakukan berbagai rangkaian pelatihan, edukasi, dan simulasi kebencanaan yang disesuaikan dengan kebutuhan tiap-tiap sekolah. Materi yang diberikan meliputi pemahaman jenis bencana, penyusunan rencana evakuasi, teknik bertahan saat gempa, hingga tindakan pertolongan pertama sederhana.

Pencapaian 2025 | 2025 Achievement

158

Sekolah di UTCM mendapatkan edukasi kesiapsiagaan bencana

Schools at UTCM received disaster preparedness education

The Sobat Tangguh Program stems from UTACTION and focuses on strengthening disaster preparedness within schools and communities. The program is designed to help students, teachers, and community members understand the basic steps to be taken before, during, and after a disaster, enabling them to respond quickly and appropriately in emergency situations. The program is implemented through collaboration with various parties, including schools participating in the United Tractors Foster School (SOBAT), the local Regional Disaster Management Agency, the Indonesian Red Cross, and the local Fire and Rescue Agency.

Actively active since 2023, the program delivers a series of training sessions, educational activities, and disaster simulations tailored to the specific needs of each school. The materials provided include an understanding of different types of disasters, the preparation of evacuation plans, survival techniques during earthquakes, and basic first aid measures.

10,435

Guru, siswa, dan staf sekolah berpartisipasi dalam simulasi kesiapsiagaan bencana

Teachers, students, and school staff participated in disaster preparedness simulations



PROGRAM UNGGULAN UTACTION | UTACTION FLAGSHIP PROGRAM



Kampung Tangguh Bencana (KATANA)

Disaster Resilient Village (KATANA)

Perseroan melalui program UTACTION, memahami pentingnya peningkatan kesadaran masyarakat atas kesiapsiagaan bencana. Berbeda dari program pelatihan teknis, KATANA menitikberatkan pada kampanye edukatif yang mudah dipahami dan dapat diterapkan oleh keluarga, sekolah, maupun komunitas sehari-hari. KATANA dilaksanakan melalui berbagai kegiatan sosialisasi, kampanye digital, penyebaran materi edukasi, serta aktivitas lapangan yang melibatkan komunitas lokal.

Pelaksanaan KATANA juga melibatkan sejumlah mitra, termasuk BPBD setempat, Palang Merah Indonesia (PMI), dan Disgulkarmat setempat. Program ini memberikan dampak berupa meningkatnya kesadaran masyarakat untuk mengambil langkah preventif sebelum terjadi bencana.

Through the UTACTION program, the Company recognizes the importance of enhancing community awareness of disaster preparedness. Unlike technical training programs, KATANA emphasizes educational campaigns that are easy to understand and can be applied by families, schools, and communities in their daily lives. KATANA is implemented through various socialization activities, digital campaigns, dissemination of educational materials, and field activities involving local communities.

The implementation of KATANA also involves several partners, including the local Regional Disaster Management Agency, the Indonesian Red Cross, and the local Fire and Rescue Agency, and has contributed to increased community awareness in taking preventive measures prior to the occurrence of disasters.

Pencapaian 2025 | 2025 Achievement

6

RW mendapatkan penguatan kapasitas kesiapsiagaan bencana berbasis komunitas

Neighborhood Units received community-based disaster preparedness capacity strengthening

150

Anggota kelompok siaga bencana

Members of disaster preparedness groups

118

Pemasangan rambu siaga bencana

Installation of disaster preparedness signage



Pencapaian Yayasan Grup United Tractors

Yayasan Karya Bakti United Tractors – UT School

UT School, yang berada di bawah pengelolaan Yayasan Karya Bakti United Tractors (YKBUT), merupakan pusat pendidikan dan pelatihan vokasi yang didirikan untuk menjawab kebutuhan tenaga kerja terampil di industri alat berat. Sejak awal berdiri pada tahun 2008, UT School berkomitmen menyediakan pendidikan yang berorientasi praktik, mudah diakses, dan relevan dengan perkembangan teknologi sehingga lulusan yang dihasilkan siap bersaing dan langsung terserap di dunia kerja.

Selama 2025, UT School menyelenggarakan berbagai pelatihan teknis yang mencakup pengoperasian dan perawatan alat berat melalui kemitraan dengan sekolah kejuruan, pemerintah daerah, dan sejumlah perusahaan alat berat. Selain itu, UT School berfungsi sebagai tempat uji kompetensi (TUK) resmi yang telah terverifikasi dan menjadi lokasi penyelenggaraan uji kompetensi bagi siswa. Proses sertifikasi dilakukan melalui kerja sama erat dengan Lembaga Sertifikasi Profesi Alat Berat Indonesia (LSP ABI).

Tingkat penyerapan kerja lulusan UT School konsisten menunjukkan hasil yang baik, terutama di bidang alat berat, pertambangan, dan konstruksi. Pencapaian ini menegaskan kontribusi YKBUT dalam menyediakan tenaga kerja terampil yang mampu memenuhi kebutuhan industri nasional.

Achievements of the United Tractors Group Foundations

Yayasan Karya Bakti United Tractors – UT School

UT School, managed by Yayasan Karya Bakti United Tractors (YKBUT), is a vocational education and training center established to meet the growing demand for skilled labor in the heavy equipment industry. Since its establishment in 2008, UT School has been committed to delivering practice-oriented, accessible, and technology-relevant education, ensuring that graduates are competitive and readily absorbed into the workforce.

Throughout 2025, UT School conducted various technical training programs covering heavy equipment operation and maintenance through partnerships with vocational schools, local governments, and several heavy equipment companies. In addition, UT School serves as an officially verified Competency Testing Center and acts as a designated venue for student competency assessments. The certification process is carried out in close collaboration with the Indonesian Heavy Equipment Professional Certification Institute.

The job placement rate of UT School graduates has consistently demonstrated strong performance, particularly in the heavy equipment, mining, and construction sectors and underscores YKBUT's contribution in providing skilled talent capable of meeting the needs of national industry.





Pencapaian 2025 | 2025 Achievements



8,883

Siswa telah lulus dari UT School, terdiri dari 8.824 laki-laki dan 59 perempuan dari Program Regular Teknik Alat Berat dan Program Regular IT sejak 2008

Students have graduated from UT School, consisting of 8,824 male and 59 female students from the Regular Heavy Equipment Engineering Program and the Regular IT Program since 2008

173

Alumni UT School berhasil membangun karier di luar negeri

UT School alumni have successfully built careers overseas

93.38%

Tingkat keberhasilan alumni UT School dalam memperoleh pekerjaan di sektor industri maupun berkontribusi sebagai wirausaha

The success rate of UT School alumni in securing employment in the industrial sector or contributing as entrepreneurs

26

Learning point yang tersebar di berbagai wilayah Indonesia

Learning points located across various regions in Indonesia

Yayasan Bina Harati PAMA

Yayasan Bina Harati PAMA (YBHP) dibentuk sebagai langkah nyata, oleh Grup PAMA dan TAA, dalam memastikan masyarakat di sekitar wilayah operasional memiliki kesempatan untuk mendapatkan pendidikan yang lebih baik. YBHP menjadi wadah yang menghubungkan kebutuhan sekolah, guru, serta siswa dengan dukungan pendidikan yang berkelanjutan, terutama di kawasan MCIP, Kalimantan Tengah.

Yayasan Bina Harati PAMA

Yayasan Bina Harati PAMA (YBHP) was established by the PAMA Group and TAA to ensure that communities surrounding operational areas have access to better educational opportunities, serving as a platform that connects the needs of schools, teachers, and students with sustainable educational support, particularly in the MCIP area, Central Kalimantan.



Salah satu langkah strategis YBHP adalah menjalankan Program Guru Muda (PGM) bekerja sama dengan Universitas Palangka Raya. Program ini melahirkan calon-calon pendidik muda yang tidak hanya menguasai materi ajar, tetapi juga memiliki semangat pengabdian bagi daerah tempat mereka kelak bertugas. Pada tahun 2025, YBHP juga memberikan pendampingan di sekolah, mencakup pelatihan peningkatan kompetensi guru, dukungan perbaikan sarana belajar, dan kegiatan yang menumbuhkan karakter serta kreativitas siswa.

Seluruh program ini memberikan dampak yang signifikan bagi kualitas pendidikan di wilayah Mining Cluster Improvement Program (MCIP). Peningkatan kapasitas guru, perbaikan fasilitas sekolah, dan penguatan karakter siswa membantu menciptakan lingkungan belajar yang lebih kondusif. Kolaborasi dengan perguruan tinggi dan pemerintah daerah juga memperkuat keberlanjutan program, memastikan bahwa akses pendidikan berkualitas dapat dirasakan secara merata oleh masyarakat setempat.

One of YBHP's strategic initiatives is the Young Teacher Program (PGM) in collaboration with Universitas Palangka Raya, developing prospective young educators who not only possess strong subject-matter competence but also demonstrate a commitment to serving the regions where they will eventually be assigned. In 2025, YBHP provided on-site school assistance, including teacher competency development training, support for improving learning facilities, and activities aimed at fostering students' character development and creativity.

All of these programs have delivered a meaningful impact on the quality of education within the Mining Cluster Improvement Program (MCIP) area. Enhancements in teacher capacity, improvements in school facilities, and the strengthening of student character have helped create a more conducive learning environment. Collaboration with universities and local governments has further reinforced the sustainability of these programs, ensuring that access to quality education can be equitably experienced by the local communities.

Pencapaian 2025 | 2025 Achievements



Rp4.26 miliar
billion

Dana tersalurkan
Fund disbursed

1,866

Penerima manfaat
Beneficiaries

20

Sekolah binaan
Foster schools



Yayasan Insan Mulia PAMA

Yayasan Insan Mulia PAMA (YIMP) hadir sebagai wadah yang membantu Perseroan membangun karakter karyawan sekaligus memperkuat hubungan dengan masyarakat di sekitar area operasi. Fokus utama yayasan ini adalah mendorong tumbuhnya nilai keagamaan, kepedulian sosial, dan akhlak yang baik di lingkungan operasional Grup PAMA.

Untuk mencapai tujuan tersebut, YIMP menjalankan berbagai kegiatan yang mencakup pengelolaan infak dan sedekah dari karyawan, penyelenggaraan kajian serta kegiatan dakwah, hingga penyaluran bantuan sosial bagi warga yang membutuhkan. Seluruh aktivitas dilakukan secara rutin di wilayah operasional PAMA.

Melalui peran YIMP, karyawan memiliki ruang untuk menumbuhkan aspek moral dan spiritual, menciptakan budaya kerja yang lebih harmonis dan saling menghargai. Pada saat yang sama, masyarakat sekitar juga merasakan kehadiran PAMA melalui dukungan sosial. Kehadiran YIMP memperkuat ikatan antara perusahaan dan komunitas, serta menunjukkan bahwa tanggung jawab sosial tidak hanya berfokus pada aspek ekonomi, tetapi juga pada pembangunan karakter dan kemanusiaan.

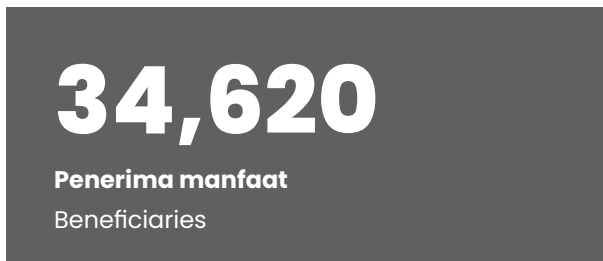
Yayasan Insan Mulia PAMA

Yayasan Insan Mulia PAMA (YIMP) serves as a platform that helps the Company build employee character development while strengthening relationships with communities surrounding its operational areas, promoting religious values, social responsibility, and strong moral character within the PAMA Group’s operational environment.

To achieve this objective, YIMP carries out various activities, including the management of employee donations, the organization of religious study sessions and outreach activities, as well as the distribution of social assistance to communities in need. All activities are conducted regularly across PAMA’s operational areas.

Through YIMP’s role, employees are provided with opportunities to cultivate their moral and spiritual development, fostering a more harmonious and mutually respectful workplace culture. At the same time, surrounding communities experience PAMA’s presence through meaningful social support. YIMP’s presence strengthens the bond between the Company and the community, demonstrating that social responsibility extends beyond economic aspects to include character building and humanitarian values.

Pencapaian 2025 | 2025 Achievements



Pelibatan Masyarakat dan Evaluasi Program

Community Engagement and Program Evaluation

Hak-Hak Masyarakat

GRI 3-3, 413-2

Perseroan menyadari pentingnya menjaga hubungan yang baik dengan masyarakat, termasuk masyarakat adat di sekitar lokasi operasional, baik secara langsung maupun tidak langsung. Perseroan berkomitmen untuk membangun komunikasi yang terbuka dan saling menghormati dengan masyarakat serta memahami nilai-nilai budaya dan hak-hak mereka yang harus dihormati dalam setiap tahap operasional Perseroan.

Sepanjang tahun 2025, tidak terdapat insiden yang terjadi antara perusahaan dan masyarakat adat terkait dengan operasi Perseroan. Dengan pendekatan berbasis manajemen risiko sosial yang terintegrasi, Perseroan berkomitmen untuk memperkuat hubungan dengan masyarakat adat dan memastikan bahwa kegiatan kami mendukung pelestarian budaya serta memberikan manfaat bagi komunitas tersebut, baik sekarang maupun pada masa depan.

GRI 411-1

Pengaduan Masyarakat

SEOJK F.24

United Tractors menyadari pentingnya menjaga hubungan yang baik dan transparan dengan komunitas. Salah satu aspek penting dalam hubungan ini adalah menyediakan saluran yang efektif bagi masyarakat untuk menyampaikan keluhan atau pengaduan terkait dengan aktivitas operasional Perseroan. Dengan demikian, Perseroan menyediakan saluran pengaduan yang jelas dan mudah diakses untuk masyarakat yang berlokasi di sekitar wilayah operasional. Mekanisme pengaduan ini diatur dalam prosedur yang tercantum dalam Kode Etik Perseroan mengenai Penyelesaian Konflik Sosial, yang bertujuan untuk menangani setiap keluhan atau masalah yang muncul.

Community Rights

GRI 3-3, 413-2

The Company recognizes the importance of maintaining good relationships with the community, including indigenous communities around operational sites, both directly and indirectly. The Company is committed to fostering open and respectful communication with the community, as well as understanding the cultural values and rights that must be respected at every stage of the Company's operations.

Throughout 2025, there were no incidents reported between the Company and indigenous communities in relation to the Company's operations. Through an integrated social risk management approach, the Company remains committed to strengthening relationships with indigenous communities and ensuring that its activities support cultural preservation and deliver benefits to these communities, both now and in the future.

GRI 411-1

Community Grievances

SEOJK F.24

A key aspect of maintaining transparent and constructive relationships with communities is providing effective channels for the public to submit complaints or grievances related to the Company's operational activities. Accordingly, clear and accessible grievance channels for communities located around its operational areas are governed by a formal procedure set out in the Company's Code of Conduct concerning Social Conflict Resolution, which is designed to address and resolve any complaints or issues that may arise.



Perseroan memastikan bahwa masyarakat dapat dengan mudah mengajukan pengaduan, baik secara langsung maupun melalui saluran komunikasi yang telah disediakan, seperti layanan telepon, email, atau platform lainnya yang dapat dijangkau oleh komunitas sekitar. Tim Whistleblower akan meninjau setiap pengaduan, melakukan investigasi, dan memberikan tanggapan secara transparan kepada pihak terkait yang mengajukan pengaduan.

Perseroan berkomitmen membangun komunikasi dua arah dengan masyarakat melalui mekanisme pengaduan yang terstruktur, serta memastikan setiap masukan dan keluhan ditangani secara responsif dan bertanggung jawab. Pada tahun 2025, Perseroan menerima total 19 pengaduan masyarakat terkait aspek lingkungan dan 47 pengaduan masyarakat terkait aspek sosial yang seluruhnya telah direspons dan ditindaklanjuti oleh Perseroan.

SEOJK F.24

Evaluasi Program CSR

Evaluasi program CSR Perseroan dilakukan secara terstruktur dan berkala untuk memastikan bahwa setiap inisiatif yang dijalankan efektif, efisien, dan memberikan dampak positif bagi masyarakat. Proses evaluasi tidak hanya mencakup hasil akhir, tetapi juga menilai seluruh tahapan dari perencanaan, implementasi, hingga *output* yang dihasilkan, guna memperoleh wawasan yang komprehensif terkait efektivitas program.

Metode utama dalam mengevaluasi program CSR terdiri dari AFC, SROI, dan IKM. AFC merupakan sistem manajemen yang dibangun Astra yang berperan sebagai pedoman sekaligus metode penilaian terhadap kegiatan CSR serta untuk memastikan program kontribusi sosial secara efektif. Di sisi lain, SROI dilakukan untuk mengukur sejauh mana dampak sosial maupun ekonomi dari program CSR yang dijalankan. Melalui SROI, Perseroan dapat memperoleh informasi yang dapat digunakan untuk membuat keputusan yang lebih baik tentang program yang akan diinvestasikan, dioptimalkan, atau dihentikan. Kemudian, pengukuran IKM dilakukan untuk mengetahui tingkat kepuasan masyarakat terhadap kinerja Perseroan melalui program CSR.

United Tractors menggunakan tiga metode utama untuk mengukur dampak sosial dan ekonomi dari program-program CSR, di antaranya:

The Company ensures that communities can easily submit grievances, either directly or through the communication channels provided, such as telephone services, email, or other platforms accessible to surrounding communities. The Whistleblower Team reviews each grievance, conducts an investigation, and provides a transparent response to the complainant.

The Company is committed to establishing two-way communication with the community through a structured grievance mechanism, ensuring that all feedback and complaints are handled in a responsive and responsible manner. In 2025, the Company received a total of 19 community complaints related to environmental aspects and 47 community complaints related to social aspects, all of which have been responded to and followed up by the Company.

SEOJK F.24

CSR Program Evaluation

The Company conducts CSR program evaluations in a structured and periodic manner to ensure that each initiative is effective, efficient, and delivers positive impacts for communities. The evaluation process does not only assess final outcomes but also reviews all stages of the program cycle, from planning and implementation to the outputs generated, in order to obtain comprehensive insights into program effectiveness.

The main methods used to evaluate CSR programs consist of AFC, SROI, and IKM. AFC is a management system developed by Astra that serves as both a guideline and an assessment method for CSR activities, ensuring that social contribution programs are implemented effectively. Meanwhile, SROI (Social Return on Investment) is used to measure the social and economic impacts generated by CSR initiatives. Through SROI, the Company gains insights that support better decision-making regarding which programs should be expanded, optimized, or discontinued. In addition, IKM (Community Satisfaction Index) is used to measure the level of community satisfaction with the Company's CSR performance and initiatives.

United Tractors uses three primary methods to measure the social and economic impacts of its CSR programs:



Astra Friendly Company (AFC)

Evaluasi dampak terhadap masyarakat.
Assessment of impacts on communities.

Hasil | Result:

Tidak terdapat dampak negatif signifikan pada masyarakat lokal.
No significant negative impacts were identified on local communities.

Indeks Kepuasan Masyarakat (IKM)

Community Satisfaction Index (CSI)

Mengukur kepuasan penerima manfaat pada program CSR di United Tractors.
Measuring the satisfaction of beneficiaries of the CSR programs at United Tractors.

Hasil | Result:

Nilai rata-rata 89,70 dari 100 pada program CSR di United Tractors yang mencakup:
The average score was 89.70 out of 100 across United Tractors' CSR programs, comprising:

UTFUTURE 89.21 (A)	UTCARE 90.01 (A)	UTREES 87.67 (A)	UTGROWTH 90.01 (A)	UTACTION 91.60 (A)
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Social Return on Investment (SROI)

Mengukur nilai sosial dan ekonomi dari program CSR.
Measures the social and economic value generated by CSR programs.

Hasil | Result:

Nilai rata-rata SROI sebesar 1,87 untuk setiap Rp1.00 yang diinvestasikan yang menghasilkan total nilai dampak Rp5.550.746.015 pada program CSR di United Tractors yang mencakup:

The average SROI was 1.87 for every Rp1.00 invested, generating a total impact value of Rp5,550,746,015 across United Tractors' CSR programs, comprising:

Program SOBAT SOBAT Program	Program Lembaga Pengembangan Bisnis (LPB) Business Development Institute (LPB) Program	Program Srikandi Lestari Srikandi Lestari Program	Program Desa UniTy Desa UniTy Program	Program Kampung Tangguh Bencana (KATANA) Disaster Resilient Village (KATANA) Program
2.69	1.45	1.30	2.07	1.84

Tanggung Jawab Kepada Pelanggan

Responsibility to Customers

09



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Kebijakan dan Strategi

Policy and Strategy

Perseroan berpegang pada komitmen mendukung keberlanjutan operasional pelanggan yang berfokus pada alat berat, alat transportasi, serta kegiatan usaha di berbagai sektor, seperti pertambangan, perkebunan, konstruksi, kehutanan, angkutan, dan transportasi produk. Perseroan juga mendukung penyediaan solusi jasa yang menyeluruh berupa konsultasi lapangan, pemeriksaan dan pemantauan, remanufaktur dan rekondisi, pelatihan operator dan mekanik, hingga jaminan layanan purnajual.

Perseroan memastikan setiap produk dan layanan yang disediakan tidak hanya unggul dalam kinerja, tetapi juga bertanggung jawab terhadap lingkungan dan sosial. Perseroan berdedikasi penuh untuk memastikan seluruh rangkaian produk dan layanan yang disalurkan menjadi solusi optimal bagi pelanggan. Mutu yang United Tractors terapkan mengacu pada pemenuhan 5 (lima) kriteria berikut:

The Company is committed to supporting the sustainability of customer operations focusing on heavy equipment, transportation equipment, and business activities in various sectors, such as mining, plantations, construction, forestry, transportation, and product transportation. The Company also supports the provision of comprehensive service solutions in the form of field consultation, inspection and monitoring, remanufacturing and reconditioning, operator and mechanic training, and after-sales service guarantees.

The Company ensures that every product and service provided is not only superior in performance, but also environmentally and socially responsible. The Company is fully dedicated to ensuring that the entire range of products and services provided are the optimal solution for customers. The quality that United Tractors applies refers to the fulfillment of the following 5 (five) criteria:



Kualitas
Quality



Biaya
Cost



Pengiriman
Delivery



Keamanan
Safety



Moral
Morale

Sebagai perusahaan yang berkomitmen pada kerangka ekonomi hijau, strategi Perseroan memprioritaskan transisi ke penggunaan produk yang lebih efisien dan ramah lingkungan. Transisi ini bertujuan memitigasi dampak kegiatan operasional pelanggan terhadap lingkungan. Komitmen ini memastikan bahwa pelanggan dapat mencapai target operasional mereka sambil memenuhi standar keberlanjutan yang makin ketat.

As a company committed to a green economy framework, The Company's strategy prioritizes the transition to a more efficient and environmentally friendly use of products. This aims to mitigate the impact of customer operational activities on the environment, and ensures that customers can achieve their operational targets while meeting increasingly stringent sustainability standards.



Produk

Products

United Tractors merupakan penyedia produk dan jasa mesin konstruksi terkemuka di Indonesia yang dimanfaatkan oleh berbagai sektor usaha termasuk agribisnis, perhutanan, perkebunan, konstruksi, dan pertambangan. Perseroan juga merupakan penyedia alat transportasi yang mendukung kegiatan usaha angkutan dan transportasi yang mendukung moda transportasi publik.

United Tractors is a leading provider of construction machinery products and services in Indonesia that are used by various business sectors including agribusiness, forestry, plantations, construction, and mining. The Company is also a provider of transportation equipment, supporting business activities that assist public transportation modes.

Dampak Produk



Unit-unit alat berat, alat transportasi, dan peralatan konstruksi yang disediakan Perseroan dirancang untuk mengoptimalkan dan memperkuat operasional pelanggan. Namun demikian, produk yang dipergunakan memiliki dampak sebagai berikut:

SEOJK F.28

Product Impact

The Company's heavy equipment, transportation equipment and construction equipment units are designed to optimize and strengthen customer operations. However, the products have the following impacts:

SEOJK F.28

 <p>Lingkungan Environment</p>	<p>Penggunaan alat-alat konstruksi dan transportasi mengakibatkan timbulnya dampak negatif, terutama emisi gas buang pada saat dimanfaatkan oleh mitra usaha.</p> <p>The use of construction and transportation equipment results in negative impacts, especially exhaust emissions when used by business partners.</p> <p>Melalui anak perusahaan EPN, Perseroan memasok kebutuhan instalasi panel surya atap yang menjadi pilihan untuk memperoleh energi dari sumber terbarukan yang lebih bersih.</p> <p>Through the EPN subsidiary, the Company supplies rooftop solar panel installation needs as an option to obtain energy from cleaner renewable sources.</p>
 <p>Sosial Social</p>	<p>Penggunaan alat-alat konstruksi memiliki risiko keselamatan dan keamanan bagi penggunanya yang ditimbulkan dari alat, metode, kompetensi, maupun lingkungan di mana alat tersebut digunakan.</p> <p>The use of construction tools has safety and security risks for its users arising from the tools themselves, methods, competencies, and environment in which the tools are used.</p>
 <p>Ekonomi Economic</p>	<p>Perseroan mendistribusikan produk alat berat dan alat angkut yang lengkap yang memberikan daya dukung pada industri lain, yaitu pertambangan, perkebunan, infrastruktur, transportasi, dan kehutanan yang pada gilirannya mendorong nilai tambah dari kegiatan kegiatan tersebut.</p> <p>The Company distributes complete heavy equipment and transportation equipment products that provide carrying capacity to other industries, namely mining, plantations, infrastructure, transportation, and forestry which in turn encourages the added value of these activities.</p> <p>Perseroan menyediakan produk-produk yang aman dan berperforma tinggi didukung oleh ketersediaan suku cadang dan layanan purnajual, layanan yang dapat meningkatkan produktivitas serta produk-produk yang memiliki fitur efisiensi.</p> <p>The Company provides safe and high-performance products supported by the availability of spare parts and after-sales services, services that can increase productivity and products that have efficiency features.</p>



Perseroan mengamati adanya peningkatan perhatian yang signifikan dari pelanggan terhadap isu-isu lingkungan. Merespons dinamika pasar ini, Perseroan secara strategis menawarkan lini produk yang direkayasa untuk efisiensi maksimal, melalui pengurangan konsumsi bahan bakar. Produk ini tidak hanya meminimalkan jejak ekologis operasional, tetapi juga memberikan penghematan biaya operasi harian dan penurunan total biaya kepemilikan (*total owning cost*).

Keamanan dan Keselamatan Produk

GRI 3-3, 416-1

Mengingat adanya risiko operasional yang melekat pada alat berat, Perseroan memiliki komitmen teguh untuk memastikan setiap unit konstruksi yang didistribusikan telah memenuhi semua peraturan teknis dan persyaratan keselamatan yang berlaku. Perseroan menjamin pemenuhan standar ketat, termasuk penyediaan peralatan keselamatan dan lingkungan standar, sesuai ketentuan yang disepakati dengan pelanggan.

Titik Evaluasi Keamanan dan Keselamatan

Safety and Security Evaluation Points



Setiap alat konstruksi dan transportasi yang disalurkan oleh Perseroan telah dibekali dengan fitur-fitur sesuai standar untuk memastikan keamanan optimal dan meningkatkan kenyamanan bagi operator di lapangan. Selain evaluasi keselamatan pada alat berat, Perseroan juga membantu pengguna dan calon pengguna mengenai cara pengoperasian alat yang aman dan benar melalui kelas *On Job Training* (OJT).

Seluruh unit yang diserahterimakan (100%) Perseroan pada 2025 telah memenuhi persyaratan keselamatan standar dan selama tahun pelaporan tidak terdapat produk yang ditarik kembali. Sehingga, tidak terdapat insiden ketidakpatuhan terkait kesehatan dan keselamatan produk dan jasa terhadap regulasi dalam periode pelaporan .

SEOJK F.27, F.29 | GRI 416-2

As a significant increase in customer attention to environmental issues has been observed, through reduced fuel consumption the Company is strategically offering product lines that are engineered for maximum efficiency. This products not only minimizes the ecological footprint of operations, but also provides savings in daily operating costs and a reduction in total owning costs.

Product Safety and Security

GRI 3-3, 416-1

Given the operational risks inherent in heavy equipment, The Company is firmly committed to ensuring that each construction unit has complied with all applicable technical regulations and safety requirements. The Company guarantees the fulfillment of strict standards, including the provision of safety and environmental equipment, in accordance with the provisions agreed with the customer.

Construction and transportation equipment distributed by The Company is equipped with features that ensure optimal safety and improve comfort for operators in the field. In addition to safety evaluation on heavy equipment, the Company also assists users and potential users as to how to operate the equipment safely and correctly through the *On Job Training* (OJT) class.

All units handed over (100%) by the Company in 2025 met the safety requirements no products were recalled. Thus, there were no incidents of non-compliance related to the health and safety of products and services with regulations during the reporting period.

SEOJK F.27, F.29 | GRI 416-2



Inovasi Produk Berkelanjutan

SEOJK B.1 | GRI 302-5

United Tractors berdedikasi pada pengembangan teknologi terbaru, termasuk pemanfaatan energi listrik sebagai alternatif bahan bakar fosil. Hal ini bertujuan meminimalkan jejak lingkungan dari alat berat dan transportasi yang disediakan oleh Perseroan, sekaligus berkontribusi pada Astra Net Zero Scope 1 & 2 pada tahun 2050. Didukung penuh oleh prinsipal, Perseroan secara berkelanjutan menghadirkan jajaran produk superior dengan kinerja operasional terbaik, yang dibuktikan dengan kepatuhan terhadap regulasi pemerintah, seperti penerapan standar emisi Euro 4 dan 5 pada jajaran truk dan bus sejak tahun 2022, serta adaptasi terhadap penggunaan biodiesel.

SEOJK F.26

Sustainable Product Innovation

SEOJK B.1 | GRI 302-5

United Tractors is dedicated to the development of renewable technologies, including the use of electrical energy as an alternative to fossil fuels. This aims to minimize the environmental footprint of heavy equipment and transportation provided by the Company, while contributing to Astra Net Zero Scope 1 & 2 by 2050. Fully supported by its principals, the Company has consistently delivered a portfolio of superior products with strong operational performance, demonstrated through compliance with applicable government regulations, including the implementation of Euro 4 and Euro 5 emission standards across its truck and bus product lines since 2022, as well as adaptation to the use of biodiesel.

SEOJK F.26





◀ Komatsu PC950LC-11R

Komatsu PC950LC-11R merupakan ekskavator kelas 95 ton generasi terbaru dilengkapi tiga mode kerja yang dapat disesuaikan dengan kebutuhan di lapangan. Unit ini dirancang optimal untuk mendukung operasi di sektor pertambangan sekaligus menjaga tingkat produktivitas tetap tinggi.

Tingkat produktivitas tersebut ditopang oleh perpaduan mesin generasi terbaru SAA6D140E-7 dan kapasitas *bucket* hingga 7 m³. Ekskavator juga dibekali pilihan E Mode, P Mode, dan P+ Mode yang meningkatkan efisiensi bahan bakar hingga 54% dibandingkan model sebelumnya.

Komatsu PC950LC-11R is the latest generation 95-ton class excavator equipped with three working modes that can be adjusted to the needs of the field. This unit is optimally designed to support operations in the mining sector while maintaining high productivity levels.

The productivity level is supported by a combination of the latest generation of SAA6D140E-7 machines and bucket capacities of up to 7 m³. Excavator also equipped with E Mode, P Mode, and P+ Mode options that increase fuel efficiency by up to 54% compared to the previous model.



Komatsu Battery Forklift ▶

Komatsu Forklift Baterai dilengkapi *lithium traction battery* sebagai sistem penyimpanan energi yang dapat diisi ulang dengan kemampuan pengisian cepat hingga maksimal 2 jam. Baterai lithium ini juga dibekali *Battery Management System* sehingga kondisi dan kinerjanya dapat dipantau secara daring.

Dengan durasi pengisian yang lebih singkat dan frekuensi pengisian yang lebih rendah, penggunaan energi menjadi lebih efisien serta berpotensi menekan konsumsi listrik dari jaringan PLN.

The Komatsu Forklift Battery is equipped with a lithium traction battery as a rechargeable energy storage system with fast charging capabilities up to a maximum of 2 hours. The lithium battery is also equipped with a Battery Management System for online monitoring.

With a shorter charging duration and lower charging frequency, energy use becomes more efficient and has the potential to reduce electricity consumption from the PLN power grid.



◀ Hydrogen Tower Lamp

Tower Lamp Hybrid Hydrogen merupakan inovasi terbaru hasil pengembangan R&D Patria untuk mendukung transisi menuju energi bersih. Produk ini didukung oleh *fuel cell* berkapasitas 5 kW dan panel surya 3,5 kWp yang menyuplai daya ke baterai, kemudian dialirkan ke lampu LED 4 x 500 Watt. Melalui konfigurasi tersebut, unit dapat beroperasi secara mandiri sepanjang siang dan malam tanpa ketergantungan pada diesel maupun jaringan listrik, sehingga lebih efisien dan ramah lingkungan.

Keunggulan Utama

1. *Zero Emission*: operasi hanya menghasilkan uap air sehingga tidak ada CO₂ yang dilepas.
2. *Dual Renewable Energy*: *fuel cell* mampu menyalakan lampu hingga 9 jam, sementara panel surya dapat menyuplai hingga 3 jam.
3. *Smart Hybrid Management*: sistem secara otomatis berpindah sumber energi ketika salah satu sumber mencapai batas minimum.
4. Minim Kebisingan: beroperasi hampir tanpa suara, berbeda dengan *tower lamp* konvensional.
5. Perawatan Sederhana: tidak memerlukan pergantian oli, perawatan terbatas pada penggantian *coolant* tiap 12 bulan dan filter udara tiap 4 bulan.
6. Efisiensi Energi Tinggi: efisiensi *fuel cell* mencapai 45%, sekitar 15% lebih tinggi dibandingkan *tower lamp* ICE yang berada di kisaran 30%.

The Hybrid Hydrogen Tower Lamp is Patria's latest innovation developed through its R&D efforts to support the clean energy transition. The product is powered by a 5 kW fuel cell and 3.5 kWp solar panels that supply energy to a battery system, which is then distributed to four 500-watt LED lamps. Through this configuration, the unit can operate independently throughout the day and night without dependence on diesel or the power grid, making it more efficient and environmentally friendly.

Key Advantages

1. *Zero Emission*: the operation only produces water vapor, with no CO₂ is released.
2. *Dual Renewable Energy*: the fuel cell is capable of powering the lights for up to 9 hours, while the solar panels can supply up to 3 hours.
3. *Smart Hybrid Management*: the system automatically switches energy sources when one of the sources reaches the minimum limit.
4. *Low Noise*: operates almost silently, unlike conventional tower lamps.
5. *Low Maintenance*: no oil change required, maintenance is limited to changing the coolant every 12 months and the air filter every 4 months.
6. *High Efficiency Energy*: the fuel cell efficiency reaches 45%, about 15% higher than ICE tower lamps which are in the range of 30%.



◀ Toyota Forklift Fuel Cell 70-8FBE18

Forklift berbahan bakar hidrogen pertama di Indonesia, inovasi ini menandai babak baru transformasi energi berkelanjutan di sektor industri nasional. Mengusung teknologi *fuel cell* canggih yang tidak menghasilkan emisi karbon langsung, unit ini menawarkan alternatif operasional yang jauh lebih bersih dan ramah lingkungan dibandingkan forklift konvensional.

Keunggulan produktivitasnya signifikan, dengan proses pengisian daya hidrogen selama waktu 3 menit untuk durasi operasional penuh selama 8 jam.

The first hydrogen-powered forklift in Indonesia, this innovation marks a new chapter in sustainable energy transformation within the national industrial sector. Featuring advanced fuel cell technology that generates zero direct carbon emissions, this unit offers a significantly cleaner and more environmentally friendly operational alternative compared to conventional forklifts.

The productivity advantages are substantial, with a hydrogen refueling process takes 3 minutes to provide a full 8 hours of operational duration.

Melalui anak perusahaan EPN, Perseroan menyediakan dan memasang Pembangkit Listrik Tenaga Surya (PLTS) sesuai dengan kebutuhan skala pelanggan, yang puncaknya ditunjukkan melalui implementasi PLTS *off-grid* berkapasitas 615,6 kWp. PLTS tersebut adalah proyek *smart micro grid* pertama di Indonesia yang terintegrasi dengan baterai 200 kWh. Instalasi inovatif di situs PAMA MTBU ini berhasil mereduksi emisi karbon hingga 423 ribu ton CO₂ per tahun, setara dengan penanaman 19.000 pohon setiap tahun. Inovasi ini sekaligus menegaskan komitmen Perseroan pada dekarbonisasi.

Through EPN, The Company provides and installs Solar Power Plants (PLTS) according to customer scale needs, culminating in off-grid solar power plants with a capacity of 615.6 kWp. The solar power plant is the first smart micro grid project in Indonesia that is integrated with a 200 kWh battery. The innovative installation at the PAMA MTBU site has succeeded in reducing carbon emissions by up to 423 thousand tons of CO₂ per year, equivalent to planting 19,000 trees every year, affirming the Company's commitment to decarbonization.



Layanan dan Kepuasan Pelanggan

Customer Service and Satisfaction

SEOJK F.17

Layanan purnajual unggul merupakan wujud tanggung jawab Perseroan yang menekankan tidak hanya penyediaan suku cadang atau perbaikan fisik, tetapi juga berfokus pada interaksi dukungan pelanggan. Perseroan mentransformasi interaksi ini melalui pendekatan digital, memanfaatkan fasilitas seperti UT Command Center dan aplikasi Mobile UTConnect untuk memfasilitasi pemantauan alat, pelacakan pesanan suku cadang, serta penanganan keluhan secara langsung dan interaktif.

Layanan purnajual meliputi penyediaan suku cadang dan jasa perawatan atau perbaikan yang mencakup 40 *workshops* dan 8 lokasi *remanufacturing* di seluruh Indonesia. Kedua layanan tersebut juga didukung layanan UT Call yang siaga 24/7, serta pelatihan mekanik dan operator untuk transfer pengetahuan kepada pelanggan. Secara strategis, United Tractors menerapkan pendekatan *Customer Solution Management (CSM)* sebagai program kemitraan untuk memperkuat loyalitas dan mencapai kesuksesan bisnis jangka panjang, dengan total 45 proyek telah diimplementasikan di 20 cabang, 21 *site*, serta 16 divisi dan fungsi pada tahun 2025.

Superior after-sales service is a manifestation of the Company's responsibility that emphasizes not only the provision of spare parts or physical repairs but also focuses on customer support interactions. The Company has transformed these interactions through a digital approach, leveraging platforms such as the UT Command Center and the Mobile UTConnect application to enable equipment monitoring, spare parts order tracking, and direct, interactive handling of customer inquiries and complaints.

After-sales service includes the provision of spare parts and maintenance or repair services which includes 40 workshops and 8 remanufacturing locations throughout Indonesia. Both services are supported by UT Call services that are on standby 24/7, as well as training mechanics and operators for knowledge transfer to customers. Strategically, United Tractors is implementing a Customer Solution Management (CSM) approach as a partnership program to strengthen loyalty and achieve long-term business success, with a total of 45 projects implemented across 20 branches, 21 sites, also 16 divisions and functions by 2025.





Rekapitulasi Panggilan yang Diterima UT Call

Recapitulation of Calls Received by UT Call

Deskripsi	2025	2024	2023	Description
Pusat Kontak	20,810	21,516	20,882	Contact Center
Meja Bantuan	98,199	103,145	107,789	Help Desk
Total	199,009	124,661	128,671	Total

Perseroan berkomitmen untuk menyediakan solusi bagi pelanggan produk dan jasa yang setara dan berkualitas. Untuk mengukur kinerja produk dan layanan, Perseroan melakukan survei kepuasan pelanggan setiap dua tahun.

SEOJK F.17, F.30

The Company is committed to providing solutions for customers with equal quality products and services, with performance of products and services measured by a customer satisfaction survey every two years.

SEOJK F.17, F.30

Hasil Survei Kepuasan Pelanggan

Customer Satisfaction Survey Results

Deskripsi	2025**	2024*	2023	Description
Survei Kepuasan Pelanggan	TBC	84.81	79.9	Customer Satisfaction Survey

* Survei dilakukan pada tahun 2023 yang dilaporkan pada tahun 2024.
The survey was conducted in 2023 which is reported in 2024.

** Survei tahun 2025 telah dilaksanakan dan saat ini dalam tahap analisis data serta penyusunan.
The 2025 survey has been conducted and currently undergoing data analysis and reporting stage.

Pengadaan Berkelanjutan

Sustainable Procurement

United Tractors menekankan pentingnya pengadaan berkelanjutan dengan mengintegrasikan aspek ESG ke dalam proses rantai pasok. Perseroan menyusun kriteria-kriteria ESG yang digunakan sebagai basis penilaian dalam proses seleksi calon pemasok. Kriteria tersebut kemudian dituangkan ke dalam perjanjian kerja sama sehingga menjadi parameter untuk mengevaluasi kinerja pemasok yang telah terpilih.

GRI 3-3, 308-1, 414-1

Semua pemasok unit perseroan sudah menerapkan standar ISO 14001 untuk manajemen lingkungan dan bagi pemasok unit dengan brand Bomag sudah menerapkan ISO 50001 dalam management energi agar terus meningkatkan efisiensi energi dan mencapai tujuan keberlanjutan mereka.

Sustainable procurement integrates ESG into supply chain processes through criteria that assess prospective suppliers during the supplier selection process. These criteria are incorporated into partnership agreements and subsequently used as parameters to evaluate the performance of selected suppliers.

GRI 3-3, 308-1, 414-1

All Company unit suppliers have implemented ISO 14001 standards for environmental management and suppliers with the Bomag brand have implemented ISO 50001 in energy management to continue to improve energy efficiency and achieve sustainability goals.



Perseroan juga melakukan pemantauan dan penilaian berkala terhadap pemasok untuk mengidentifikasi potensi dampak lingkungan dan sosial yang mungkin timbul dalam rantai pasok. Pada tahun pelaporan, tidak terdapat temuan signifikan terhadap potensi dampak lingkungan dan sosial dalam rantai pasok Perseroan.

GRI 308-2, 414-2

Perseroan senantiasa bekerja sama dengan sejumlah pemasok lokal dan internasional, baik untuk pengadaan barang maupun jasa. Pada tahun 2025, mitra kerja Perseroan mencapai total 100 pemasok lokal.

GRI 204-1

Tidak hanya itu, Perseroan berkomitmen pada prinsip transparansi dan tata kelola yang baik, termasuk dalam proses penyusunan kerangka kontrak dan pengajuan perizinan. Perseroan menyadari bahwa keterbukaan menjadi elemen kunci untuk membangun kepercayaan dengan pemangku kepentingan, termasuk pemerintah, pelanggan, masyarakat, dan investor. Namun, sesuai dengan kebijakan internal dan kewajiban perlindungan informasi komersial yang sensitif, serta kepatuhan terhadap ketentuan kerahasiaan, dokumen-dokumen kontrak (termasuk namun tidak terbatas pada kontrak pengadaan, perjanjian dengan pelanggan, dan perjanjian dengan mitra) saat ini tidak dipublikasikan secara penuh dan terbuka untuk publik. Sebaliknya, izin operasional utama dan dokumen kepatuhan yang diwajibkan oleh regulator (seperti Izin Usaha, sertifikasi lingkungan, dan laporan pemenuhan standar keselamatan) telah diperoleh Perseroan dan dapat diakses melalui kanal resmi pemerintah yang berwenang, serta ringkasannya dapat diakses melalui situs *website* resmi dan laporan keberlanjutan Perseroan.

The Company also conducts periodic monitoring and assessment of suppliers to identify potential environmental and social impacts that may arise in the supply chain. In the reporting year, there were no significant findings on potential environmental and social impacts in the Company's supply chain.

GRI 308-2, 414-2

The Company collaborates with a number of local and international suppliers for the procurement of goods and services. In 2025, the Company's business partner reach total of 100 local suppliers.

GRI 204-1

The Company is committed to the principles of transparency and good governance, including in the development of contractual frameworks and the licensing process, recognizing that openness is a key element in building trust with stakeholders that include the government, customers, communities, and investors. However, in accordance with internal policies and obligations to protect sensitive commercial information, as well as compliance with confidentiality provisions, contractual documents (including but not limited to procurement contracts, customer agreements, and partner agreements) are not fully disclosed or made publicly available at this time. Instead, key operating permits and regulatory compliance documents required by authorities (such as business licenses, environmental certifications, and safety compliance reports) have been duly obtained by the Company and are accessible through the official channels of the relevant government authorities. Summaries of these documents are also available on the Company's official website and in its sustainability report.

Memperkuat Tata Kelola Keberlanjutan

Strengthening
Sustainability
Governance

10



242	Tata Kelola Keberlanjutan Sustainability Governance
248	Etika Bisnis Business Ethics
251	Keamanan dan Pelindungan Data Pribadi Personal Data Security and Protection
252	Kepatuhan Pajak Tax Compliance
253	Kebijakan Publik Public Policy
254	Manajemen Risiko Risk Management





Tata Kelola Keberlanjutan

Sustainability Governance



Tata kelola menjadi penggerak utama keberlanjutan dengan menjaga integritas operasional, memperkuat daya saing, serta memastikan pertumbuhan usaha jangka panjang di seluruh lini bisnis Perseroan.

Good governance serves as the primary driver of sustainability by upholding operational integrity, strengthening competitiveness, and ensuring long-term business growth across all of the Company's business lines.



Struktur Tata Kelola

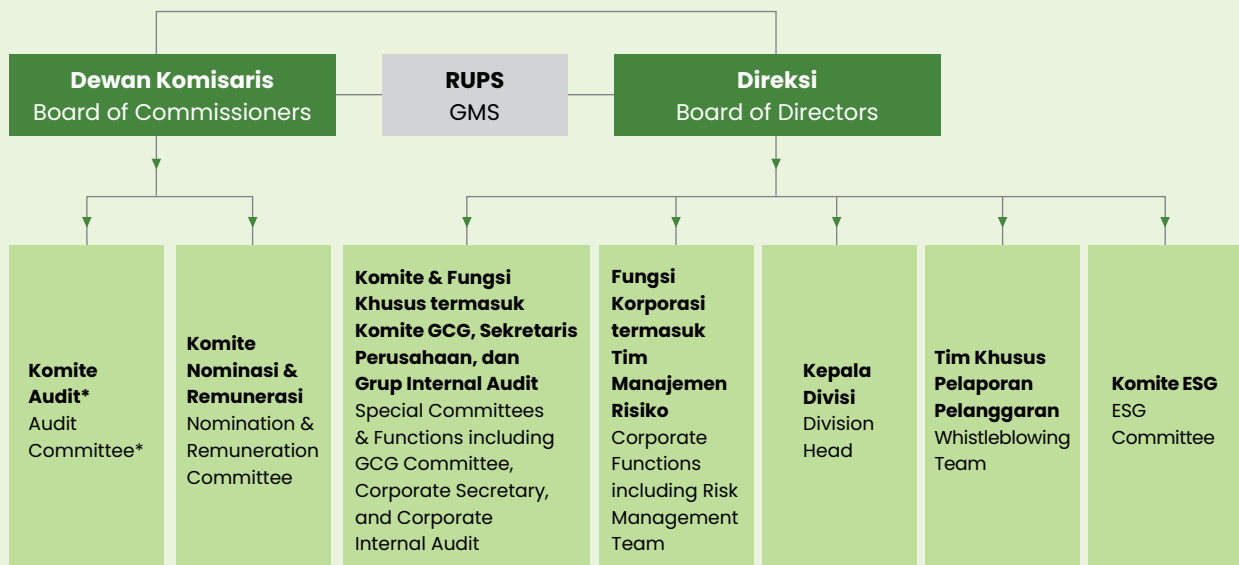
GRI 2-9

Struktur tata kelola United Tractors terdiri atas tiga organ utama, yaitu Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, serta Direksi. Setiap organ memiliki tugas dan wewenang sesuai dengan Anggaran Dasar United Tractors serta peraturan perundang-undangan yang berlaku.

Governance Structure

GRI 2-9

The governance structure of United Tractors comprises the three main organs of the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors. Each governing body carries out its duties and exercises its authority and conducts itself in accordance with the Articles of Association of United Tractors and applicable laws and regulations.



* Komite Audit memantau kegiatan audit internal yang dilakukan oleh Grup Internal Audit.
The Audit Committee oversees internal audit activities conducted by the Internal Audit Group.

Rapat Umum Pemegang Saham (RUPS)

GRI 2-11

Rapat Umum Pemegang Saham (RUPS) merupakan organ Perseroan yang memiliki hak dan kewenangan yang tidak diberikan kepada Direksi dan Dewan Komisaris, dengan batasan yang ditentukan dalam peraturan perundang-undangan dan Anggaran Dasar Perseroan.

RUPS terdiri dari RUPS Tahunan (RUPST), yang diselenggarakan setiap tahun paling lambat 6 (enam) bulan setelah tahun buku Perseroan ditutup atau

General Meeting of Shareholders

GRI 2-11

The General Meeting of Shareholders (GMS) is a corporate organ vested with rights and authorities that are not delegated to the Board of Directors or the Board of Commissioners, within the limits stipulated by prevailing laws and regulations and the Company's Articles of Association.

The GMS comprises the Annual General Meeting of Shareholders (AGMS), which is convened annually no later than 6 (six) months after the close of the



batas waktu lain dalam kondisi tertentu sebagaimana ditetapkan oleh OJK, dan RUPS Luar Biasa (RUPSLB) yang dapat dilaksanakan sewaktu-waktu sesuai dengan kebutuhan Perseroan. Pada tahun 2025, Perseroan menyelenggarakan 2 (dua) kali RUPS, yaitu RUPST dan RUPSLB, keduanya dilaksanakan pada 25 April 2025.

Perseroan menerapkan prinsip kesamaan perlakuan terhadap pemegang saham dan berkomitmen untuk melindungi hak seluruh pemegang saham, baik mayoritas maupun perorangan. Komitmen ini diwujudkan melalui pengungkapan informasi yang tepat waktu, memadai, akurat, dan mudah diakses oleh seluruh pemangku kepentingan, termasuk dalam aspek pembagian dividen dan penyelenggaraan RUPS.

Dewan Komisaris

Dewan Komisaris bertanggung jawab mengawasi kebijakan kepengurusan yang ditetapkan oleh Direksi, serta mengawasi dan memberikan nasihat kepada Direksi dalam menjalankan kepengurusan sesuai dengan Anggaran Dasar dan peraturan perundang-undangan yang berlaku serta memperhatikan prinsip-prinsip *Good Corporate Governance* (GCG). Informasi lebih rinci mengenai tugas dan wewenang Dewan Komisaris dapat dilihat pada bagian Pedoman Dewan Komisaris sebagaimana tertera dalam laman web United Tractors.

Perseroan memiliki tata kelola dalam pengelolaan *Environment, Social, and Governance* (ESG) secara khusus, termasuk di dalamnya adalah sekretariat. Sekretariat beranggotakan perwakilan dari Environment, Health & Safety (HSE), Human Capital, Corporate Planning, Legal, dan Risk Management, yang membawahi 8 (delapan) kelompok kerja. Sekretariat secara berkala melaporkan pelaksanaan dan pencapaian ESG kepada Dewan Komisaris melalui Komite Audit. Informasi lebih rinci mengenai ini dapat dilihat pada Bab 5 Ketahanan Iklim.

Direksi

Direksi bertanggung jawab dalam melaksanakan kegiatan pengurusan Perseroan termasuk untuk mengelola dan memimpin Perseroan untuk kepentingan Perseroan, sesuai dengan maksud dan tujuan Perseroan, Anggaran Dasar, dan peraturan perundang-undangan yang berlaku dengan memperhatikan prinsip-prinsip GCG. Informasi lebih

Company's financial year or within other timeframes under specific conditions as stipulated by the Financial Services Authority (OJK). An Extraordinary General Meeting of Shareholders (EGMS) may also be convened at any time as required by the Company. In 2025, the Company held 2 (two) GMS, namely the AGMS and the EGMS, both convened on 25 April 2025.

The Company applies the principle of equal treatment of shareholders and is committed to safeguarding the rights of all shareholders, both majority and minority. This is demonstrated through timely, adequate, accurate, and easily accessible disclosures of information to all stakeholders, including matters related to dividend distribution and the conduct of the GMS.

Board of Commissioners

The Board of Commissioners is responsible for overseeing the management policies established by the Board of Directors, as well as supervising and providing advice to the Board of Directors in carrying out management duties in accordance with the Company's Articles of Association, applicable laws and regulations, and the principles of Good Corporate Governance (GCG). More detailed information on the duties and authorities of the Board of Commissioners is provided in the Board of Commissioners' Charter, available on the United Tractors website.

For the management of Environment, Social, and Governance (ESG) matters, The Company has a dedicated governance structure, including the Secretariat. The Secretariat is comprised of representatives from Environment, Health & Safety (HSE), Human Capital, Corporate Planning, Legal, and Risk Management, and oversees 8 (eight) working groups. The Secretariat regularly reports on ESG implementation and performance to the Board of Commissioners through the Audit Committee. More detailed information is presented in Chapter 5 Climate Resilience.

Board of Directors

The Board of Directors is responsible for managing the Company including to organize and lead the Company in its best interests of the Company, in accordance with the Company's purposes and objectives, the Articles of Association, and applicable laws and regulations, while upholding the principles of GCG. More detailed information regarding the duties



rinci mengenai tugas dan wewenang Direksi dapat dilihat pada bagian Pedoman Direksi sebagaimana tertera dalam laman web United Tractors.

Perseroan membentuk Komite ESG yang membantu Direksi dalam memastikan dan mengawasi kinerja ESG. Komite ESG bertugas memastikan prinsip-prinsip keberlanjutan terintegrasi secara menyeluruh dalam setiap aspek operasional, merumuskan kebijakan dan strategi keberlanjutan, serta memastikan semua keputusan Perseroan sejalan dengan komitmen ESG.

Keberagaman dalam Komposisi Badan Tata Kelola

GRI 2-9

Dalam penetapan komposisi badan tata kelola, Direksi dan Dewan Komisaris telah mengikuti proses nominasi dan seleksi yang mewakili keberagaman komposisi dari sisi keterwakilan pemegang saham, usia, gender, keahlian, pengalaman kerja, latar pendidikan, dan kompetensi pada aspek keberlanjutan.

Keberagaman tersebut diwujudkan melalui pengangkatan Direktur dan anggota Dewan Komisaris perempuan sebagai bagian dari upaya mendukung tata kelola yang lebih representatif dan inklusif. Perseroan juga memastikan kepatuhan terhadap ketentuan mengenai persentase minimal Komisaris Independen, yaitu 30%, sesuai Peraturan OJK dan Bursa Efek Indonesia.

Keberagaman Direksi

Board of Directors Diversity



Keberagaman Dewan Komisaris

Board of Commissioners Diversity



Informasi rinci mengenai susunan dan profil Dewan Komisaris dan Direksi dapat dilihat di Laporan Tahunan.

and authorities of the Board of Directors can be found in the Board of Directors' Guidelines, published on the United Tractors website.

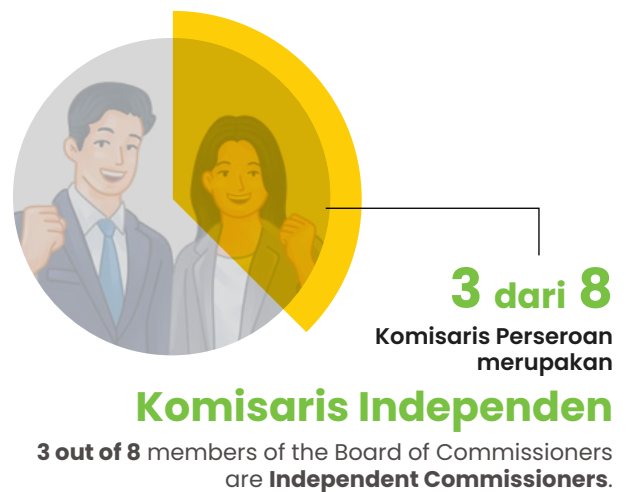
The Company established an ESG Committee that supports the Board of Directors in ensuring effective oversight of ESG performance. The ESG Committee is responsible for ensuring that sustainability principles are comprehensively integrated across all operations, formulating sustainability policies and strategies, and ensuring that all corporate decisions are aligned with the Company's ESG commitments.

Diversity in the Composition of Governance Bodies

GRI 2-9

In determining the composition of its governance bodies, the Board of Directors and the Board of Commissioners follow a nomination and selection process that reflects diversity across shareholder representation, age, gender, expertise, professional experience, educational background, and sustainability-related competencies.

This can be seen in the appointment of female Directors and members of the Board of Commissioners, promoting a more representative and inclusive governance. The Company also ensures compliance with a minimum proportion of Independent Commissioners of 30%, in accordance with the regulations of the Financial Services Authority and the Indonesia Stock Exchange.



Detailed information on the composition and profiles of the Board of Commissioners and Board of Directors is presented in the Annual Report.



Kompetensi Dewan Komisaris dan Direksi

GRI 2-17 | SEOJK E.2, F.22

Pengembangan kompetensi Dewan Komisaris dan Direksi merupakan bagian dari upaya untuk meningkatkan kinerja Perseroan. United Tractors memastikan bahwa seluruh organ tata kelola yang terlibat dalam pengelolaan aspek ESG memiliki kompetensi, keterampilan, dan pengalaman yang memadai. Bersama dengan Sustainability Academy yang dibentuk oleh Astra, jajaran Manajemen Perseroan mendapatkan pelatihan pengembangan kompetensi aspek ESG yang selaras dengan konteks industri dan bisnis Perseroan.

Competency of the Board of Commissioners and Directors

GRI 2-17 | SEOJK E.2, F.22

Competency development for the Board of Commissioners and the Board of Directors forms part of the Company's efforts to enhance overall performance. United Tractors ensures that all governance bodies involved in the management of ESG aspects possess adequate competency, skills, and experience. In collaboration with the Sustainability Academy established by Astra, the Company's Management received ESG competency development training aligned with the Company's industry and business context.

Tema Akademi Berkelanjutan Astra yang Berkaitan dengan Iklim

Climate-Focused Themes of the Astra Sustainability Academy

Program Pelatihan Training Program	Level Managerial Managerial Level	Topik Topics
ESG Master Class	Direksi, terutama Director In Charge (DIC) Sustainability The Board of Directors, particularly the Director in Charge (DIC) of Sustainability	Aspek mendasar perubahan iklim seputar tren iklim dalam lanskap global, nasional, dan sektoral dengan topik utama ESG, standar, dan kerangka kerja terkait iklim. Fundamental aspects of climate change, covering climate trends within the global, national, and sectoral landscape, with a primary focus on ESG, as well as climate-related standards and frameworks.
Astra Sustainability Leadership Program	Kepada Divisi/General Manager Division Heads/General Managers	Pemahaman terhadap isu-isu terkait iklim dan inisiatif untuk mengatasinya. Understanding climate-related issues and initiatives to address them.
Sustainability Seasonal Course for ESG Champion	Manajer/Supervisor/Penanggung Jawab Implementasi ESG Manager Managers/Supervisors/Officers Responsible for ESG Implementation	Pelatihan mendalam tentang iklim yang mencakup ESG. In-depth climate training encompassing ESG aspects.

Evaluasi Kinerja Badan Tata Kelola

GRI 2-18

Perseroan telah menetapkan mekanisme evaluasi kinerja untuk Dewan Komisaris dan Direksi guna memastikan efektivitas tata kelola Perseroan. Penilaian kinerja Dewan Komisaris dan Direksi dilakukan melalui *self-assessment* dan *peer-to-peer assessment* secara internal setiap tahun buku. Proses penilaian ini difasilitasi oleh Komite Nominasi dan Remunerasi.

Tingkat kehadiran Dewan Komisaris dan Direksi dalam rapat internal maupun gabungan menjadi salah satu kriteria penilaian kinerja. Sepanjang 2025, Perseroan telah mengadakan 38 (tiga puluh delapan) rapat Direksi dan 6 (enam) rapat Dewan Komisaris yang seluruhnya merupakan rapat Dewan Komisaris bersama-sama dengan Direksi.

Performance Evaluation of Governance Bodies

GRI 2-18

The Company has established a performance evaluation mechanism for the Board of Commissioners and Directors to ensure the effectiveness of governance. Performance evaluations for the Board of Commissioners and Directors are conducted annually through internal self-assessments and peer-to-peer assessments. The evaluation process is facilitated by the Nomination and Remuneration Committee.

The Board of Commissioners and Directors attendance rate at internal and joint meetings constitutes one of the performance evaluation criteria. In 2025, the Company held 38 (thirty-eight) Board of Directors' meetings and 6 (six) Board of Commissioners' meetings, all of which were joint meetings between the Board of Commissioners and Directors.



Kehadiran Dewan Komisaris dan Direksi ke Rapat Dewan

Attendance of the Board of Commissioners and the Board of Directors at Boarding Meetings

Keterangan Description	Jumlah Rapat Number of Meetings	Rata-rata Persentase Kehadiran Direksi/Komisaris dalam Rapat Average Attendance Rate of the Board of Directors/ Board of Commissioners of Meetings
Jumlah Kehadiran Direksi dalam Rapat Direksi Number of Board of Directors' Attendances at Board of Directors' Meetings	31	91.1%
Jumlah Kehadiran Komisaris dalam Rapat Dewan Komisaris Number of Board of Commissioners' Attendances at Board of Commissioners' Meetings	6	100.0%

Hasil evaluasi kinerja Dewan Komisaris dan Direksi disampaikan oleh Dewan Komisaris kepada para pemegang saham dalam RUPS Tahunan. Hasil evaluasi ini juga digunakan sebagai pertimbangan dalam menyusun struktur remunerasi dan acuan bagi RUPS dalam menetapkan remunerasi serta pemberhentian atau penunjukan kembali anggota Dewan Komisaris dan Direksi Perseroan.

Performance evaluation results are reported by the Board of Commissioners to shareholders at the Annual GMS, and are also used as a consideration in determining the remuneration structure, serving as a reference for the GMS in deciding on the remuneration, dismissal, or reappointment of board members.

Nominasi dan Remunerasi Dewan Komisaris dan Direksi

GRI 2-10, 2-19, 2-20

Nomination and Remuneration of the Board of Commissioners and the Board of Directors

GRI 2-10, 2-19, 2-20

Prosedur Nominasi

Pengangkatan dan pemberhentian anggota Dewan Komisaris dan Direksi dilakukan berdasarkan keputusan RUPS. Komite Nominasi dan Remunerasi memberikan rekomendasi atas setiap usulan penggantian dan/atau pemberhentian anggota Dewan Komisaris dan Direksi kepada RUPS.

Nomination Procedures

The appointment and dismissal of board members is carried out based on resolutions of the GMS, where the Nomination and Remuneration Committee provides recommendations to the GMS on any proposals for appointments and/or dismissals.

Prosedur Remunerasi

Perseroan memiliki prosedur remunerasi untuk memberikan penghargaan sesuai dengan jabatan dan insentif untuk mendorong pencapaian hasil kinerja yang baik. Besaran remunerasi anggota Dewan Komisaris dan Direksi ditentukan berdasarkan pencapaian kinerja sesuai hasil analisis dan rekomendasi Komite Nominasi dan Remunerasi. Komite Nominasi dan Remunerasi menyusun faktor-faktor utama dalam usulan besaran remunerasi Dewan Komisaris dan Direksi yang selanjutnya diserahkan kepada Dewan Komisaris untuk diusulkan dalam RUPST.

Remuneration Procedures

The remuneration procedure provides compensation commensurate with positions held and incentives to encourage the achievement of strong performance result. The amount of remuneration for Commissioners and Directors based on performance achievements, in accordance with the analysis and recommendations of the Nomination and Remuneration Committee. The Nomination and Remuneration Committee formulates the key factors, which are subsequently submitted to the Board of Commissioners to be proposed at the AGMS.

Keterangan:

Informasi dan paparan lebih lengkap mengenai rasio kompensasi total tahunan dapat ditemukan dalam Laporan Tahunan PT United Tractors Tbk 2025. [GRI 2-21](#)

Note:

Further information and explanations regarding annual total compensation ratio can be seen in the 2025 Annual Report of PT United Tractors Tbk. [GRI 2-21](#)



Etika Bisnis

Business Ethics

Kode Etik

GRI 2-23, 2-24

Perseroan menjalankan kegiatan usahanya dengan mematuhi kode etik. Kode Etik United Tractors disusun dengan mengacu pada Kode Etik PT Astra International Tbk yang berlandaskan pada filosofi Catur Dharma. Kode etik tersebut bertujuan menciptakan lingkungan kerja yang positif dan kondusif, serta mencegah terjadinya pelanggaran hukum dan etika.

Pokok-Pokok Kode Etik Perseroan



Nilai-nilai dan prinsip-prinsip dasar

Core values and fundamental principles



Pedoman etika bisnis dan etika kerja

Guidelines on business ethics and work ethics



Peran Sekretaris Perusahaan, Audit Internal, dan Manajemen Risiko

Roles of the Corporate Secretary, Internal Audit, and Risk Management



Securities dealing rules

Securities dealing rules



Pedoman benturan kepentingan

Conflict of interest guidelines



Pedoman kebijakan donasi

Donation policy guidelines

Kode Etik Perseroan mewajibkan seluruh karyawan United Tractors untuk menghindari segala bentuk potensi konflik kepentingan dalam operasional bisnis guna memastikan praktik bisnis yang adil. Perseroan mengadakan sosialisasi dan internalisasi Kode Etik dan kebijakan GCG lainnya secara berkala kepada seluruh insan Perseroan untuk meningkatkan pemahaman secara menyeluruh. Pelanggaran terhadap Kode Etik akan ditindaklanjuti sesuai dengan kebijakan penalti/sanksi yang telah ditetapkan.

GRI 2-15

Code of Conduct

GRI 2-23, 2-24

The Company conducts its business in compliance with a Code of Conduct, developed in accordance with the Code of Conduct of PT Astra International Tbk, and based on the Catur Dharma philosophy. The Code of Conduct aims to foster a positive and conducive work environment, while preventing violations of laws and ethical standards.

Key Elements of the Company's Code of Conduct

The Code of Conduct requires all of United Tractors' employees to avoid any form of potential conflict of interest in business operations, in order to ensure fair and ethical business practices. The Company conducts regular socialization and internalization of the Code of Conduct and other GCG policies for all employees to promote comprehensive understanding and consistent implementation. Any violations of the Code of Conduct are subject to follow-up actions in accordance with the applicable penalty/sanction policies.

GRI 2-15



Kebijakan Antikorupsi

GRI 3-3, 205-1, 205-2

Perseroan dengan tegas menolak segala bentuk praktik korupsi di semua aspek kegiatan operasional dan berkomitmen untuk menghindari tindakan korupsi secara menyeluruh. Kebijakan Antikorupsi Perseroan wajib dipatuhi oleh seluruh karyawan, pelanggan, pemasok/rekanan, dan pemangku kepentingan lainnya.

Kebijakan Antikorupsi bertujuan untuk:

1. Meningkatkan ketaatan dan kedisiplinan Perseroan terhadap hukum, peraturan dan etika, serta mendukung program pemerintah dalam rangka mencegah tindakan korupsi di Indonesia.
2. Menciptakan sistem dan prosedur untuk mencegah terjadinya penyuapan dan tindakan korupsi.
3. Meningkatkan kesadaran akan budaya beretika tinggi dalam melaksanakan kegiatan kerja yang berhubungan dengan pihak eksternal, dalam hal ini, mitra kerja dan instansi pemerintah yang berhubungan dengan Perseroan.
4. Mencegah kerugian, baik material maupun nonmaterial, yang dapat mengganggu kelangsungan bisnis Perseroan.

Perseroan secara proaktif melaksanakan kampanye terkait etika bisnis, kebijakan antikorupsi, serta sistem pelaporan pelanggaran (*whistleblowing system*) kepada seluruh karyawan, mitra kerja/vendor, pelanggan, dan pihak terkait lainnya. Inisiatif ini bertujuan memperkuat pemahaman, sekaligus mendorong partisipasi aktif seluruh pemangku kepentingan dalam menciptakan lingkungan kerja yang transparan dan berintegritas. Sepanjang 2025, tidak terdapat insiden korupsi yang terbukti di seluruh lini bisnis Perseroan.

GRI 205-3

Sistem Pelaporan Pelanggaran

GRI 2-16, 2-26, 2-27

Perseroan berkomitmen untuk menjamin, menghormati, dan melindungi hak asasi manusia melalui sistem pelaporan dugaan pelanggaran (*whistleblowing system*). Sistem ini didesain untuk mendukung prinsip GCG, yakni memastikan transparansi dan akuntabilitas serta melindungi Perseroan dari tindakan yang dapat merugikan.

Sistem ini memberikan wadah bagi karyawan dan mitra usaha untuk menyampaikan laporan atas dugaan atau indikasi pelanggaran yang terjadi dalam operasional

Anti-Corruption Policy

GRI 3-3, 205-1, 205-2

The Company firmly rejects all forms of corruption across all operational activities and is fully committed to preventing corrupt practices in any form. The Company's Anti-Corruption Policy is mandatory and applies to all employees, customers, suppliers/business partners, and other stakeholders.

The Anti-corruption Policy aims to:

1. Enhance the Company's compliance and discipline in adhering to laws, regulations, and ethical standards, while supporting government programs to prevent corruption in Indonesia.
2. Establish systems and procedures to prevent bribery and corrupt practices.
3. Promote awareness of a high standard of ethical conduct in work activities involving external parties, including business partners and government institutions associated with the Company.
4. Prevent material and non-material losses that may disrupt the continuity of business operations.

The Company proactively conducts campaigns on business ethics, anti-corruption policies, and the whistleblowing system for all employees, business partners/vendors, customers, and other relevant parties. This initiative is intended to strengthen awareness while encouraging the active participation of all stakeholders in fostering a transparent and integrity-driven work environment. In 2025, there were no substantiated incidents of corruption across all of the Company's business lines.

GRI 205-3

Whistleblowing System

GRI 2-16, 2-26, 2-27

The Company is committed to ensuring, respecting, and protecting human rights, partly through the implementation of a whistleblowing system for reporting alleged misconduct. The system is designed to support the principles of GCG by promoting transparency and accountability, while safeguarding the Company from actions that may cause harm.

The whistleblowing system provides a channel for employees and business partners to submit reports on alleged or suspected violations within the Company's



perusahaan, termasuk kecurangan, transaksi yang tidak semestinya, penyalahgunaan wewenang, serta pelanggaran terhadap kode etik, kebijakan antikorupsi, maupun ketentuan peraturan perundang-undangan. Pengaduan dapat disampaikan melalui saluran *e-mail* maupun nomor WhatsApp yang tersedia. Sistem ini diperkuat dengan Pedoman *Whistleblowing System* yang telah diperbarui pada tahun 2025.

Sistem pelaporan pelanggaran di United Tractors dikelola oleh Tim Khusus Pelaporan Pelanggaran (TKPP) yang bertugas menerima, menangani, dan menindaklanjuti setiap laporan yang masuk. TKPP melakukan investigasi terhadap dugaan pelanggaran serta membuat laporan dan rekomendasi kepada Direksi untuk menetapkan sanksi atas pelanggaran yang terbukti terjadi. Selain itu, Direksi mengevaluasi pengelolaan sistem secara berkala.

Perseroan memberikan perlindungan kepada pelapor dari tindakan balasan, ancaman, intimidasi, dan tindakan tidak menyenangkan lainnya. Perlindungan ini mencakup kerahasiaan identitas dan berlaku bagi semua pihak yang terlibat, termasuk pelapor, pihak yang dilaporkan atas pelanggaran, pihak yang terlibat dalam investigasi, serta sumber informasi.

operations, including fraud, improper transactions, abuse of authority, and violations of the Code of Conduct, anti-corruption policies, or applicable laws and regulations. Reports may be submitted through the designated e-mail address or WhatsApp number. The system is further reinforced by the Whistleblowing System Guidelines, which were last updated in 2025.

The whistleblowing system at United Tractors is managed by a Special Whistleblowing Team (TKPP) is responsible for receiving, handling, and following up on all reports. The TKPP conducts investigations into alleged violations and prepares reports and recommendations for the Board of Directors to determine appropriate sanctions for substantiated cases. In addition, the Board of Directors periodically evaluates the effectiveness of the whistleblowing system.

The Company provides protection to whistleblowers against retaliation, threats, intimidation, and other forms of adverse treatment. This includes confidentiality of identity and applies to all parties involved, including the whistleblower, the reported party, individuals involved in the investigation, and sources of information.

Laporan yang Diterima di Sistem Pelaporan Pelanggaran pada Tahun 2025
Reports Received through the Whistleblowing System in 2025





Keamanan dan Pelindungan Data Pribadi

Personal Data Security and Protection

Sejalan dengan diterapkannya Undang-Undang No. 27 Tahun 2022 tentang Pelindungan Data Pribadi (UU PDP), United Tractors telah menyesuaikan berbagai prosedur terkait pengelolaan data pribadi. Penyesuaian ini mencakup proses memperoleh, mengumpulkan, menyimpan, mengendalikan, menggunakan, memproses, menganalisis, memperbaiki, memperbarui, menampilkan, mengumumkan, mentransfer, mengungkapkan, hingga memastikan pelindungan data pribadi secara menyeluruh. **GRI 3-3**

Perseroan telah menerbitkan Pemberitahuan Privasi yang mulai berlaku sejak tanggal 17 Mei 2024 dan berlaku untuk semua pengguna laman web, aplikasi, dan/atau layanan yang disediakan (Layanan Kami), kecuali diatur pada pemberitahuan privasi dan/atau kebijakan privasi yang terpisah.

United Tractors juga telah menerbitkan Kebijakan Pelindungan Data Pribadi yang berlaku sejak tanggal 1 Oktober 2024 (Kebijakan Pelindungan Data Pribadi), yang berlaku bagi seluruh karyawan yang menjalankan kegiatan pemrosesan data pribadi dan yang data pribadinya diproses oleh Perseroan.

Perseroan berkomitmen untuk memastikan pelindungan terhadap seluruh data yang diperoleh, dihasilkan, dikelola, dianalisis, dan/atau disimpan dalam pelaksanaan kegiatan usaha, sesuai dengan ketentuan hukum yang berlaku di Indonesia. Data yang dihimpun selama pengguna memanfaatkan layanan Perseroan dipergunakan sesuai tujuan penggunaan dan senantiasa dijaga keamanannya, baik untuk data pribadi maupun data transaksi. Proses penghimpunan data mengikuti kebijakan internal serta peraturan perundang-undangan yang berlaku. Masa retensi data pribadi dan/atau data transaksi ditetapkan sekurang-kurangnya lima tahun,

Law No. 27 of 2022 on Personal Data Protection (UU PDP), and United Tractors has adjusted various procedures related to the management of personal data, covering the processes of obtaining, collecting, storing, controlling, using, processing, analyzing, correcting, updating, displaying, announcing, transferring, disclosing, and ensuring comprehensive protection of personal data.

GRI 3-3

The Company issued a Privacy Notice, which has been effective since May 17, 2024 and applies to all users of the Company's websites, applications, and/or services (Our Services), unless otherwise stipulated in separate privacy notices and/or privacy policies.

United Tractors also issued a Personal Data Protection Policy, which has been effective since October 1, 2024, which applies to all employees who carry out personal data processing activities, as well as to employees whose personal data is processed by the Company.

The Company commits to ensure the protection of all data obtained, generated, managed, analyzed, and/or stored in the course of its business activities, in accordance with applicable laws and regulations in Indonesia. Data collected while users utilize the Company's services are used in accordance with their intended purposes and are consistently safeguarded, covering both personal data and transactional data. Data collection processes comply with internal policies and prevailing laws and regulations, with the retention period for personal data and/or transactional data is set at a minimum of five years, or



atau lebih panjang sesuai ketentuan peraturan yang berlaku, maupun apabila pengguna mengajukan permintaan penghapusan atas data pribadinya.

Sepanjang 2025, tidak terdapat pengaduan terkait pelanggaran privasi atau hilangnya data pelanggan yang signifikan dan berdampak pada operasi Perseroan.

GRI 418-1

longer as required by applicable regulations, or where a data subject submits a request for the deletion of their personal data.

Throughout 2025, there were no complaints regarding privacy violations or significant customer data breaches that impacted the Company's operations.

GRI 418-1

Kepatuhan Pajak

Tax Compliance

Perseroan menerapkan tata kelola perpajakan sesuai peraturan perundang-undangan yang berlaku, termasuk pemenuhan kewajiban pajak secara tepat waktu, pelaporan yang akurat dan transparan, penerapan sistem akuntansi yang andal, serta menghindari praktik yang tidak bertanggung jawab.

GRI 3-3

The Company implements tax governance in accordance with applicable laws and regulations, including the timely fulfillment of tax obligations, accurate and transparent reporting, the application of reliable accounting systems, and the avoidance of irresponsible practices.

GRI 3-3

Dalam penerapannya, Direksi melakukan pengawasan dan peninjauan berkala terhadap strategi serta kepatuhan perpajakan, sekaligus memastikan bahwa isu perpajakan tidak menjadi dasar bagi Perseroan untuk mengambil keputusan yang dapat merugikan kepentingan perusahaan. Direksi dan Dewan Komisaris juga berperan dalam melakukan pemantauan dan pengendalian terhadap tindakan manajemen sehingga seluruh aktivitas Perseroan tetap berada dalam koridor kepatuhan yang ditetapkan.

GRI 207-1, 207-2

The Board of Directors conducts regular oversight and reviews of tax strategy and tax compliance, ensuring that tax considerations do not serve as a basis for the Company to make decisions that could be adverse to the Company's interests. The Board of Directors and the Board of Commissioners also play a role in monitoring and controlling management actions to ensure that all Company activities remain within the established compliance framework.

GRI 207-1, 207-2

Penjaminan atas pengungkapan pajak dilakukan melalui audit keuangan yang dapat ditemukan dalam Laporan Tahunan United Tractors. Perseroan juga menyediakan saluran pelaporan melalui sistem pelaporan pelanggaran untuk melaporkan perilaku tidak etis atau pelanggaran hukum terkait pajak.

GRI 207-2, 207-3

Assurance over tax disclosures is provided through financial audits, presented in the United Tractors Annual Report. The Company also provides a reporting channel through its whistleblowing system to report unethical conduct or legal violations related to taxation.

GRI 207-2, 207-3

Sebagai wajib pajak di Indonesia, Perseroan selalu memenuhi kewajiban pelaporan pajak kepada otoritas pajak Indonesia. Komitmen ini tecermin dalam upaya Perseroan untuk menjalankan hak dan kewajiban perpajakan sesuai dengan peraturan yang berlaku.

GRI 207-4

As a taxpayer in Indonesia, the Company fulfills its tax reporting obligations to the Indonesian tax authorities. This commitment is reflected in the Company's efforts to exercise its tax rights and obligations in accordance with applicable regulations.

GRI 207-4



Kebijakan Publik

Public Policy

GRI 415-1

Perseroan mendukung berbagai program nasional maupun regional dalam konteks pengembangan bisnis dan keberlanjutan ekonomi Indonesia. Dalam menjalankan kegiatan usaha, Perseroan menerapkan kebijakan etika yang mengatur hubungan dengan penyelenggara negara, baik legislatif, eksekutif, yudikatif, maupun lembaga lainnya, di tingkat pusat maupun daerah beserta aparaturanya. Seluruh interaksi dengan penyelenggara negara dibangun secara harmonis, konstruktif, dan saling menghormati, dengan tetap mematuhi ketentuan peraturan perundang-undangan.

GRI 3-3

Perseroan tidak terlibat dalam pembuatan regulasi, aktivitas lobi, ataupun keanggotaan dalam organisasi yang bertujuan memengaruhi kebijakan atau peraturan yang berkaitan dengan operasional dan bisnis Perseroan. Namun, Perseroan mengambil peran aktif dalam mendorong kebijakan publik yang mendukung upaya penanganan perubahan iklim. Melalui advokasi dan pelibatan pemangku kepentingan, Perseroan aktif mengikuti forum industri, dialog publik, serta kemitraan multi pihak untuk memperkuat pemahaman bersama mengenai urgensi mitigasi dan adaptasi iklim.

Selaras dengan Kebijakan Publik, Perseroan menerapkan Pedoman Kebijakan Donasi yang tercantum dalam Kode Etik United Tractors, sebagai acuan pemberian sumbangan atau partisipasi perusahaan, baik yang diinisiasi oleh Perseroan maupun diajukan oleh pihak eksternal. Donasi dapat diberikan dalam bentuk dana, barang/natura, kendaraan, atau program bersama, khususnya untuk masyarakat sekitar, organisasi, lembaga, maupun pihak terkait lainnya. Kebijakan ini juga menegaskan bahwa Perseroan tidak memberikan donasi untuk kegiatan yang bertentangan dengan Catur Dharma Astra, termasuk aktivitas politik, kegiatan yang

The Company supports various national and regional programs in the context of business development and the sustainability of Indonesia's economy, implementing ethical policies governing its relationships with state officials, including those from the legislative, executive, and judicial branches, as well as other institutions at both central and regional levels and their officials. All interactions with state officials are carried out in a harmonious, constructive, and respectful manner, while remaining in full compliance with applicable laws and regulations.

GRI 3-3

The Company is not involved in the formulation of regulations, lobbying activities, or membership in organizations that aim to influence policies or regulations related to the Company's operations and business. However, the Company does take an active role in supporting public policies that contribute to climate change mitigation and adaptation efforts. Through advocacy and stakeholder engagement, the Company participates in industry forums, public dialogues, and multi-stakeholder partnerships to strengthen shared understanding of the urgency of climate mitigation and adaptation.

In alignment with the Public Policy, Donation Policy Guidelines, as stipulated in the United Tractors Code of Conduct, serve as a reference for the provision of donations or corporate participation, whether initiated by the Company or proposed by external parties. Donations may be provided in the form of funds, goods/in-kind contributions, vehicles, or joint programs, particularly for surrounding communities, organizations, institutions, and other relevant parties. The policy also stipulates that the Company does not provide donations for activities that are contrary to Astra's Catur Dharma, including political activities,



berkaitan dengan kompetitor, maupun hal yang berpotensi menimbulkan konflik suku, agama, ras, dan antargolongan (SARA).

Selama periode pelaporan, Perseroan memastikan kepatuhan terhadap kebijakan dan kode etik tersebut, dan tidak terdapat pembayaran, donasi, atau bentuk pemberian lainnya yang terkait dengan kegiatan politik.

activities related to competitors, or activities that may potentially give rise to ethnic, religious, racial, or intergroup (SARA) conflicts.

During the reporting period, the Company complied with the relevant policies and Code of Conduct, with no payments, donations, or other forms of contributions related to political activities.

Manajemen Risiko

Risk Management

Perseroan mengimplementasikan sistem manajemen risiko yang berlandaskan *Enterprise Risk Management Framework*, Pedoman Manajemen Risiko ISO 31000, serta kebijakan manajemen risiko Astra. Sistem ini mencakup rangkaian proses yang terstruktur untuk mengidentifikasi, menilai, mengelola, dan memantau risiko yang berpotensi memengaruhi pencapaian tujuan bisnis atau keberlanjutan perusahaan.

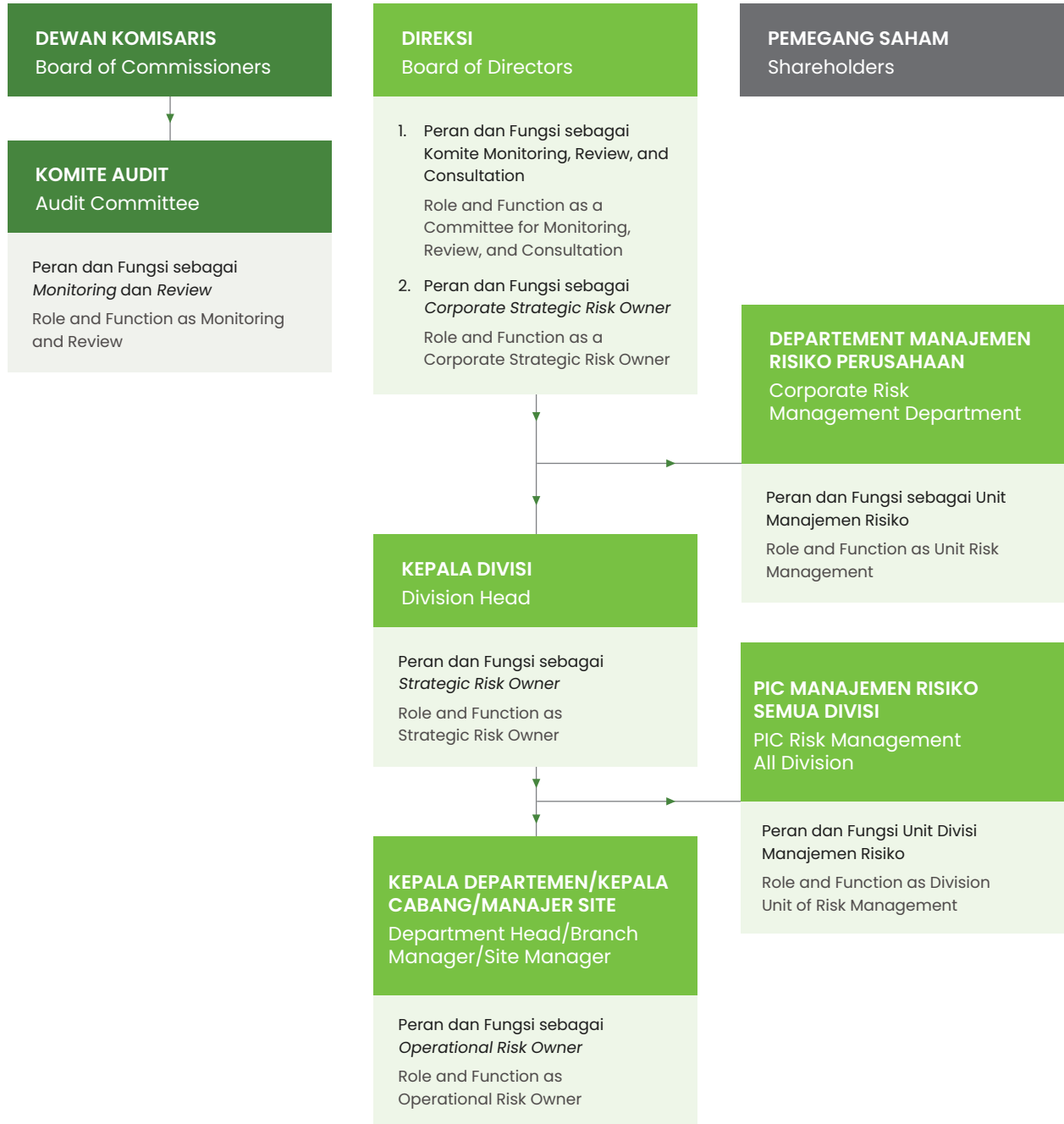
Pengelolaan manajemen risiko dilaksanakan oleh Corporate Risk Management Department, sedangkan proses pemantauan, evaluasi, konsultasi, dan pemberian rekomendasi mitigasi menjadi tanggung jawab Komite Manajemen Risiko yang diketuai oleh Group Risk Management & Audit Function. Lebih lanjut, Direksi memberikan mandat dan tanggung jawab pelaksanaan manajemen risiko kepada Komite Manajemen Risiko, Risk Owner, Risk Associate, Policy & Risk Advisory Department, Risk Management Partner, dan Tim Business Continuity Plan (BCP), sesuai dengan tugasnya masing-masing.

The Company's risk management system is based on the Enterprise Risk Management Framework, the ISO 31000 Risk Management Guidelines, and Astra's risk management policies. This system encompasses a structured series of processes to identify, assess, manage, and monitor risks that may affect the achievement of business objectives or the Company's long-term sustainability.

Risk management is carried out by the Corporate Risk Management Department, while monitoring, evaluation, consultation, and provision of mitigation recommendations are the responsibility of the Risk Management Committee, chaired by the Group Risk Management & Audit Function. The Board of Directors delegates the authority and responsibility for risk management implementation to the Risk Management Committee, Risk Owners, Risk Associates, the Policy & Risk Advisory Department, Risk Management Partners, and the Business Continuity Plan (BCP) Team, in accordance with their respective roles and responsibilities.



Struktur Manajemen Risiko
Risk Management Structure





Perseroan juga memiliki Group Operational Audit Function (GAF) yang dibantu tim audit internal masing-masing anak usaha untuk melakukan evaluasi atas pengendalian risiko dan *treatment plan* dengan menerapkan prinsip audit berbasis risiko.

Identifikasi Risiko

Proses identifikasi, analisis, evaluasi, serta penetapan langkah mitigasi risiko dilaksanakan oleh *Risk Owner* secara berjenjang, mulai dari manajemen puncak hingga tingkat operasional. Setiap *Risk Owner* mengidentifikasi jenis risiko yang relevan dan menyusun rencana mitigasi sesuai karakteristik serta tingkat risiko, bekerja sama dengan Corporate Risk Management Department di masing-masing label dan bagian, serta *Risk Management Partner* di setiap divisi.

Mitigasi Risiko

Pelaksanaan mitigasi risiko ditujukan untuk memastikan kelangsungan kegiatan usaha, kepatuhan pada pelaksanaan prinsip-prinsip GCG, serta optimalisasi peluang usaha melalui risiko yang terukur dan terkelola dengan baik. Mitigasi risiko Perseroan mencakup pengendalian risiko dan/atau *treatment plan* serta indikator risiko utama (*key risk indicator/KRI*) yang diterapkan oleh masing-masing Risk Owner di setiap level, bagian, dan anak perusahaan.

Selain itu, setiap individu bertanggung jawab untuk melaporkan dan melakukan mitigasi risiko sesuai dengan kapabilitas dan kompetensi atas segala hal dan temuan yang mengandung risiko untuk Perseroan.

Pemantauan dan Evaluasi

Risk Associate memantau dan mengevaluasi risiko sesuai dengan KRI pada waktu yang ditentukan. Risk Associate dijabat oleh karyawan yang berkaitan dengan pengelolaan risiko pada level operasional, divisi, anak perusahaan, dan korporasi sehingga fungsi pemantauan risiko Perseroan bersifat independen.

Hasil pemantauan dan evaluasi dilaporkan kepada Risk Owner dan Corporate Risk Management Department. Risk Associate akan menyampaikan peringatan risiko apabila hasil mitigasi risiko berada di luar batas normal atau menunjukkan tren ke arah tidak normal.

The Company also has a Group Operational Audit Function (GAF), supported by the internal audit teams of each subsidiary, which conducts evaluations of risk controls and treatment plans by applying a risk-based audit approach.

Risk Identification

The processes of risk identification, analysis, evaluation, and the determination of mitigation measures are carried out by Risk Owners in a tiered manner, from top management to the operational level. Each Risk Owner identifies relevant risk types and formulates mitigation plans in accordance with the nature and level of risk, in collaboration with the Corporate Risk Management Department at each level and function, as well as Risk Management Partners within each division.

Risk Mitigation

Risk mitigation activities are designed to ensure business continuity, compliance with the principles of GCG, and the optimization of business opportunities through risks that are measured and well managed. The Company's risk mitigation measures include risk controls and/or treatment plans, as well as key risk indicators (KRIs) from each Risk Owner across all levels, functions, and subsidiaries.

In addition, everyone is responsible for reporting and mitigating risks, in accordance with respective capabilities and competencies, and with respect to any matters or findings that may pose risks to the Company.

Monitoring and Evaluation

Risk Associates monitor and evaluate risks based on the established KRIs within defined timeframes. Risk Associates are appointed from employees involved in risk management at operational, divisional, subsidiary, and corporate levels, thereby ensuring the independence of the Company's risk monitoring function.

The results of risk monitoring and evaluation are reported to the Risk Owners and the Corporate Risk Management Department. Risk Associates issue risk alerts when mitigation outcomes fall outside acceptable thresholds or indicate abnormal trends.



Pengelolaan Risiko ESG

Perseroan juga mengidentifikasi jenis-jenis risiko ESG dan rencana mitigasi berdasarkan segmen usaha, yang disajikan pada tabel di bawah ini.

ESG Risk Management

The Company also identifies ESG-related risks and corresponding mitigation plans across its business segments, as presented in the table below.

Jenis Risiko Risk Type	Inisiatif Initiatives
<p>Perubahan Peraturan/Peraturan yang Lebih Ketat Perseroan menghadapi perubahan peraturan yang lebih ketat yang memengaruhi bisnis, termasuk peraturan domestik dan internasional.</p> <p>Stricter Regulatory/Regulatory Changes The Company faces increasingly stringent regulatory changes that affect business, including both domestic and international regulations.</p>	<ol style="list-style-type: none"> Melakukan verifikasi kelengkapan sertifikat yang dimiliki oleh pelanggan dan lisensi lain yang diperlukan; Verifying the completeness of certificates held by customers and other required licenses; Meninjau dan melakukan perbandingan secara berkala dengan perusahaan lain; Conducting periodic reviews and benchmarking against other companies; Menyesuaikan kegiatan atau model bisnis agar sesuai dengan kebijakan dan meminimalkan dampak negatif dari peraturan tersebut; Adjusting activities or business models to ensure compliance and minimize potential adverse impacts of the regulations; Mengundang regulator, seperti Kementerian Energi dan Sumber Daya Mineral, untuk menjelaskan lebih detail tentang regulasi baru tersebut; dan Inviting regulators, such as the Ministry of Energy and Mineral Resources, to provide more detailed explanations of new regulations; and Menyelenggarakan program kepatuhan hukum. Organizing legal compliance programs.
<p>Komunitas Sosial Social Community</p> <ol style="list-style-type: none"> Perselisihan atau masalah dengan masyarakat lokal atau pemerintah daerah di sekitar wilayah kerja; Disputes or issues with local communities or local governments in areas surrounding the Company's operations; Risiko yang timbul dari potensi perselisihan tentang pembebasan lahan/dampak kompensasi dari kegiatan pertambangan terhadap lingkungan, kesenjangan sosial ekonomi di sekitar masyarakat, dan penurunan atau kenaikan harga batu bara yang berpengaruh pada usaha lokal di sekitar wilayah pertambangan; dan Risks arising from potential disputes related to land acquisition/compensation impacts of mining activities on the environment, socio-economic disparities within surrounding communities, as well as fluctuations in coal prices that affect local businesses in mining areas; and Kegagalan dalam menyelesaikan masalah masyarakat lokal yang dapat mengakibatkan terganggunya operasi, memengaruhi reputasi, dan juga penurunan pendapatan. Failure to adequately address local community issues, which may result in operational disruptions, reputational impacts, and a decline in revenue. 	<ol style="list-style-type: none"> Membuat berbagai program kemasyarakatan di bidang kesehatan, lingkungan, pendidikan, dan ekonomi berdasarkan kebutuhan setiap kelompok masyarakat dari hasil pemetaan sosial ekonomi dari setiap kelompok masyarakat yang berdampak positif pada reputasi perusahaan; Developing community programs in the areas of health, environment, education, and economic empowerment based on the specific needs of each community group, informed by socio-economic mapping, and contributing positively to the Company's reputation; Membangun kemitraan dengan tokoh masyarakat dan pemerintah daerah, dengan menitikberatkan pada partisipasi masyarakat yang mengarah pada pembangunan berkelanjutan; dan Establishing partnerships with community leaders and local governments, with a strong emphasis on community participation that supports sustainable development; and Bermitra dengan pelanggan untuk mendekati komunitas dan memastikan respons terhadap masalah di setiap komunitas. Partnering with customers to engage with communities and ensure responsive handling of issues within each community.



Jenis Risiko Risk Type	Inisiatif Initiatives
<p>Kontraktor dan Subkontraktor (Operasional)</p> <p>Penggunaan kontraktor atau subkontraktor yang tidak memenuhi persyaratan pekerjaan yang telah disepakati.</p> <p>Contractors and Subcontractors (Operational)</p> <p>Use of contractors or subcontractors that do not meet agreed work requirements.</p>	<ol style="list-style-type: none"> 1. Menerapkan <i>Contractor Management System (CMS)</i> dan Sistem Manajemen Keselamatan Subkontraktor (SMKS); Implementing a Contractor Management System (CMS) and a Subcontractor Safety Management System (SMKS); 2. Melakukan uji tuntas dan evaluasi kinerja subkontraktor dan vendor; dan Conducting due diligence and performance evaluations of subcontractors and vendors; and 3. Mengimplementasikan Sistem Manajemen Anti Penyuapan (SMAP) berbasis ISO 37001:2016. Implementing an Anti-Bribery Management System (ABMS) in accordance with ISO 37001:2016.
<p>Keselamatan dan Kesehatan Kerja dan Lingkungan (Operasional)</p> <p>Occupational Health, Safety, and Environment (Operational)</p>	<ol style="list-style-type: none"> 1. Mengoptimalkan digitalisasi pada Keselamatan dan Kesehatan Kerja dan Lingkungan (EHS) pada lini bisnis industri konstruksi sebagai sarana identifikasi dan pengelolaan risiko keselamatan dan kesehatan kerja (K3); Optimizing the use of digitalization in Environmental, Health, and Safety (EHS) across construction industry business lines as a tool for identifying and managing occupational health and safety (OHS) risks; 2. Memenuhi sertifikasi tenaga kerja ahli K3; Ensuring compliance with certification requirements for qualified OHS professionals; 3. Melaksanakan inspeksi rutin atas program kerja K3 di lingkungan proyek; dan Conducting regular inspections of OHS programs at project sites; and 4. Merintis pengembangan sistem keselamatan berbasis perilaku. Initiating the development of a behavior-based safety system.

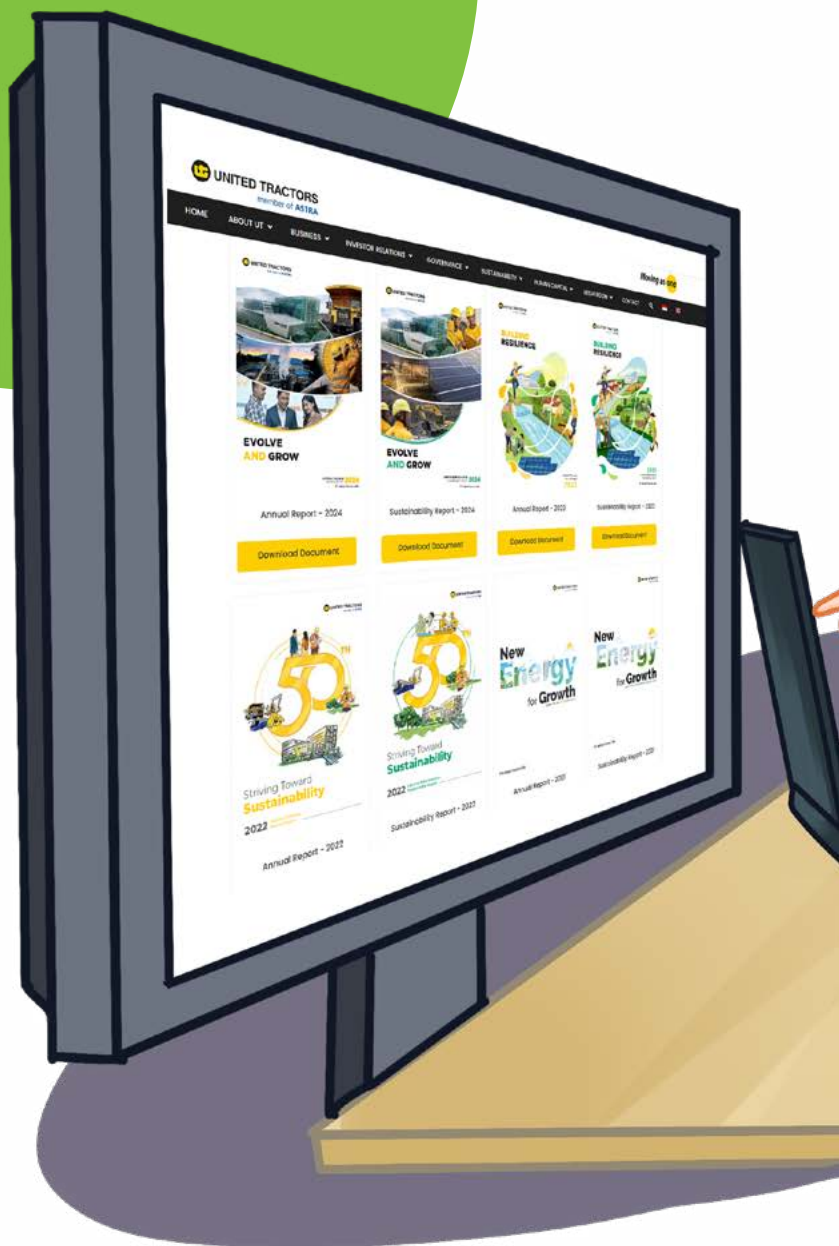


Jenis Risiko Risk Type	Inisiatif Initiatives
<p>Kegagalan Pengelolaan Fasilitas Material Sisa Pengolahan Tambang (Tailing) Failure in the Management of Mine Tailings Facilities</p> <p>Pengelolaan fasilitas material sisa pengolahan di kegiatan pertambangan emas menghadapi tiga risiko utama, yaitu: The management of tailings facilities in gold mining operations faces three main risks, namely:</p> <ol style="list-style-type: none"> 1. Kapasitas bendungan penyimpanan material sisa pengolahan tambang (<i>tailing storage facilities/TSF</i>) yang tidak mencukupi; Insufficient capacity of tailings storage facilities (TSF); 2. Kegagalan TSF yang diakibatkan oleh erosi internal tanggul, gempa bumi, longsor, dan tumpahan kelebihan limbah sisa tambang pada saat curah hujan tinggi; dan Failure of TSF caused by internal erosion of embankments, earthquakes, landslides, and overtopping of tailings during periods of high rainfall; and 3. Keterlambatan pada pembangunan fasilitas penyimpanan material sisa pengolahan tambang tambahan (<i>tailing management facilities/TMF</i>). Delays in the development of additional tailings management facilities (TMF). 	<ol style="list-style-type: none"> 1. Merancang TSF dengan menggunakan jasa konsultan geoteknis yang diakui secara internasional dengan pengalaman luas dalam desain dan pembangunan TSF; Designing TSF using the services of internationally recognized geotechnical consultants with extensive experience in TSF design and construction; 2. Membangun tanggul dengan metode “pengangkatan hilir”, yakni merancang zona tanggul dengan cermat menggunakan batuan yang dipadatkan, lempung, dan pasir. Metode ini lebih aman dibandingkan metode “pengangkatan hulu” yang digunakan di beberapa <i>site</i>; Constructing embankments using the “downstream raising” method, which involves carefully designing embankment zones with compacted rockfill, clay, and sand. This method is considered safer than the “upstream raising” method used at several sites; 3. Mematuhi kriteria keamanan desain TSF yang ditentukan oleh International Committee on Large Dams (ICOLD) serta telah ditinjau dan disetujui oleh Komite Keamanan Bendungan Indonesia; Complying with TSF design safety criteria established by the International Committee on Large Dams (ICOLD), which have also been reviewed and approved by the Indonesian Dam Safety Committee; 4. Memperhatikan proses pembangunan tanggul dengan menerapkan program penilaian kualitas dan kontrol kualitas (QA/QC); dan Ensuring embankment construction quality through the implementation of quality assurance and quality control (QA/QC) programs; and 5. Penyusunan perencanaan pembangunan TMF, termasuk pemantauan, koordinasi dengan pemerintah, dan sosialisasi dengan pihak terkait. Preparing development plans for additional TMF, including monitoring activities, coordination with government authorities, and engagement with relevant stakeholders.
<p>Dampak Kegiatan Operasional Terhadap Masalah Lingkungan</p> <p>Dampak kegiatan operasional terhadap lingkungan yang berkaitan dengan spesies yang terancam punah, keanekaragaman hayati, dan biota perairan. Environmental Impacts of Operational Activities Impacts of operational activities on the environment related to endangered species, biodiversity, and aquatic ecosystems.</p>	<ol style="list-style-type: none"> 1. Pembentukan Biodiversity Steering Committee yang terdiri dari Presiden Direktur, Wakil Presiden Direktur, Chief Finance Officer, Direktur Engineering, Direktur Government Relation, Chief Operating Officer, dan departemen terkait (MPDS, Environment, Stakeholder and Corporate Communication); Establishment of a Biodiversity Steering Committee comprising the President Director, Vice President Director, Chief Financial Officer, Director of Engineering, Director of Government Relations, Chief Operating Officer, and relevant departments (MPDS, Environment, Stakeholder and Corporate Communication); 2. Perbaikan dan percepatan restorasi/rehabilitasi habitat pascatambang; dan Enhancement and acceleration of post-mining habitat restoration/rehabilitation; and 3. Menjalinkan hubungan kerja sama dengan pemerintah, masyarakat, lembaga swadaya masyarakat (LSM), dan institusi pendidikan tinggi. Building collaborative partnerships with government authorities, local communities, non-governmental organizations (NGOs), and higher education institutions.

Tentang Laporan Keberlanjutan

About the Sustainability Report

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Pedoman dan Standar Pelaporan

Reporting Guidelines and Standards

Laporan Keberlanjutan United Tractors 2025 disusun sesuai dengan beberapa kerangka kerja dan tolok ukur pelaporan, di antaranya:

- Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik beserta turunannya, yaitu Salinan Surat Edaran Otoritas Jasa Keuangan Republik Indonesia Nomor 16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik.
- Standar Global Reporting Initiative (GRI) 2021 opsi "In Accordance".
- Task Force on Climate-related Financial Disclosure (TCFD).

United Tractors 2025 Sustainability Report has been prepared in accordance with the following reporting frameworks and benchmarks:

- Regulation of Financial Services Authority No. 51/POJK.03/2017 on Application of Sustainable Finance to Financial Services Institution, Issuer and Publicly Listed Companies, and its derivatives, namely Copy of the Circular Letter of the Financial Services Authority of the Republic of Indonesia Number 16/SEOJK.04/2021 on the Form and Content of Annual Reports of Issuers or Public Companies.
- Global Reporting Initiative (GRI) Standards 2021 under "In Accordance" option.
- Task Force on Climate-related Financial Disclosures (TCFD).

Periode dan Siklus Pelaporan

Reporting Period and Cycle

GRI 2-3

Perseroan menggunakan siklus pelaporan tahunan (*annual*) dalam menerbitkan laporan keberlanjutan yang dirilis bersamaan dengan publikasi laporan tahunan. Laporan keberlanjutan ini menyajikan kebijakan dan capaian kinerja ekonomi, lingkungan, dan sosial secara komprehensif selama periode 1 Januari 2025 sampai dengan 31 Desember 2025.

The Company adopts an annual reporting cycle in publishing its sustainability report, which is issued concurrently with the annual report. This sustainability report presents a comprehensive overview of policies and performance achievements across economic, environmental, and social aspects for the period from January 1, 2025 to December 31, 2025.

Pernyataan Kembali

Restatement

GRI 2-4

Dalam rangka meningkatkan kualitas, keakuratan, dan komparabilitas informasi serta data yang dipublikasikan, Perseroan melakukan perbaikan dan peningkatan akurasi pada metodologi kriteria

In order to enhance the quality, accuracy, and comparability of the information and data disclosed, the Company refined and improved the accuracy of its data collection and calculation methodology.

pengumpulan dan perhitungan data. Sebagai hasil dari proses tersebut, dilakukan beberapa perubahan data (*restatement*) sebagai berikut:

1. Emisi Biogenik tahun 2023 dan 2024
2. Emisi GRK Cakupan 1 dan 2 tahun 2023 dan 2024
3. Intensitas Emisi GRK per Lini Bisnis tahun 2023 dan 2024
4. Intensitas Energi per Lini Bisnis tahun 2023 dan 2024
5. Jumlah Aset tahun 2023
6. Jumlah Ekuitas tahun 2023
7. Jumlah Karyawan Baru tahun 2023 dan 2024
8. Jumlah Karyawan pada Anak Perusahaan tahun 2024
9. Jumlah Karyawan Total tahun 2024
10. Jumlah Liabilitas pada tahun 2023
11. Jumlah Peserta dan Jumlah Jam Pelatihan UTSMART tahun 2023
12. Konsumsi Energi Berdasarkan Jenis tahun 2023 dan 2024
13. Pencapaian Aspirasi Keberlanjutan 2030 UT tahun 2023 dan 2024
14. Statistik Kinerja K3 Karyawan tahun 2023 dan 2024
15. Statistik Kinerja K3 Kontraktor tahun 2023 dan 2024
16. Timbulan Limbah Cair tahun 2023 dan 2024
17. Timbulan Limbah Padat tahun 2023 dan 2024
18. Total Pengambilan Air Berdasarkan Sumber tahun 2023 dan 2024

A a result of this process, several data adjustments (restatements) were made as follows:

1. Biogenic Emissions in 2023 and 2024
2. Scope 1 and 2 GHG Emissions in 2023 and 2024
3. GHG Emissions Intensity per Business Line in 2023 and 2024
4. Energy Intensity per Business Lines in 2023 and 2024
5. Total Assets in 2023
6. Total Equity in 2023
7. Number of New Employees in 2023 and 2024
8. Total Employee at Subsidiaries in 2024
9. Total Employees in 2024
10. Total Liabilities in 2023
11. Number of UTSMART Participants and Total Training Hours in 2023
12. Energy Consumption by Type in 2023 and 2024
13. Achievement of UT 2030 Sustainability Aspirations in 2023 and 2024
14. Employee OHS Performance Statistics in 2023 and 2024
15. Contractor OHS Performance Statistics in 2023 and 2024
16. Total Wastewater Generated in 2023 and 2024
17. Total Solid Waste Generation in 2023 and 2024
18. Total Water Withdrawal by Source in 2023 and 2024

Prinsip Pelaporan

Reporting Principles

Dalam penyusunan substansi laporan ini, Perseroan merujuk pada prinsip-prinsip pelaporan yang ditetapkan oleh Global Reporting Initiatives (GRI), secara spesifik menggunakan panduan GRI 1: *Foundation*. Adapun prinsip-prinsip pelaporan yang termuat dalam panduan GRI 1: *Foundation*, di antaranya akurasi, keseimbangan, kejelasan, keterbandingan, kelengkapan, ketepatan waktu, dan dapat diverifikasi.

In preparing the contents of this Report, the Company refers to the reporting principles established by the Global Reporting Initiative (GRI), specifically in accordance with GRI 1: *Foundation*. The reporting principles set out in GRI 1: *Foundation* include accuracy, balance, clarity, comparability, completeness, timeliness, and verifiability.



Batasan dan Ruang Lingkup Pelaporan

Reporting Boundary and Scope

GRI 2-2, 3-1 | SEOJK C.6

Selama periode pelaporan, Perseroan tidak mengalami perubahan yang bersifat signifikan. Berikut adalah batasan dan ruang lingkup pelaporan pada Laporan Keberlanjutan United Tractors Tahun 2025:

During the reporting period, the Company did not experience any significant changes that materially affected the scope of reporting. The following outlines the reporting boundary and scope of the United Tractors 2025 Sustainability Report:

Data Kinerja yang Dilaporkan	Ruang Lingkup Penyajian Data Data Reporting Scope				Reported Performance Data
	Entitas Induk Parent Entity	Anak Perusahaan Subsidiaries	Perusahaan Asosiasi Associates	Ventura Bersama Joint Ventures	
Keuangan**	✓	✓			Financial**
Lingkungan**	✓	✓			Environmental**
Kesehatan dan Keselamatan Kerja (K3)**	✓	✓			Occupational Health and Safety (OHS)**
Ketenagakerjaan**	✓	✓			Employment**
Total Durasi Pelatihan**	✓	✓			Total Training Hours**
Rekrutmen dan Perputaran Karyawan**	✓	✓			Recruitment and Employee Turnover**
Hubungan Industrial dan Perjanjian Kerja Bersama (PKB)*	✓				Industrial Relations and Collective Labor Agreement (CLA)*
Integrasi dan Antikorupsi**	✓	✓			Integrity and Anti-Corruption**
Sosial Masyarakat**	✓	✓			Community and Social Development**

* Data kuantitatif pada topik ini adalah data dari satu perusahaan yang mencakup entitas induk.

** Data kuantitatif pada topik ini adalah data konsolidasi yang mencakup 20 perusahaan terdiri dari entitas induk, anak perusahaan, ventura bersama, dan perusahaan asosiasi.

* Quantitative data for this topic reflects data from a single company, including the parent entity.

** Quantitative data for this topic is presented on a consolidated basis, covering 20 companies comprising the parent entity, subsidiaries, joint ventures, and associates.

Pada tahun pelaporan, Perseroan belum melakukan verifikasi independen (*assurance*) atas Laporan Keberlanjutan 2025, akan tetapi Perseroan memastikan dan menjamin keabsahan atas data yang disampaikan dalam laporan melalui rangkaian proses verifikasi internal.

During the reporting year, the Company did not obtain independent assurance for the 2025 Sustainability Report, however the Company ensured and warranted the validity of the data disclosed in this report through a series of internal verification processes.

GRI 2-5 | SEOJK G.1

GRI 2-5 | SEOJK G.1



Daftar Entitas Anak dan/atau Entitas Asosiasi
List of Subsidiaries and/or Associate Entities



Informasi lebih rinci mengenai daftar entitas anak dan/atau entitas asosiasi dapat dilihat pada Laporan Tahunan United Tractors Tahun 2025.
 More detailed information regarding the list of subsidiaries and/or associate entities is available in the United Tractors 2025 Annual Report.

* Perusahaan dalam likuidasi. | Company under liquidation.

** Tahap pengembangan. | Development stage.



Kriteria Pengumpulan dan Perhitungan Data

Data Collection and Calculation Criteria

Keselamatan dan Kesehatan Kerja (K3)

1. Kecelakaan yang dilaporkan berasal dari karyawan dan kontraktor Perseroan dan anak Perusahaannya.
2. Kecelakaan berkonsekuensi tinggi terkait pekerjaan mengacu pada kecelakaan terkait pekerjaan yang membuat pekerja tidak dapat, tidak, atau tidak diharapkan untuk pulih sepenuhnya ke status kesehatan sebelum cedera (termasuk kesehatan fisik dan mental) dalam waktu enam bulan.
3. Kecelakaan terkait pekerjaan yang dapat dicatat mengacu pada kecelakaan yang mengakibatkan salah satu dari yang berikut: kematian, cedera atau sakit yang menyebabkan hari hilang (hari tidak bisa bekerja), cedera atau sakit yang menyebabkan pekerjaan terbatas atau pemindahan ke pekerjaan lain, perawatan medis melampaui pertolongan pertama, atau kehilangan kesadaran, atau mengalami cedera signifikan yang didiagnosis oleh dokter atau profesional perawatan kesehatan berlisensi lainnya meskipun tidak menyebabkan kematian, hari hilang, pekerjaan terbatas atau pemindahan ke pekerjaan lain, serta perawatan medis melampaui pertolongan pertama, atau kehilangan kesadaran.
4. *Lost-time injuries* mengacu kepada cedera akibat kecelakaan kerja yang diderita oleh karyawan atau kontraktor yang menyebabkan hilangnya waktu kerja produktif.
5. Jumlah jam kerja didasarkan pada jam aktual atau perkiraan berdasarkan jam kerja kontraktual semua karyawan dan kontraktor dalam satu tahun, termasuk jam lembur rata-rata, tidak termasuk hari cuti tahunan berbayar, hari istirahat, dan hari libur resmi/hari libur sesuai dengan jenis karyawan yang berbeda.

Occupational Health and Safety (OHS)

1. The reported accidents are derived from the employees and contractors of the Company and its subsidiaries.
2. A work-related high-consequence accident refers to a work-related accident where the worker cannot, does not, or is not expected to fully recover to pre-injury health status (including physical and mental health) within six months.
3. A recordable work-related injury refers to a work-related injury that results in any of the following: death, injury or illness resulting in lost days (days unable to work), injury or illness that results in restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness, or a significant injury diagnosed by a physician or other licensed healthcare professional, even if it did not result in death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness.
4. *Lost-time injuries* refer to on-the-job injuries incurred by an employee or contractor that lead to a loss of productive work time.
5. The number of working hours is based on actual or estimated hours derived from the contractual working hours of all employees and contractors in one year, including average overtime hours, and excluding paid annual leave, rest days, and statutory holidays, according to different types of employees.

6. Tingkat kematian mengacu pada jumlah kematian per 1.000.000 jam kerja yang dihitung sebagai $(\text{jumlah total kematian} \times 1.000.000) / \text{total jam kerja}$. Faktor 1.000.000 menunjukkan jumlah cedera terkait pekerjaan per 500 pekerja penuh waktu selama jangka waktu satu tahun, berdasarkan asumsi bahwa satu pekerja penuh waktu bekerja 2.000 jam per tahun.
7. Tingkat kecelakaan terkait pekerjaan berkonsekuensi tinggi mengacu pada jumlah kecelakaan terkait pekerjaan berkonsekuensi tinggi per 1.000.000 jam kerja yang dihitung sebagai $(\text{jumlah total kecelakaan terkait pekerjaan berkonsekuensi tinggi} \times 1.000.000) / \text{total jam kerja}$. Faktor 1.000.000 menunjukkan jumlah kecelakaan terkait pekerjaan per 500 pekerja penuh waktu selama jangka waktu satu tahun, berdasarkan asumsi bahwa satu pekerja penuh waktu bekerja 2.000 jam per tahun.
8. Tingkat kecelakaan terkait pekerjaan yang dapat dicatat mengacu pada jumlah kecelakaan terkait pekerjaan yang dapat dicatat per 1.000.000 jam kerja yang dihitung sebagai $(\text{jumlah total kecelakaan terkait pekerjaan yang dapat dicatat} \times 1.000.000) / \text{total jam kerja}$. Faktor 1.000.000 menunjukkan jumlah kecelakaan terkait pekerjaan per 500 pekerja penuh waktu selama jangka waktu satu tahun, berdasarkan asumsi bahwa satu pekerja penuh waktu bekerja 2.000 jam per tahun.
9. Kecelakaan yang dilaporkan sebagaimana diuraikan pada poin 2 dan 3 tidak termasuk kecelakaan di luar jam kerja, penyakit akibat kerja, kecelakaan perjalanan, kebakaran, dan kerusakan properti sehubungan dengan kepentingan kegiatan usaha Grup UT.
6. The fatality rate refers to the number of fatalities per 1,000,000 hours worked, calculated as $(\text{total number of fatalities} \times 1,000,000) / \text{total working hours}$. The factor of 1,000,000 indicates the number of work-related injuries per 500 full-time workers over a one-year period, based on the assumption that one full-time worker works 2,000 hours per year.
7. The high-consequence work-related accident rate refers to the number of high-consequence work-related accidents per 1,000,000 hours worked calculated as $(\text{total number of high-consequence work-related accidents} \times 1,000,000) / \text{total working hours}$. The factor of 1,000,000 indicates the number of work-related accidents per 500 full-time workers over a one-year period, based on the assumption that one full-time worker works 2,000 hours per year.
8. The recordable work-related accident rate refers to the number of recordable work-related accidents per 1,000,000 hours worked, calculated as $(\text{total number of recordable work-related accidents} \times 1,000,000) / \text{total working hours}$. The factor of 1,000,000 indicates the number of work-related accidents per 500 full-time workers over a one-year period, based on the assumption that one full-time worker works 2,000 hours per year.
9. Recorded accidents as described in points 2 and 3 exclude accidents occurring outside working hours, occupational diseases, travel accidents, as well as fire and property damage in connection with the UT Group's business activities.



Emisi Gas Rumah Kaca (GRK)

1. Emisi GRK Cakupan 1 berasal dari pembakaran bahan bakar fosil dan bahan bakar dari sumber terbarukan, emisi *fugitive* (*refrigerant, fire suppression*, dan metana batu bara), dan emisi yang dihasilkan dari pembuatan atau pemrosesan bahan kimia dan material.
2. Emisi GRK Cakupan 1 dihitung dengan menggunakan faktor emisi yang diterbitkan oleh Kementerian Energi dan Sumber Daya Mineral Indonesia, Department for Environment, Food and Rural Affairs (DEFRA) Inggris, Intergovernmental Panel on Climate Change (IPCC), dan United States Environmental Protection Agency (USEPA).
3. Emisi GRK Cakupan 2 mencakup emisi dari pembangkit listrik yang dibeli atau diperoleh, pemanasan, pendinginan, dan penguapan.
4. Emisi GRK Cakupan 2 dihitung dengan menggunakan faktor emisi dari pemasok listrik lokal (jika tersedia), sumber regional atau nasional, dan Kementerian Energi dan Sumber Daya Mineral RI.
5. Kredit karbon mewakili usaha pengurangan emisi GRK yang dilakukan oleh Perusahaan dan/atau kegiatan untuk kompensasi emisi yang dilakukan di tempat lain. Kredit karbon yang dihitung adalah Sertifikat Penurunan Emisi Gas Rumah Kaca (SPE-GRK) yang terdaftar di Sistem Registri Nasional (SRN) Pengendalian Perubahan Iklim (PPI) Kementerian Lingkungan Hidup/Badan Pengendalian Lingkungan Hidup (KLH/BPLH) dan IDX Carbon.
6. Emisi biogenik yang dilaporkan berasal dari penggunaan bahan bakar *biofuel*.

Greenhouse Gas (GHG) Emissions

1. Scope 1 GHG emissions arise from the combustion of fuels from fossil or renewable energy sources, fugitive emissions (*refrigerants, fire suppression, coalbed methane*), and emissions resulting from the manufacture or processing of chemicals and materials.
2. Scope 1 GHG emissions are calculated using emission factors published by the Indonesian Ministry of Energy and Mineral Resources, the UK Department for Environment, Food and Rural Affairs (DEFRA), the Intergovernmental Panel on Climate Change (IPCC), and the United States Environmental Protection Agency (USEPA).
3. Scope 2 GHG emissions include emissions from the generation of purchased or acquired electricity, heating, cooling, and steam.
4. Scope 2 GHG emissions are calculated using emission factors from local electricity suppliers, (where available), regional or national sources and the Ministry of Energy and Mineral Resources of the Republic of Indonesia.
5. Carbon credits represent GHG emission reduction efforts undertaken by the Company and/or activities to compensate for emissions carried out elsewhere. The carbon credits calculated refer to GHG Emission Reduction Certificates (SPE-GRK) registered in the Sistem Registri Nasional (SRN) Pengendalian Perubahan Iklim (PPI) of the Ministry of Environment/Environmental Control Agency (KLH/BPLH) and IDX Carbon.
6. Reported biogenic emissions are derived from the use of *biofuel*.

Energi

1. Konsumsi energi adalah total bahan bakar stasioner dan mobile. Data konsumsi energi dikumpulkan dari catatan pengukuran, tagihan utilitas, catatan pembelian, atau perkiraan internal yang digunakan untuk bagian yang tidak signifikan dari total konsumsi energi.
2. Konsumsi energi yang bersumber dari bahan bakar terdiri dari solar, *Liquefied Petroleum Gas (LPG)*, *natural gas*, *aviation fuel*, *waste oil*, *coal electricity generation*, dan bahan bakar yang bersumber dari sumber energi terbarukan.

Limbah

1. Total limbah yang dilaporkan terdiri dari limbah padat dan limbah cair. Sumber data limbah yang dihasilkan berasal dari catatan pengukuran dan estimasi internal. Sumber data limbah berasal dari catatan pengukuran menggunakan alat instrumen yang telah dikalibrasi atau metode estimasi internal dengan literatur dan bukti yang dapat dipertanggungjawabkan.
2. Limbah padat tidak berbahaya merupakan residu dari kegiatan usaha yang tidak mengandung bahan berbahaya dan beracun.
3. Limbah padat dan cair dari bahan berbahaya dan beracun (B3) merupakan limbah dengan karakteristik yang memenuhi regulasi Indonesia atau kriteria Konvensi Basel.

Keterangan:

Seluruh komponen yang terdapat dalam kriteria pengumpulan dan penghitungan data di atas diperoleh dari entitas yang beroperasi di Indonesia dan belum mencakup entitas yang baru diakuisisi sejak tahun 2025 oleh Perseroan.

Energy

1. Energy consumption represents the total of stationary and mobile combustion. Energy consumption data is collected from metering records, utility bills, purchase records, or internal estimates used for an insignificant portion of total energy consumption.
2. Energy consumption by fuel source consists of diesel, Liquefied Petroleum Gas (LPG), natural gas, aviation fuel, waste oil, coal, electricity generation, and fuels sourced from renewable energy sources.

Waste

1. Total reported waste consists of solid and liquid waste. Waste generation data is derived from measurement records and internal estimates. These records are obtained using calibrated instruments or internal estimation methods supported by credible literature and verifiable evidence.
2. Non-hazardous solid waste refers to residue from business activities that does not contain hazardous and toxic materials.
3. Hazardous solid and liquid waste refers to waste that meets the criteria outlined in Indonesian regulations or the Basel Convention.

Notes:

All components contained in the criteria for data collection and calculation above are obtained from entities operating in Indonesia and exclude entities newly acquired by the Company in 2025.



Kontribusi Perseroan terhadap SDGs

The Company's Contribution to the SDGs

Tujuan Global Global Goal	Target SDGs yang Relevan Relevant SDG Targets	Mengapa menjadi Prioritas Why It is a Priority
 	<p>1.5 Membangun ketahanan masyarakat terkait iklim dan guncangan ekonomi, sosial, lingkungan, dan bencana.</p> <p>11.5 Mengurangi jumlah kematian dan jumlah orang terdampak, dan secara substansial mengurangi kerugian ekonomi relatif terhadap PDB global yang disebabkan oleh bencana, dengan fokus melindungi orang miskin dan orang-orang dalam situasi rentan.</p>	<p>Perseroan selalu berkomitmen untuk meningkatkan kapasitas masyarakat sekitar agar tangguh di berbagai bidang, salah satunya kebencanaan. Ketahanan terhadap bencana menjadi salah satu elemen kunci untuk menciptakan kondisi lingkungan yang inklusif dan keberlanjutan, mengingat kondisi geografis Indonesia rawan terhadap bencana alam. Di sisi lain, Perseroan memiliki sarana yang mampu menjangkau lokasi rawan bencana karena bisnis United Tractors berada di berbagai daerah di Indonesia.</p> <p>The Company remains committed to strengthening the capacity of surrounding communities to enhance resilience across various aspects, including disaster preparedness and response. Disaster resilience represents a key element in fostering inclusive and sustainable environmental conditions, particularly given Indonesia's geographic vulnerability to natural disasters. At the same time, the Company possesses operational capabilities and resources that enable access to disaster-prone areas, as United Tractors' business operations are located across various regions throughout Indonesia.</p>
	<p>1.5 Build the resilience of communities to climate-related hazards and economic, social, environmental, and disaster-related shocks.</p> <p>11.5 Significantly reduce the number of deaths and the number of people affected, and substantially decrease direct economic losses relative to global GDP caused by disasters, with a focus on protecting the poor and people in vulnerable situations.</p>	
	<p>3.3 Memerangi penyakit menular lainnya.</p> <p>3.3 Combat other communicable diseases.</p>	<p>Kesehatan merupakan fokus keberlanjutan Perseroan sebagai risiko inheren dalam kegiatan usaha maupun masyarakat, apalagi partisipasi swasta dibutuhkan dalam upaya meningkatkan kualitas kesehatan masyarakat.</p> <p>Health represents a key sustainability focus for the Company, as it constitutes an inherent risk within both business operations and the broader community. Moreover, private sector participation plays an essential role in efforts to enhance the overall quality of public health.</p>
	<p>4.3 Akses yang sama bagi semua terhadap pendidikan teknik, kejuruan, dan pendidikan tinggi.</p> <p>4.3 Equal access for all to technical, vocational, and tertiary education.</p>	<p>United Tractors mengelola sekolah binaan sebagai pusat kegiatan pendidikan bagi masyarakat serta membuka peluang kerja bagi generasi muda sebagai tenaga terampil khususnya dalam bidang alat berat di Indonesia.</p> <p>United Tractors manages partner schools as community-based education centers while creating employment opportunities for the young generation as skilled workers, particularly in the heavy equipment sector in Indonesia.</p>



Bagaimana Kami Berkontribusi How We Contribute	Kinerja 2025 2025 Performance
<p>Melalui CSR Pilar Tanggap Darurat Bencana, Perseroan mendukung kegiatan penanganan dan pemulihan kebencanaan yang terjadi serta meningkatkan kapasitas masyarakat yang tanggap terhadap bencana.</p> <p>Through its CSR Disaster Emergency Response Pillar, the Company supports disaster response and recovery initiatives while strengthening community capacity to respond effectively to disasters.</p>	<p>Guna mendukung ketahanan masyarakat terkait iklim, Perseroan melakukan mitigasi bencana melalui beberapa program CSR, yaitu Program Kampung Iklim (PROKLIM) dan pembinaan bank sampah melalui peningkatan kapasitas masyarakat di setiap area operasional Perseroan.</p> <p>Selain itu, Peningkatan kapasitas masyarakat dilakukan dalam kesiapsiagaan bencana melalui penguatan pengetahuan dan keterampilan untuk mencegah serta menangani kondisi darurat bencana.</p> <p>To support community resilience to climate-related risks, the Company implements disaster mitigation initiatives through several CSR programs, including the Climate Village Program (PROKLIM) and the development of waste banks by strengthening community capacity across each of the Company's operational areas.</p> <p>In addition, community capacity-building efforts are carried out to enhance disaster preparedness by strengthening knowledge and skills to prevent and effectively respond to emergency disaster situations.</p>
<p>Melalui CSR Pilar Kesehatan, Perseroan mendukung praktik kesehatan dan keselamatan kerja yang komprehensif pada setiap kegiatan usahanya serta menjalankan kegiatan CSR guna meningkatkan kualitas Kesehatan Masyarakat di sekitar area operasional.</p> <p>Through its CSR Health Pillar, the Company promotes comprehensive occupational health and safety practices across all business activities, while also implementing CSR initiatives aimed at improving the quality of public health in communities surrounding its operational areas.</p>	<p>Pembinaan 352 posyandu dengan 1,306 kader posyandu.</p> <p>Developed 352 integrated health service posts (posyandu) with 1,306 posyandu volunteers.</p>
<p>Melalui CSR Pilar Pendidikan, Perseroan melakukan pembinaan pada sekolah binaan, termasuk pengembangan pendidikan vokasi di sekitar wilayah operasional serta pendidikan dasar.</p> <p>Through its CSR Education Pillar, the Company provides capacity-building support to partner schools, including the development of vocational education programs in areas surrounding its operations, as well as support for primary education.</p>	<p>Hingga 2025, melalui pembinaan sekolah vokasi, Perseroan telah membangun jejaring dengan 2.240 sekolah.</p> <p>As of 2025, through the development of vocational schools, the Company had established a network of 2,240 schools.</p>



Tujuan Global Global Goal	Target SDGs yang Relevan Relevant SDG Targets	Mengapa menjadi Prioritas Why It is a Priority
	<p>5.5 Partisipasi dan kesempatan yang setara bagi perempuan dalam politik, ekonomi, dan kehidupan publik.</p>	<p>Kegiatan usaha United Tractors membuka peluang kerja bagi masyarakat dan berkontribusi pada kondisi sosial ekonomi masyarakat di sekitar wilayah operasi. Peluang ini harus dinikmati secara adil oleh semua orang, termasuk kesetaraan bagi perempuan untuk berperan serta.</p>
	<p>5.5 Equal participation and opportunities for leadership for women in political, economic, and public life.</p>	<p>United Tractors' business activities create employment opportunities for communities and contribute to the socio-economic conditions of areas surrounding its operations. These opportunities must be enjoyed equitably by all, including ensuring equal participation and opportunities for women to contribute and take on active roles.</p>
	<p>8.3 Mendukung kegiatan produktif, penciptaan lapangan kerja layak.</p>	<p>Kegiatan usaha Perseroan memberikan daya dorong pada industri pertambangan, energi, dan konstruksi yang menyediakan lapangan kerja serta peluang pertumbuhan ekonomi.</p>
	<p>8.3 Support productive activities and decent job creation.</p>	<p>The Company's business activities drive the mining, energy, and construction industries, which generate employment opportunities and support economic growth.</p>
	<p>8.3 Mendorong formalisasi dan pertumbuhan usaha mikro, kecil, dan menengah.</p>	<p>Kegiatan usaha United Tractors berperan penting memberikan nilai tambah ekonomi secara langsung maupun tidak langsung pada rantai nilai dan industri yang didukungnya. Nilai tambah juga seharusnya dapat dirasakan oleh masyarakat sekitar dari kehadiran Perusahaan melalui program pemberdayaan.</p>
<p>8.3 Promote the formalization and growth of micro-, small-, and medium-sized enterprises.</p>	<p>United Tractors' business activities play a significant role in generating direct and indirect economic value across its value chain and the industries it supports. The added value created should also be experienced by surrounding communities through the Company's empowerment programs.</p>	
	<p>9.4 Efisiensi penggunaan sumber daya teknologi dan proses industri bersih dan ramah lingkungan.</p>	<p>Aktivitas operasional Perseroan secara langsung meningkatkan risiko pada kualitas lingkungan akibat pemakaian sumber daya alam, emisi, dan timbulan limbah. Oleh karena itu, seluruh aspek tersebut harus dikelola untuk meminimalkan dampak dan perlu diiringi dengan upaya pemulihan lingkungan.</p>
	<p>12.2 Pemanfaatan sumber daya alam secara efisien.</p>	
	<p>12.5 Mengurangi produksi limbah.</p>	
	<p>13.1 Ketahanan dan adaptasi terhadap bahaya terkait iklim.</p>	
	<p>9.4 Improve resource-use efficiency and adopt clean and environmentally sound technologies and industrial processes.</p>	
	<p>12.2 Achieve the sustainable management and efficient use of natural resources.</p>	<p>The Company's operational activities directly increase risks to environmental quality due to the use of natural resources, emissions, and waste generation. Therefore, all such aspects must be properly managed to minimize impacts and be accompanied by environmental restoration efforts.</p>
	<p>12.5 Reduce waste generation.</p>	
	<p>13.1 Resilience and adaptation to climate-related hazards.</p>	
	<p>13.1 Resilience and adaptation to climate-related hazards.</p>	






Bagaimana Kami Berkontribusi How We Contribute	Kinerja 2025 2025 Performance
<p>Perseroan membuka peluang yang seluas-luasnya bagi perempuan dan laki-laki untuk berkariyer secara adil dan setara hingga jenjang jabatan tertinggi di seluruh lingkup Perseroan. United Tractors juga melaksanakan program-program CSR yang dititikberatkan pada perempuan sebagai fokus dalam pemberdayaan dan peningkatan kesejahteraan.</p> <p>The Company provides equal and broad opportunities for both women and men to pursue their careers fairly and equitably, including advancement to the highest levels of leadership across the organization. United Tractors also implements CSR programs that place women at the center of empowerment initiatives and efforts to enhance community welfare.</p>	<p>8,4% perempuan menjabat di posisi eksekutif, 9 orang atau 1,5% merupakan manajemen senior Perseroan yang berasal dari masyarakat lokal dan terdapat 796 tenaga kerja yang direkrut dari sekitar wilayah operasional*.</p> <p>8.4% of executive positions are held by women, 9 individuals or 1.5% of the Company's senior management are from the local community and 796 employees were recruited from communities surrounding the operational areas*.</p>
<p>Penyediaan lapangan kerja langsung dalam Perseroan dan rantai nilai, termasuk kontraktor dan pelanggan, serta melalui kegiatan pemberdayaan dalam program CSR kami.</p> <p>Provision of direct employment within the Company and across its value chain, including contractors and customers, as well as through empowerment initiatives under our CSR programs.</p>	<p>Angkatan kerja Perseroan mencapai 38.775 tenaga kerja dan memberikan lebih dari 1.297.802 jam pelatihan.</p> <p>The Company's workforce reached 38,775 employees and delivered more than 1,297,802 training hours.</p>
<p>Melalui CSR Pilar Pemberdayaan Ekonomi, Perseroan mendukung pengembangan ekonomi masyarakat melalui pengembangan kapasitas dan akses pada permodalan mikro yang dapat mendukung kegiatan ekonomi lokal.</p> <p>Through its CSR Economic Empowerment Pillar, the Company supports community economic development by strengthening capacity and expanding access to microfinance to foster local economic activities.</p>	<p>Terdapat 5.311 penerima manfaat baru program CSR pada pilar Pemberdayaan Ekonomi yang dilaksanakan Perseroan.</p> <p>There were 5,311 new beneficiaries of the Company's CSR programs under the Economic Empowerment Pillar.</p>
<p>Perseroan mengelola aspek lingkungan sesuai ketentuan peraturan perundangan dan melakukan upaya-upaya yang melampauinya. Salah satunya penerapan ekonomi sirkular untuk memperpanjang pemanfaatan komponen dan beban lingkungan akibat limbah serta perlindungan lingkungan.</p> <p>The Company manages environmental aspects in compliance with applicable laws and regulations and undertakes initiatives that go beyond regulatory requirements. One such initiative is the implementation of circular economy practices to extend the useful life of components, reduce the environmental burden of waste, and enhance environmental protection.</p>	<p>Perseroan memiliki bisnis remanufaktur dan rekondisi untuk ekosistem ekonomi sirkular dan upaya komprehensif untuk mengelola limbah padat setara dengan 73,84% dari total limbah padat yang dihasilkan pada tahun 2025.</p> <p>The Company operates remanufacturing and reconditioning businesses as part of its circular economy ecosystem and undertakes comprehensive solid waste management efforts equivalent to 73.84% of the total solid waste generated in 2025.</p>

Keterangan | Notes:

* Kegiatan telah dilakukan pada United Tractors Construction Machinery.
 The activities were carried out by United Tractors Construction Machinery.



Tujuan Global Global Goal	Target SDGs yang Relevan Relevant SDG Targets	Mengapa menjadi Prioritas Why It Is a Priority
 7 AFFORDABLE AND CLEAN ENERGY	7.2 Meningkatkan pangsa energi terbarukan. 13.1 Ketahanan dan adaptasi terhadap bahaya terkait iklim.	Perubahan iklim berkaitan erat dengan bidang usaha Grup AHEMCE, baik dalam kegiatan operasional pada masa kini dan masa mendatang. Maka dari itu, upaya yang signifikan harus dilakukan oleh United Tractors untuk mencapai tujuan global membatasi kenaikan temperatur permukaan bumi maksimum 2°C pada akhir abad ini.
	 13 CLIMATE ACTION	7.2 Increase the share of renewable energy. 13.1 Resilience and adaptation to climate-related hazards.
 15 LIFE ON LAND	15.5 Melakukan aksi untuk mencegah kerusakan habitat alami, hilangnya keanekaragaman hayati dan perlindungan pada spesies yang dilindungi.	Keanekaragaman hayati Indonesia adalah salah satu yang tertinggi di dunia, tetapi terancam oleh eksploitasi ekonomi dan perubahan iklim. Upaya pelestarian harus dilakukan secara konsisten, baik melalui perlindungan maupun restorasi habitat serta flora-fauna yang terancam punah.
	15.5 Take action to prevent the degradation of natural habitats, halt biodiversity loss, and protect threatened species.	Indonesia's biodiversity is among the richest in the world, yet it faces increasing threats from economic exploitation and climate change. Conservation efforts must therefore be carried out consistently, through both the protection and restoration of habitats as well as the preservation of endangered flora and fauna.



Bagaimana Kami Berkontribusi How We Contribute	Kinerja 2025 2025 Performance
<p>Melalui inisiatif yang dijalankan pada level operasional, Perseroan terus melakukan efisiensi energi dan pengendalian emisi gas rumah kaca (GRK) melalui pendekatan teknologi rendah emisi yang tersedia, serta berfokus pada pengembangan energi terbarukan melalui anak perusahaan untuk memasok energi yang lebih bersih.</p> <p>Through initiatives implemented at the operational level, the Company continues to improve energy efficiency and control greenhouse gas (GHG) emissions by adopting available low-emission technologies, while also focusing on the development of renewable energy through its subsidiaries to provide cleaner energy supply.</p>	<p>Portofolio bisnis energi terbarukan mencakup Pembangkit Listrik Tenaga Surya (PLTS), pembangkit listrik tenaga panas bumi, pengolahan sampah menjadi energi (<i>waste-to-energy</i>), dan pembangkit listrik tenaga air aliran sungai langsung. Upaya mitigasi iklim telah berhasil mengurangi emisi GRK sebesar 12,03% atau setara dengan 459.218,11 ton CO₂-eq dari tahun acuan 2019.</p> <p>The renewable energy business portfolio includes Solar Power Plants (PLTS), geothermal power plants, waste-to-energy facilities, and run-of-river hydropower plants.</p> <p>Climate mitigation efforts have successfully reduced GHG emissions by 12.03% or equivalent to 459,218.11 ton CO₂-eq from the 2019 baseline year.</p>
<p>Melalui CSR Pilar Lingkungan, Perseroan melakukan konservasi ekosistem mangrove, taman hutan, pesisir, arboretum, dan aviari untuk meningkatkan kualitas habitat dan mendukung kehidupan flora dan fauna di dalamnya. Perseroan juga melakukan studi-studi keanekaragaman hayati sebagai masukan berbagai pihak dalam upaya konservasi dan rehabilitasi.</p> <p>Through its CSR Environmental Pillar, the Company conducts conservation initiatives across mangrove ecosystems, forest parks, coastal areas, arboretums, and aviaries to enhance habitat quality and support the survival of flora and fauna. The Company also undertakes biodiversity studies to provide valuable input for various stakeholders in advancing conservation and rehabilitation efforts.</p>	<p>Perseroan mengelola 6 inisiatif konservasi perlindungan keanekaragaman hayati.</p> <p>The Company manages 6 biodiversity conservation areas.</p>

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	303-3 Pengambilan air Water withdrawal	127, 130-132			
	303-4 Pembuangan air Water discharge		Pembuangan air Water discharge	Informasi belum tersedia Information unavailable	UT masih dalam tahap penyalarsan data pembuangan air Grup UT. UT is still in the process of aligning water discharge data across the UT Group.



Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location	Tidak Mencantumkan Omission		
			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
	303-5 Konsumsi air Water consumption		Konsumsi air Water consumption	Informasi belum tersedia Information unavailable	UT masih dalam tahap penyelarasan data pembuangan air Grup UT. UT is still in the process of aligning water discharge data across the UT Group.
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Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location	Tidak Mencantumkan Omission		
			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
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Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location	Tidak Mencantumkan Omission		
			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
	403-10 Penyakit akibat kerja Work-related ill health	-	Penyakit akibat kerja Work-related ill health	Batasan kerahasiaan Confidentiality constraints	Informasi tidak diungkapkan dalam laporan ini karena memuat data yang berkaitan dengan kondisi kesehatan individu karyawan yang bersifat pribadi dan dilindungi kerahasiaannya oleh Perseroan. This information is not disclosed in this report because it contains data related to the employee's health condition, which is personal in nature and protected by the Company's confidentiality policies.

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GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3 Manajemen topik material Management of material topics	173			
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Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location	Tidak Mencantumkan Omission		
			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
GRI 405: Keaneekaragaman dan Peluang Setara 2016	405-1 Keaneekaragaman badan tata kelola dan karyawan Diversity of governance bodies and employees	171-172			
GRI 405: Diversity and Equal Opportunity 2016	405-2 Rasio gaji pokok dan remunerasi perempuan dibandingkan laki-laki Ratio of basic salary and remuneration of women to men	173			
Non Diskriminasi Non-discrimination					
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GRI 407: Kebebasan Berserikat dan Perundingan Kolektif 2016 GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operasi dan pemasok di mana hak atas kebebasan berserikat dan perundingan kolektif mungkin berisiko Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	186			
Pekerja Anak Child Labor					
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3 Manajemen topik material Management of material topics	188			
GRI 408: Pekerja Anak 2016 GRI 408: Child Labor 2016	408-1 Operasi dan pemasok yang berisiko signifikan terhadap insiden pekerja anak Operations and suppliers at significant risk for incidents of child labor	189			
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Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location	Tidak Mencantumkan Omission		
			Persyaratan Tidak Mencantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation
GRI 409: Kerja Paksa atau Wajib Kerja 2016	409-1 Operasi dan pemasok yang berisiko signifikan terhadap insiden kerja paksa atau wajib kerja Operations and suppliers at significant risk for incidents of forced or compulsory labor	189			
Hak Masyarakat Adat Rights of Indigenous Peoples					
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3 Manajemen topik material Management of material topics	225			
GRI 411: Hak Masyarakat Adat 2016 GRI 411: Rights of Indigenous Peoples 2016	411-1 Insiden pelanggaran yang melibatkan hak-hak masyarakat adat Incidents of violations involving rights of indigenous peoples	225			
Masyarakat Setempat Local Communities					
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3 Manajemen topik material Management of material topics	225			
GRI 413: Masyarakat Setempat 2016 GRI 413: Local Communities 2016	413-1 Operasi dengan keterlibatan masyarakat setempat, penilaian dampak, dan program pengembangan Operations with local community engagement, impact assessments, and development programs	196			
	413-2 Operasi yang secara aktual dan yang berpotensi memiliki dampak negatif signifikan terhadap masyarakat setempat Operations with significant actual and potential negative impacts on local communities	225			

Daftar Pengungkapan Topik Standar GRI yang Bukan Topik Material tetapi turut dilaporkan dalam Laporan ini List of GRI Standard Topic Disclosures that are not Material Topics but are also reported in this Report

Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location
GRI 101: Keanekaragaman Hayati 2024 GRI 101: Biodiversity 2024	101-2 Manajemen dampak keanekaragaman hayati Management of biodiversity impacts	138
	101-4 Identifikasi dampak keanekaragaman hayati Identification of biodiversity impacts	138-140
GRI 204: Praktik Pengadaan 2016 GRI 204: Procurement Practices 2016	204-1 Proporsi pengeluaran untuk pemasok lokal Proportion of spending on local suppliers	239

Standar GRI GRI Standard	Pengungkapan Disclosure	Lokasi Location
GRI 207: Pajak 2019 GRI 207: Tax 2019	207-1 Pendekatan terhadap pajak Approach to tax	252
	207-2 Tata kelola, pengontrolan, dan manajemen risiko pajak Tax governance, control, and risk management	252
	207-3 Keterlibatan pemangku kepentingan dan pengelolaan kepedulian yang berkaitan dengan pajak Stakeholder engagement and management of concerns related to tax	252
	207-4 Laporan per negara Country-by-country reporting	252
GRI 304: Keanekaragaman Hayati 2016 GRI 304: Biodiversity 2016	304-1 Lokasi operasional yang dimiliki, disewa, dikelola, atau berdekatan dengan kawasan lindung dan kawasan dengan nilai keanekaragaman hayati tinggi di luar kawasan lindung Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	136
	304-2 Dampak signifikan dari aktivitas, produk, dan jasa pada keanekaragaman hayati Significant impacts of activities, products, and services on biodiversity	138
	304-3 Habitat yang dilindungi atau direstorasi Habitats protected or restored	10
GRI 308: Penilaian Lingkungan Pemasok 2016 GRI 308: Supplier Environmental Assessment 2016	308-1 Seleksi pemasok baru dengan menggunakan kriteria lingkungan New suppliers that were screened using environmental criteria	238
	308-2 Dampak lingkungan negatif dalam rantai pasokan dan tindakan yang telah diambil Negative environmental impacts in the supply chain and actions taken	239
GRI 410: Praktik Keamanan 2016 GRI 410: Security Practices 2016	410-1 Petugas keamanan yang dilatih mengenai kebijakan atau prosedur hak asasi manusia Security personnel trained in human rights policies or procedures	189
GRI 414: Penilaian Sosial Pemasok 2016 GRI 414: Supplier Social Assessment 2016	414-1 Seleksi pemasok baru dengan menggunakan kriteria sosial New suppliers that were screened using social criteria	238
	414-2 Dampak sosial negatif dalam rantai pasokan dan tindakan yang telah diambil Negative social impacts in the supply chain and actions taken	239
GRI 415: Kebijakan Publik 2016 GRI 415: Public Policy 2016	415-1 Kontribusi politik Political contributions	253
GRI 416: Kesehatan dan Keselamatan Pelanggan 2016 GRI 416: Customer Health and Safety 2016	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	232
	416-2 Insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa Incidents of non-compliance concerning the health and safety impacts of products and services	232
GRI 418: Privasi Pelanggan 2016 GRI 418: Customer Privacy 2016	418-1 Pengaduan yang berdasar mengenai pelanggaran terhadap privasi pelanggan dan hilangnya data pelanggan Substantiated complaints concerning breaches of customer privacy and losses of customer data	252

Lembar Umpan Balik

Feedback Form

SEOJK G.2, G.3

United Tractors mengucapkan terima kasih atas waktu dan perhatian Anda terhadap Laporan Keberlanjutan ini; umpan balik, pemikiran, serta kritik Anda sangat berharga bagi Perseroan. Hingga saat ini, Perseroan tidak menerima umpan balik terhadap Laporan Keberlanjutan 2024. Untuk terus meningkatkan kualitas dan relevansi laporan kami di masa depan, mohon kesediaan Bapak/Ibu mengisi kuesioner singkat ini.

United Tractors extends its sincere appreciation for your time and attention regarding this Sustainability Report; your feedback, insights, and constructive criticism are immensely valuable to the Company. To date, the Company has not received feedback on its 2024 Sustainability Report. To continually enhance the quality and relevance of our future reports, please kindly complete this brief questionnaire.

Silahkan pilih salah satu kelompok pemangku kepentingan yang paling mewakili Anda:

Please choose the box for the stakeholder group that best describes you:

- | | |
|--|---|
| <input type="checkbox"/> Pemerintah Government | <input type="checkbox"/> Konsumen Customer |
| <input type="checkbox"/> LSM NGO | <input type="checkbox"/> Masyarakat Community |
| <input type="checkbox"/> Industri Industry | <input type="checkbox"/> Media Media |
| <input type="checkbox"/> Lainnya Others:..... | <input type="checkbox"/> Pegawai Employee |

Silakan beri penilaian terhadap elemen-elemen berikut dalam laporan kami:

Please rate the following elements of our reports:

Pernyataan Statement	SS SA	S A	TS D	STS SD
Laporan ini berisi/mengandung informasi yang bermanfaat mengenai komitmen UT dan kebijakannya This report contains useful information on UT's Sustainability Development commitment and policy				
Laporan ini menyediakan suatu gambaran mengenai kinerja UT yang sejalan dengan usaha pencapaian <i>sustainable development</i> This report provides a good overview on UT's performance in its pursuit to reach sustainable development				
Penyajian informasi menunjukkan tingkat kejujuran dan transparansi tinggi The presentation of information demonstrates a high level of honesty and transparency				
Laporan disajikan sangat jelas dan mudah dipahami pembaca The report is presented very clearly and is easy for readers to understand.				
Informasi pada laporan ini cukup lengkap (detail) The report provides enough detail of information				
SS: Sangat Setuju SA: Strongly Agree	S: Setuju A: Agree	TS: Tidak Setuju D: Disagree	STS: Sangat Tidak Setuju SD: Strongly Disagree	

Laporan ini terdiri dari bagian-bagian berikut:

The report has these following sections:

Bagian Section	Apakah anda mengakses bagian ini? Did you access this section?	Apakah bagian ini bermanfaat/memuat informasi yang mencukupi? Is it useful/insightful?
Ikhtisar Kinerja Keberlanjutan Sustainability Performance		
Strategi Keberlanjutan Sustainability Strategy		
Profil Perusahaan Company Profile		
Penjelasan Direksi Director Explanation		
Tata Kelola Keberlanjutan Sustainability Governance		
Kinerja Ekonomi Economic Performance		
Kinerja Lingkungan Environmental Performance		
Kinerja SDM Human Capital Performance		
Kinerja Sosial Masyarakat Community Performance		
Kinerja Tanggung Jawab Produk Product Responsibility		

Di bidang apa Anda ingin melihat informasi tambahan?
In what areas would you like to see additional information?

.....

.....

.....

Apa yang akan Anda perbaiki dalam laporan kami?
What would you improve in our reports?

.....

.....

.....

Tindakan apa yang Anda sarankan agar Perusahaan mengambil untuk menanggapi kekhawatiran Anda?

What actions do you suggest the Company should take to respond to your concerns?

.....

.....

.....

Mohon untuk memberikan saran/usul/komentar Anda atas laporan ini:

Please provide your advice/suggestion/comments for this report:

Terima kasih atas partisipasi Anda.

Thank you for your participation.

2025

Laporan Keberlanjutan
Sustainability Report

Driving Excellence Shaping the Future



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