



A Better Method Towards Sustainability

Cover Laporan Keberlanjutan tahun ini menampilkan elemen yang melambangkan *infinity*. Kami menggunakan lambang ini untuk merepresentasikan semangat ABM terhadap *sustainability* dan visi misi Perusahaan untuk menghadirkan energi yang memberdayakan jutaan orang di Indonesia dan dunia secara berkelanjutan. Elemen ini juga menggambarkan tujuan strategi keberlanjutan kami untuk menghadirkan manfaat bagi masyarakat serta kemajuan peradaban hari ini dan di masa yang akan datang. Lambang *infinity* ini juga melambangkan semangat yang terus membara di setiap insan ABM untuk terus berinovasi, mendobrak batasan-batasan, dan selalu memberikan yang terbaik dimana pun kami berada.

The cover of this year's Sustainability Report features elements that symbolize infinity. We use this symbol to represent our commitment towards sustainability and ABM's vision and mission to deliver energy that empowers millions of people in Indonesia and globally sustainably. This element also represents the objectives of our sustainability strategy which is to bring benefits to society and the progress of civilization today and in the future. This infinity symbol also symbolizes the spirit that upheld by our people to continue to innovate and pushing boundaries.



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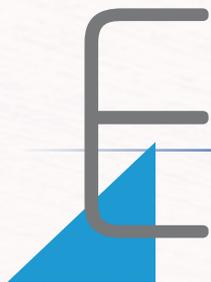
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Ikhtisar 2021

2021 Highlights



Lingkungan Hidup

Environmental

1.833.421,56

TonCO₂eq

Total Emisi
Total Emission

0,001794

TonCO₂eq/US\$

Rasio Intensitas Emisi
Emission ratio intensity

2.844 TonCO₂eq

Total Emisi GRK Cakupan 3
Total GHG emission scope 3

0,027819 GJ/US\$

Intensitas Energi dalam Organisasi
Energy Intensity Within The Organization

0,000076 GJ/US\$

Intensitas Energi Luar Organisasi
Energy Intensity Outside of The Organization

11.580,67

Megaliter

Konsumsi Air
Water Consumption

100,54 Megaliter

Total air yang dimanfaatkan kembali
Total water reused

100%

Penggunaan kembali material dalam proses operasional
Reuse material for operational activities

Sosial

Social

Aspek SDM

Human Resources Aspect

8.377

Total Karyawan
Total Employee

118.724 jam atau

13,16 jam

Rerata durasi pelatihan per tahun
118.724 hours or 13,16 average number of training hours per year

Rp5,6 miliar

Biaya Pelatihan Karyawan
Employee training expenses

889

Karyawan baru pada tahun 2021
New hires in 2021

100%

Seluruh karyawan menerima tinjauan rutin terhadap kinerja dan pengembangan karier
All Employees Receiving Regular Career Development and Performance Reviews

0 (Zero)

Jumlah insiden diskriminasi sepanjang periode pelaporan
Zero incident related to discrimination throughout the reporting period

Aspek K3

OHS Aspect

4,67

Tingkat TIFR pada angka 4,67 per 200.000 jam kerja
TIFR rate at 4.67 per 200,000 worked hours

Zero Fatality

Pada tahun 2021
In 2021

>200

Program pelatihan terkait dengan program Keselamatan, Kesehatan, dan Keamanan
Training programs related to Safety, Health and Security programs



Tata Kelola

Governance

100%

100% karyawan dan 100% pekerja dari kontraktor yang bekerja di dalam area operasional kami tercakup dalam sistem manajemen K3.

100% of employees and 100% of contractor workers working in our operational areas are covered by the OHS management system

99.31%

Recovery rate COVID-19
Recovery rate COVID-19

Aspek Kemasyarakatan Social Aspect

50

50 guru dan relawan daerah Bekasi, Bogor, Depok, Karawang, Gunung Putri, Tangerang dan Tanjung Priok mendapatkan pelatihan mengenai Autism Spectrum Disorder (ASD)
50 teachers and volunteers from Bekasi, Bogor, Depok, Karawang, Gunung Putri, Tangerang and Tanjung Priok areas were involved in the activity to provide a better understanding of Autism Spectrum Disorder (ASD),

4.000

Penanaman 4.000 bibit mangrove dan konservasi mangrove di lahan 5,0 Ha
4.000 pcs mangrove transplanted and mangrove conservation on 5,0 Ha area

24m²

Penanaman terumbu karang seluas 24 meter persegi memberikan dampak ekonomi lebih dari 2.000 nelayan dan total ekonomi mencapai Rp 250 juta per tahun.

Planting of coral reefs in 24 square meter area. It has succeeded in providing an economic impact for more than 2,000 fishermen with total economy value reached IDR 250 million per year from the results of these plantings alone.

1.000 Ha

Rehabilitasi DAS di 3 Desa dengan luas lebih dari 1.000 Ha dengan 1,8 juta pohon ditanam.

Watershed Rehabilitation involved 3 villages completed more than 1,000 Ha of Planting for Watershed Rehabilitation of more than 1.8 million trees.

17 Desa

Program one village one product dilakukan di 17 desa, sebanyak 216 orang mendapatkan manfaat secara langsung dan total pendapatan ekonomi secara keseluruhan mencapai Rp3,6 miliar pada tahun 2021.

One Village One Product Program held in 17 villages, with 216 beneficiaries and generate economic amounted Rp3,6 billion along 2021.

Rp32,50

miliar | Billion

Rp32,50 miliar realisasi dana pemberdayaan masyarakat

Rp32.50 billion
Realization of Community Empowerment Fund

25%

Persentase jumlah wanita dalam Susunan Komisaris dan Direksi

Percentage of women on the Board of Directors and Board of Commissioners

1.653

Pemasok lokal
Local Suppliers

0 (Nihil)

Kasus hukum terkait perilaku anti-persaingan, praktik anti-trust, ataupun aktivitas monopoli perdagangan

Zero legal cases involving management, employees, or other elements of the company related to anti-competitive behavior, anti-trust practices, or monopoly trade activities.

US\$36,64 juta

Pembayaran pajak penghasilan, meningkat 54,81% atau US\$12,97 juta dibandingkan tahun sebelumnya yang tercatat sebesar US\$23,67 juta.

Payment of income tax of US\$36.64 million, an increase by 54.81% or US\$12.97 million compared to US\$23.67 million in the previous year.

1.952.920 metrik ton

Total Domestic Market Obligation (DMO) sepanjang 2021

Total Domestic Market Obligation (DMO) throughout 2021.

Tentang Kami

About Us



Sekilas ABM

Menjadi bagian dari keluarga besar PT Tiara Marga Trakindo (Grup TMT), PT ABM Investama Tbk (ABM) mengejar visi luhur menjadi perusahaan dengan investasi strategis di bidang pertambangan terintegrasi yang mengelola keseluruhan rantai nilai pertambangan seperti sumber daya pertambangan, jasa pertambangan dan infrastruktur pertambangan sebagai bisnis inti yang didukung oleh perusahaan logistik dan jasa rekayasa terkemuka. Dengan demikian, dalam pengembangan bisnis, kami berusaha untuk mengintegrasikan dan menciptakan sinergi antar unit bisnis kami untuk memenuhi kebutuhan rantai pasokan kegiatan bisnis pertambangan bagi para mitra kami.

Lebih dari itu, berakar pada filosofi "Empowering Energy", ABM percaya *Good Corporate Governance* dan *sustainability* harus menjadi bagian dari jati diri kami. Dengan demikian, ABM dapat menghadirkan energi yang memberdayakan itu secara berkelanjutan dari generasi ke generasi.

ABM menghadirkan energi yang mendorong perkembangan masyarakat dan kemajuan peradaban. Sumber daya alam yang kami kelola dengan pendekatan *Mining Value Chain* memastikan jutaan masyarakat Indonesia dan dunia memperoleh energi yang kita butuhkan untuk kehidupan sehari-hari.

ABM at a glance

As part of PT Tiara Marga Trakindo group companies (TMT Group), Investama Tbk (ABM) pursues a noble vision of becoming a strategic investments company with integrated mining solution that manages the entire mining value chain. This includes mining resources, mining services and mining infrastructure as core businesses which supported by leading logistics and engineering services companies. Thus, we strive to integrate and create synergies in developing our businesses among our business units in order to meet the demand of mining business supply chains activities of our partners.

Furthermore, ABM believes that Good Corporate Governance and sustainability must become part of our identity which is rooted in the philosophy of "Empowering Energy". Thus, ABM can deliver energies that empowering sustainable for generations.

ABM brings energy that encourages society development and the advancement of civilization. The natural resources that we manage with Mining Value Chain approach ensure that millions people in Indonesia and the world get the energies that we need for our daily lives.



Riwayat Perusahaan

Historical Journey

2021

JUNI | JUNE

Pada tanggal 3 Juni, PT Cipta Kridatama melakukan penandatanganan Kontrak Perpanjangan Jasa Pertambangan bersama PT Dizamatra Powerindo (DMP), dengan nilai kontrak sebesar Rp1,65 Triliun, untuk area tambang di Kecamatan Merapi Barat, Kabupaten Lahat, Provinsi Sumatra Selatan. Kontrak ini berlaku untuk periode 5 tahun dengan opsi perpanjangan selama umur tambang.

On 3 June, PT Cipta Kridatama signed a Mining Services Extension Contract with PT Dizamatra Powerindo (DMP) worth Rp 1.65 trillion, for a mining area in West Merapi District, Lahat Regency, South Sumatra Province. The term of this contract is 5 years with the option of extension and according to the life of the mine.

OKTOBER | OCTOBER

Pada tanggal 22 Oktober, PT Cipta Kridatama menandatangani Kontrak Jasa Pertambangan bersama PT Borneo Indobara (BIB), untuk area tambang di Kabupaten Tanah Bumbu, Provinsi Kalimantan Selatan, yang berlaku sampai dengan bulan Desember tahun 2025.

On 22 October, PT Cipta Kridatama signed a Mining Services Contract with PT Borneo Indobara (BIB), for a mining area in Tanah Bumbu Regency, South Kalimantan Province, which is valid until December 2025.

AGUSTUS | AUGUST

PT Cipta Krida Bahari melakukan penandatanganan Kontrak dengan EXXON melalui skema kerja sama selama 5 tahun, mulai dari 1 Agustus 2021 hingga 31 Juli 2026. Operasional proyek ini pun juga akan mengelola area pergudangan milik Exxon seluas 6.000 m² untuk Close Yard dan seluas 24.000 m² untuk Open Yard.

PT Cipta Krida Bahari signed a 5-year cooperation contract scheme with EXXON, starting from August 1, 2021 to July 31, 2026. This Operational Project manages Exxon's warehouse area of 6,000 m² for Close Yards and 24,000 m² for Open Yards.

NOVEMBER | NOVEMBER

Pada tanggal 19 November, ABM mendapatkan penerimaan pencairan fasilitas kredit sindikasi dari PT Bank Negara Indonesia (Persero) Tbk dan PT Bank Mandiri (Persero) Tbk sebesar AS\$100 Juta yang akan dipergunakan untuk membayar sisa Surat Utang milik ABM yang jatuh tempo pada tahun 2022.

On 19 November, ABM received the disbursement of a syndicated credit facility from PT Bank Negara Indonesia (Persero) Tbk and PT Bank Mandiri (Persero) Tbk amounting to US\$100 million which will be used to pay the remaining ABM Notes which will mature in 2022.

SEPTEMBER | SEPTEMBER

Pada 24 September, PT Cipta Krida Bahari mendapatkan Kontrak Kerja dengan PT Vale Indonesia Tbk untuk penyediaan jasa logistik selama 5 tahun dengan PT Vale Indonesia Tbk.

On 24 September, PT Cipta Krida Bahari obtained a Contract of Work with PT Vale Indonesia Tbk which provides logistics services for 5 years.

DESEMBER | DECEMBER

Pada tanggal 13 Desember, PT Cipta Krida Bahari berhasil mendapatkan Kontrak Baru dari Astra Otoparts CKB Samarinda dan juga berhasil meraih kontrak penghargaan Warehouse Management untuk 2 tahun dengan Astra Otoparts.

On 13 December, PT Cipta Krida Bahari succeeded in obtaining a new contract from Astra Otoparts CKB Samarinda. On the same day, PT Cipta Krida Bahari also won a 2 year Warehouse Management award contract with Astra Otoparts.

2020

JANUARI | JANUARY

Pada tanggal 13 Januari, perubahan status SSD menjadi Entitas Asosiasi sehubungan dengan penambahan setor modal oleh PT Sammitr Motor Indonesia (“SMI”) yang menyebabkan kepemilikan SSB di SSD terdilusi menjadi 40%.

On January 13, Change of status of SSD to an Associated Entity in line with the additional paid-up capital made by PT Sammitr Motor Indonesia (“SMI”) causing SSB ownership in SSD to diluted down to 40%

DESEMBER | DECEMBER

Pada tanggal 21 Desember, PT Pelabuhan Buana Reja mengambil alih aset kepelabuhan milik PT Tunas Inti Abadi (“TIA”) yang berlokasi di Kalimantan Selatan dalam rangka mendukung kegiatan usahanya.

On December 21, PT Pelabuhan Buana Reja took over the port assets belonging to PT Tunas Inti Abadi (“TIA”) which is located in South Kalimantan in order to support its business activities.

2019

APRIL | APRIL

Pada tanggal 26 April, PT ABM Investama Tbk melakukan divestasi seluruh saham PT Nagata Dinamika Hidro Madong, yang kemudian diakuisi oleh perusahaan lain di luar Grup ABM.

On April 26, PT ABM Investama Tbk release all the shares of PT Nagata Dinamika Hidro Madong, which was later acquired by another company outside the ABM Group.

AGUSTUS | AUGUST

Pada tanggal 14 Agustus, Reswara mengambil alih kepemilikan saham mayoritas PT Nagata Hidro Buakayu dari PT Nagata Dinamika, dan mengganti nama perusahaan menjadi PT Agata Nugraha Nastari (ANN).

On August 14, Reswara took over the majority share ownership of PT Nagata Hidro Buakayu from PT Nagata Dinamika, and changed the company name to PT Agata Nugraha Nastari (ANN).

OKTOBER | OCTOBER

Pada tanggal 31 Oktober, PT ABM Investama Tbk melakukan investasi pada PT Multi Harapan Utama (MHU), dengan mengambil 550 lembar saham Seri C atau setara dengan 10% saham yang dikeluarkan MHU melalui ANN.

On 31 October, PT ABM Investama Tbk invested in PT Multi Harapan Utama (MHU), by subscribing for 550 C Series’ shares or the equivalent of 10% shares issued by MHU through ANN.

2018

NOVEMBER | NOVEMBER

Pada 30 November, Sewatama menerbitkan saham baru yang diambil alih seluruhnya oleh PT Godra Investama Mandiri (GIM), perusahaan di luar Grup ABM, yang menyebabkan perubahan pengendalian atas Sewatama dari ABM kepada GIM.

On November 30, Sewatama issued new shares that were taken over entirely by PT Godra Investama Mandiri (GIM), a company outside the ABM Group, which implied in a change of control over Sewatama from ABM to GIM.



2017

MEI | MAY

Pada bulan Mei 2017, PT ABM Investama Tbk mengambil alih 99% saham PT Prima Wiguna Parama (PWP) dari PT Sanggar Sarana Baja (SSB), dan memfokuskan PWP sebagai Perusahaan *trading* minyak bumi untuk sektor industri dan pertambangan.

In May 2017, PT ABM Investama Tbk acquired 99% of PT Prima Wiguna Parama (PWP) shares from PT Sanggar Sarana Baja (SSB). Thus, PWP focused itself as a petroleum trading company for the industrial and mining sectors.

AGUSTUS | AUGUST

Pada tanggal 1 Agustus dan 28 November, PT ABM Investama Tbk menerbitkan Global Bonds di Bursa Efek Singapura senilai US\$350 juta dengan kupon sebesar 7,125%.

On August 1 and November 28, PT ABM Investama Tbk issued US\$350 million in Global Bonds on the Singapore Stock Exchange with a coupon of 7.125%.

NOVEMBER | NOVEMBER

Pada tanggal 16 November, SSB mendirikan PT SSB Sammitr Distribution (SSD) bersama dengan PT Sammitr Indonesia untuk menjalankan usaha penyediaan suku cadang kendaraan alat berat/truk.

On November 16, SSB established PT SSB Sammitr Distribution (SSD) together with PT Sammitr Indonesia to carry out the business of supplying spare parts for heavy equipment / trucks.

DESEMBER | DECEMBER

Pada tanggal 28 Desember, CKB Logistics mengambil alih seluruh saham milik Reswara di PBR, sehingga CKB Logistics menjadi Pemegang Saham Mayoritas di PBR.

On December 28, CKB Logistics took over all of Reswara's shares in PBR, so CKB Logistics became the Majority Shareholder in PBR.

2016

NOVEMBER | NOVEMBER

Pada bulan November, PT ABM Investama Tbk dan Sewatama mendirikan PT Anzara Janitra Nusantara untuk menangani proyek-proyek pembangkit listrik independen (Independent Power Producer - IPP) di masa mendatang.

In November, PT ABM Investama Tbk and Sewatama established PT Anzara Janitra Nusantara to handle future Power Producer (IPP) projects.

2015

PT ABM Investama Tbk mulai menjalankan program transformasi untuk mendorong pertumbuhan usaha, serta menyeimbangkan portofolio bisnis dengan mengalihkan fokus dari bisnis energi berorientasi batubara menjadi berorientasi pada pembangkit listrik independen.

PT ABM Investama Tbk began to carry out a transformation program to encourage business growth and balance in its business portfolio by shifting the focus from a coal-oriented energy business to independent power generation oriented.

JUNI | JUNE

Pada 17 Juni, CKB Logistics dan Sewatama mendirikan PT Dianta Daya Embara.

On 17 June, CKB Logistics and Sewatama established PT Dianta Daya Embara.

JULI | JULY

Pada 6 Juli, PT Nagata Bisma Shakti dan PT Pradipa Aryasatya mendirikan PT Nagata Biogas Dwienergi.

On 6 July, PT Nagata Bisma Shakti and PT Pradipa Aryasatya established PT Nagata Biogas Dwienergi.

2014

JANUARI | JANUARY

Pada tanggal 22 Januari, PT Nagata Dinamika dan PT Nagata Bisma Shakti mendirikan PT Punggawa Nagata Dinamika Hidro.

On January 22, PT Nagata Dinamika and PT Nagata Bisma Shakti established PT Punggawa Nagata Dinamika Hidro.

MEI | MAY

Pada tanggal 12 Mei, PT Pradipa Aryasatya dan PT Sumberdaya Sewatama mendirikan Pradipa Aceh Daya.

On 12 May, PT Pradipa Aryasatya and PT Sumberdaya Sewatama established Pradipa Aceh Daya.

SEPTEMBER | SEPTEMBER

Pada tanggal 15 September, PT Nagata Bisma Shakti dan PT Pradipa Aryasatya mendirikan Nagata Bio Energi.

On 15 September, PT Nagata Bisma Shakti and PT Pradipa Aryasatya established Nagata Bio Energi.

2014

OKTOBER | OCTOBER

Pada tanggal 28 Oktober, PT Nagata Dinamika dan PT Nagata Bisma Shakti mendirikan PT NDH Buakayu Ulu.

On 28 October, PT Nagata Dinamika and PT Nagata Bisma Shakti established PT NDH Buakayu Ulu.

OKTOBER | OCTOBER

Pada tanggal 28 Oktober, PT Nagata Dinamika dan PT Nagata Bisma Shakti mendirikan PT NDH Buakayu.

On 28 October, PT Nagata Dinamika and PT Nagata Bisma Shakti established PT NDH Buakayu.

OKTOBER | OCTOBER

Pada tanggal 28 Oktober, PT Nagata Dinamika dan PT Nagata Bisma Shakti mendirikan PT Nagata Dinamika Hidro Pongko.

On 28 October, PT Nagata Dinamika and PT Nagata Bisma Shakti established PT Nagata Dinamika Hidro Pongko.

2013

JUNI | JUNE

Pada tanggal 27 Juni, PT ABM Investama Tbk resmi menjadi perusahaan induk operasional.

On 27 June, PT ABM Investama Tbk officially became an operational holding company.

2012

AGUSTUS | AUGUST

Pada tanggal 29 Agustus, Sewatama mengumumkan telah mengakuisisi 70% dari saham perusahaan pembangkit listrik independen PT Energi Alamraya Semesta (EAS).

On 29 August, Sewatama announced that it had acquired 70% of the shares of the independent power generation company PT Energi Alamraya Semesta (EAS).

NOVEMBER | NOVEMBER

PT Pradipa Aryasatya, anak perusahaan Sewatama yang bergerak di bidang energi termal pada sektor pembangkit listrik independen, menjadi sarana akuisisi senilai US\$7 juta. Pada November, Sewatama menerbitkan surat utang yang terdiri dari obligasi konvensional dan Sukuk Ijarah dengan jumlah Rp1 triliun di Bursa Efek Indonesia.

PT Pradipa Aryasatya, a Sewatama subsidiary active in thermal energy within the independent power sector served as a vehicle for the acquisition worth US\$7 million. In November Sewatama issued bonds consisting of conventional bonds and Sukuk Ijarah for as much as Rp1 trillion at the Indonesian Stock Exchange.

NOVEMBER | NOVEMBER

PT Tunas Inti Abadi (TIA) mengamankan tambahan 3 juta metrik ton dalam kontrak penjualan batubara dengan Avra Commodities untuk lima tahun ke depan. Hal ini secara efektif meningkatkan kesepakatan total menjadi 18 juta metrik ton yang terdiri dari TIA Compliant Coal dan batubara lainnya yang dijual melalui TIA Traded Coal, 22 November 2012.

PT Tunas Inti Abadi (TIA) secured an additional 3 million metric tons in coal sales contracts with Avra Commodities for the next five years. This effectively increases the total agreement to 18 million metric tonnes consisting of TIA Compliant Coal and other coals sold through TIA Traded Coal on 22 November 2012.



DESEMBER | DECEMBER

Pada tanggal 18 Desember, PT Cipta Kridatama (CK), yang beroperasi di bidang jasa kontraktor pertambangan mengamankan kontrak senilai US\$396 juta untuk layanan tambang dengan PT Tunas Muda Jaya untuk lima tahun ke depan.

On 18 December, PT Cipta Kridatama (CK), which operates in the mining contractor services sector, secured a US\$396 million contract with PT Tunas Muda Jaya for the next five years for mining services.

MARET | MARCH

Pada bulan Maret, ABM Investama meningkatkan investasi saham melalui konversi Obligasi Wajib Konversi sama dengan nilai kepemilikan 64,7111% saham ABM Investama oleh Valle Verde Ltd, sebuah perusahaan Singapura berbasis dimiliki oleh Keluarga Hamami.

In March, ABM Investama increased its share investment through the conversion of Mandatory Convertible Bonds equal to the 64.7111% stake in ABM Investama by Valle Verde Ltd, a Singapore-based company owned by the Hamami Family.

MEI | MAY

Pada tanggal 23 Mei, PT Sumberdaya Sewatama (SS) membentuk dua anak perusahaan baru bernama PT Nagata Bisma Shakti (Nagata) yang berfokus pada energi terbarukan, dan PT Pradipa Aryasatya (Pradita) dengan fokus utama pada energi panas. Hal ini sejalan dengan rencana ekspansi ke independen/Captive Pembangkit Tenaga Listrik (I/PKC).

Pada tanggal 26 Mei, PT Cipta Krida Bahari (CKB Logistics) juga memperluas portofolio dengan mendirikan PT Baruna Dirga Dharma (BDD), perusahaan transportasi batubara.

On 23 May, PT Sumberdaya Sewatama (SS) formed two new subsidiaries named PT Nagata Bisma Shakti (Nagata) which focuses on renewable energy, and PT Pradipa Aryasatya (Pradita) which focuses primarily on thermal energy. This is in line with the expansion plan to an independent/Captive Power Plant (I / PKC).

On May 26, PT Cipta Krida Bahari (CKB Logistics) also expanded its portfolio by establishing PT Baruna Dirga Dharma (BDD), a coal transportation company.

SEPTEMBER | SEPTEMBER

Pada tanggal 21 September, PT Sanggar Sarana Baja (SSB) memperkenalkan logo baru perusahaan.

On September 21, PT Sanggar Sarana Baja (SSB) introduced the new company logo.

JUNI | JUNE

Pada tanggal 26 Juni, PT Sanggar Sarana Baja (SSB) mendirikan PT Prima Wiguna Parama (PWP) untuk mengelola penanganan bahan peralatan yang terkait dengan industri energi.

Pada tanggal 28 Juni, Reswara mengakuisisi PT Media Djaya Bersama (MDB) yang mengoperasikan konsesi batubara 2 di Aceh yaitu PT MIFA Bersaudara dan PT Bara Energi Lestari (BEL).

On 26 June, PT Sanggar Sarana Baja (SSB) established PT Prima Wiguna Parama (PWP) to manage material handling equipment related to the energy industry.

On June 28, Reswara acquired PT Media Djaya Bersama (MDB) which operates 2 coal concessions in Aceh namely PT MIFA Bersaudara and PT Bara Energi Lestari (BEL).

DESEMBER | DECEMBER

Pada tanggal 6 Desember, PT ABM Investama Tbk berhasil menyelenggarakan pencatatan perdana sahamnya di Bursa Efek Indonesia dan secara resmi menjadi Perusahaan Terbuka.

On December 6, PT ABM Investama Tbk successfully carried out the initial listing of its shares on the Indonesia Stock Exchange and officially became a Public Company.

NOVEMBER | NOVEMBER

Pada tanggal 16 November, PT Reswara Minergi Hartama didirikan sebagai perusahaan induk untuk semua bisnis batubara terkait.

Pada bulan November 2010, PT Sumberdaya Sewatama membeli saham minoritas di PT Metaepsi Pejebe Pembangkitan Listrik (PERSERO), pembangkit listrik perusahaan yang beroperasi di Sumatera Selatan.

On November 16, PT Reswara Minergi Hartama was established as the holding company for all coal related businesses.

In November, PT Sumberdaya Sewatama bought a minority stake of PT Metaepsi Pejebe Pembangkitan Listrik (PERSERO), the company's power plant operating in South Sumatra.

DESEMBER | DECEMBER

Pada tanggal 10 Desember, PT ABM Investama Tbk menjadi pemegang saham mayoritas PT Cipta Kridatama.

Pada bulan Desember, dalam mendukung TIA dan kegiatan perdagangan batubara lainnya, Reswara mendirikan perusahaan pelabuhan bernama PT Pelabuhan Buana Reja (PBR) untuk melayani industri batu bara.

On December 10, PT ABM Investama Tbk became the majority shareholder of Cipta Kridatama.

In December, in support of TIA and other coal trading activities, Reswara established a port company called PT Pelabuhan Buana Reja (PBR) to provide services to the coal industries.

AGUSTUS | AUGUST

Pada bulan Agustus, PT Tiara Marga Trakindo mengakuisisi PT Adiratna Bani Makmur dan mengubah nama menjadi ABM Investama. Perusahaan kemudian membeli saham mayoritas di PT Sanggar Sarana Baja, PT Sumberdaya Sewatama, PT CKB Logistik dan PT Tunas Inti Abadi. Perusahaan juga membeli saham minoritas di PT Cipta Kridatama.

In August, PT Tiara Marga Trakindo acquired PT Adiratna Bani Makmur and changed its name to ABM Investama. The company subsequently bought majority shareholders of PT Sanggar Sarana Baja, PT Sumberdaya Sewatama, PT CKB Logistik and PT Tunas Inti Abadi. The company also bought a minority shareholder of PT Cipta Kridatama.





GRI 102

Pengungkapan Umum | General Disclosures

Organizational Profile | Organizational Profile



NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
GRI 102-1	Nama organisasi Name of the organization	PT ABM Investama Tbk	GRI 102-5	Kepemilikan dan bentuk hukum Ownership and legal form	Tanggal Pendirian Date of Establishment 1 Juni 2006 June 1, 2006
GRI 102-2	Kegiatan, merek, produk, dan jasa Activities, brands, products, and services	<ol style="list-style-type: none"> Menjalankan jasa konsultasi manajemen bisnis termasuk perencanaan dan desain dalam rangka pengembangan manajemen bisnis pertambangan, energi, teknik rekayasa, industri minyak, gas, dan panas bumi, sumber daya energi, serta jasa konsultasi lainnya, kecuali dalam bidang hukum dan pajak; Menjalankan jasa penyewaan, termasuk namun tidak terbatas pada bidang perkantoran dan pemukiman serta jasa penyewaan alat-alat berat pada bidang pertambangan serta industri lainnya. <p>Kami menjual produk kami dalam jumlah besar tanpa ada spesifik merek tertentu</p> <ol style="list-style-type: none"> Providing business management consulting services including planning and designing all mining, energy, engineering, oil industries, gas and geothermal, energy resources, and other consulting services, excluding the legal and tax fields; Providing rental services, including but not limited to offices and settlements as well as heavy equipment rental services for the mining and other industries. <p>We sell our product in bulk with no specific brands</p>			<p>Dasar Hukum Pembentukan Akta Notaris Asih Wahyuni Martaningrum, SH No. 01 tanggal 1 Juni 2006, dengan nama PT Adiratna Bani Makmur, yang telah disahkan oleh Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dengan Surat Keputusan No. C-22790.HT.01.01.TH.2006 tanggal 13 Agustus 2006. Akta Notaris Dwi Yulianti, SH No. 5 tanggal 31 Agustus 2009 tentang perubahan nama Perusahaan dari PT Adiratna Bani Makmur menjadi PT ABM Investama yang telah disetujui oleh Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dengan Surat Keputusan No. AHU50239.AH.01.02. Tahun 2009 tanggal 16 Oktober 2009. Akta Notaris Jose Dima Satria, SH, MKn, NO.146 tanggal 18 Juni 2020 mengenai pergantian Direksi Perseroan. Perubahan tersebut telah diberitahukan kepada Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat No. AHU-AH.01.03-0271040 tanggal 2 Juli 2020.</p> <p>Bentuk Legal dan Kepemilikan Saham</p> <p>Perusahaan berbentuk Perusahaan Terbatas Terbuka.</p> <p>Pencatatan Saham di Bursa Efek Indonesia pada 6 Desember 2011.</p> <p>Kode Saham: ABMM</p> <p>Pemegang Saham:</p> <ul style="list-style-type: none"> PT Tiara Marga Trakindo : 53,559% Valle Verde Pte Ltd : 25,511% Rachmat Mulyana Hamami : 0,222% (Komisaris Utama) Achmad Ananda Djajanegara : 0,047% (Direktur Utama) Mivida Hamami : 0,005% (Komisaris) Masyarakat Umum dan Karyawan : 20,656% <p>Legal Basis of Establishment</p> <p>Deed of Notary Asih Wahyuni Martaningrum, SH No. 01 dated June 1, 2006, under the name of PT Adiratna Bani Makmur, as ratified by the Republic of Indonesia Minister of Law and Human Rights Decree No. C-22790.HT.01.01.TH.2006 dated August 3, 2006. Deed of Notary Dwi Yulianti, SH No. 5 dated August 31, 2009 on the Change of the Company Name from PT Adiratna Bani Makmur to PT ABM Investama, as approved by the Republic of Indonesia Minister of Law and Human Rights Decree No. AHU50239.AH.01.02. Tahun 2009 dated October 16, 2009. Deed of Notary Jose Dima Satria, SH, MKn, No 146 dated June 18, 2020 on the Change of Company's Board of Directors, The change has been notified to the Republic of Indonesia Minister of Law and Human Rights Decree No. AHU-01.03-0271040 dated July 2, 2020.</p>
GRI 102-3	Lokasi kantor pusat Location of headquarters	Gedung TMT 1, 18th Floor, Suite 1802 Jl. Cilandak KKO No. 1 Jakarta, 12560, Indonesia (+62 21) 2997 6767 (+62 21) 2997 6768 corporate.secretary@abm-investama.co.id www.abm-investama.com			
GRI 102-4	Lokasi operasi Location of operations	Lihat penjelasan dan peta pada bagian Lokasi operasi [GRI 102-4] di halaman 16 See explanation and map in section Location of operations [GRI 102-4] on page 16			



GRI 102

Pengungkapan Umum | General Disclosures

Organizational Profile | Organizational Profile



NASDAQ & GRI Criteria Checker		
GRI 102-5	<p>Kepemilikan dan bentuk hukum</p> <p>Ownership and legal form</p>	<p>Legal Status and Share Ownership</p> <p>Limited Liability Company.</p> <p>Shares listed on the Indonesia Stock Exchange on December 6, 2011.</p> <p>Stock Code: ABMM</p> <p>Shareholders:</p> <ul style="list-style-type: none"> • PT Tiara Marga Trakindo : 53,559% • Valle Verde Pte Ltd : 25,511% • Rachmat Mulyana Hamami : 0,222% (President Commissioner) • Achmad Ananda Djajaneegara : 0,047% (President Director) • Mivida Hamami : 0,005% (Commissioner) • General Public and Employees: 20,656%
GRI 102-6	<p>Pasar yang dilayani</p> <p>Markets served</p>	<p>Lihat penjelasan pada bagian Pasar yang dilayani [GRI 102-6] di halaman 16</p> <p>See explanation in section Markets served [GRI 102-6] on page 16</p>
GRI 102-7	<p>Skala organisasi</p> <p>Scale of the organization</p>	<p>Lihat penjelasan pada bagian Skala organisasi [GRI 102-7] di halaman 17</p> <p>See explanation in section Scale of the organization [GRI 102-7] on page 17</p>
GRI 102-8	<p>Informasi mengenai karyawan dan pekerja lainnya</p> <p>Information on employees and other workers</p>	<p>Dapat dilihat di Bab Sosial halaman 17</p> <p>It can be seen in the Social Chapter of page 17</p>
GRI 102-9	<p>Rantai pasokan</p> <p>Supply chain</p>	<p>Lihat penjelasan pada bagian Rantai pasokan [GRI 102-9] di halaman 17</p> <p>See explanation in section Supply chain [GRI 102-9] on page 17</p>
GRI 102-10	<p>Perubahan signifikan pada organisasi dan rantai pasokannya</p> <p>Significant changes to the organization and its supply chain</p>	<p>Selama tahun pelaporan, tidak ada perubahan signifikan pada organisasi dan rantai pasokannya.</p> <p>During the reporting year, there were no significant changes to the organization and its supply chain.</p>
GRI 102-11	<p>Pendekatan atau Prinsip Pencegahan</p> <p>Precautionary Principle or approach</p>	<p>Lihat penjelasan dan tabel pada bagian Pendekatan atau Prinsip Pencegahan [GRI 102-11] di halaman 19</p> <p>See explanation and table in section Precautionary Principle or approach [GRI 102-11] on page 19</p>

NASDAQ & GRI Criteria Checker		
GRI 102-12	<p>Inisiatif Eksternal</p> <p>External initiatives</p>	<p>Tahun 2021, ABM telah mengadopsi inisiatif eksternal Tujuan Pembangunan Berkelanjutan (TBP) di seluruh topik keberlanjutan dalam pelaporan. ABM telah menerapkan praktik-praktik tambang berkelanjutan yang sesuai dengan Tujuan Pembangunan berkelanjutan yang dapat di lihat di halaman 32.</p> <p>Dalam menerapkan praktik-praktik pertambangan berkelanjutan, ABM dan entitas anak menerapkan sertifikasi pertambangan berkelanjutan. Untuk sertifikasi ini dapat dilihat pada halaman 52 pada bagian pengelolaan lingkungan dan K3, dan kami juga mengungkapkan di Laporan Tahunan 2021 PT ABM Investama Tbk.</p> <p>In 2021, ABM has adopted an external initiative related to the Sustainable Development Goals (SDGs). All sustainability topics in reporting, ABM has implemented sustainable mining practices in accordance with the Sustainable Development Goals (SDGs) which can be seen on page 32.</p> <p>In implementing sustainable mining practices, ABM and its subsidiaries apply sustainable mining certification. For this certification can be found in page 52, the environmental management and OHS section, and we also disclose it in PT ABM Investama Tbk 2021 Annual Report.</p>
GRI 102-13	<p>Keanggotaan asosiasi</p> <p>Membership of associations</p>	<p>ABM telah berpartisipasi aktif sebagai anggota dalam keanggotaan asosiasi, yaitu Asosiasi Emiten Indonesia, Indonesia Corporate Secretary Association (ICSA) dan National Centre for Sustainability Reporting (NCSR). Untuk keanggotaan dari entitas anak ABM pada asosiasi dapat dilihat di Laporan Tahunan masing-masing anak usaha ABM.</p> <p>ABM has actively participated as a member in membership of associations, namely the Indonesian Issuers Association, Indonesia Corporate Secretary Association (ISCA) and National Centre for Sustainability Reporting (NCSR). Membership of ABM's subsidiaries in the association can be seen in the Annual reports of each of ABM's subsidiaries.</p>

Lokasi Operasi [GRI 102-4]

Seluruh Kegiatan operasi dan usaha ABM berada di Indonesia dan tidak memiliki wilayah operasi dan usaha di luar Indonesia.

Location of Operations [GRI 102-4]

All of ABM's operations and business activities are located in Indonesia and does not have any operating and business areas outside Indonesia.



Pasar yang dilayani [GRI 102-6]

Untuk pemasaran batubara campuran, ABM memasarkan kepada perusahaan pembangkit listrik di pasar domestik maupun luar negeri seperti Tiongkok, Thailand, Vietnam, dan Filipina. Sedangkan pemasaran dalam skala komersial, ABM memasarkan di pasar domestik dan luar negeri seperti India, Tiongkok dan beberapa negara di Asia Tenggara. Untuk produk jasa dan suplai bahan bakar, ABM melayani pasar dalam negeri.

Markets served [GRI 102-6]

For blended coal, ABM coal to power generation companies in domestic and foreign markets such as China, Thailand, Vietnam, and the Philippines. While marketing on a commercial scale, ABM markets it in domestic and foreign markets such as India, China and several countries in Southeast Asia. For fuel supply services product, ABM serve domestic market only.



Skala Organisasi

Scale of the Organization [GRI 102-7]

	Satuan Unit	2019	2020	2021
Jumlah Karyawan (tetap dan kontrak) Number of Employees (permanent and contract)	Orang People	7.111	7.490	8.377
Entitas Anak Subsidiary	Entitas Entity	5	6	6
Penjualan Bersih Net Sales	US\$	592.394.952	606.407.376	1.021.865.474
Jumlah Aset Total Assets	US\$	854.228.765	827.237.179	1.036.704.159
Jumlah Liabilitas Total Liabilities	US\$	609.035.054	665.488.035	679.815.042
Ekuitas Neto Net Equity	US\$	245.193.711	161.749.144	356.889.117
Volume Produksi Batubara Coal Production Volume	US\$	11,78	12,56	13,22
Volume Penjualan Batubara Coal Sales Volume	Juta Ton Million Tons	11,76	11,63	13,53
Luar Negeri/Ekspor Overseas/Exports	Juta Ton Million Tons	10,47	7,10	11,58
Dalam Negeri/Domestik Domestic	Juta Ton Million Tons	1,29	4,53	1,95

Rantai Pasokan [GRI 102-9]

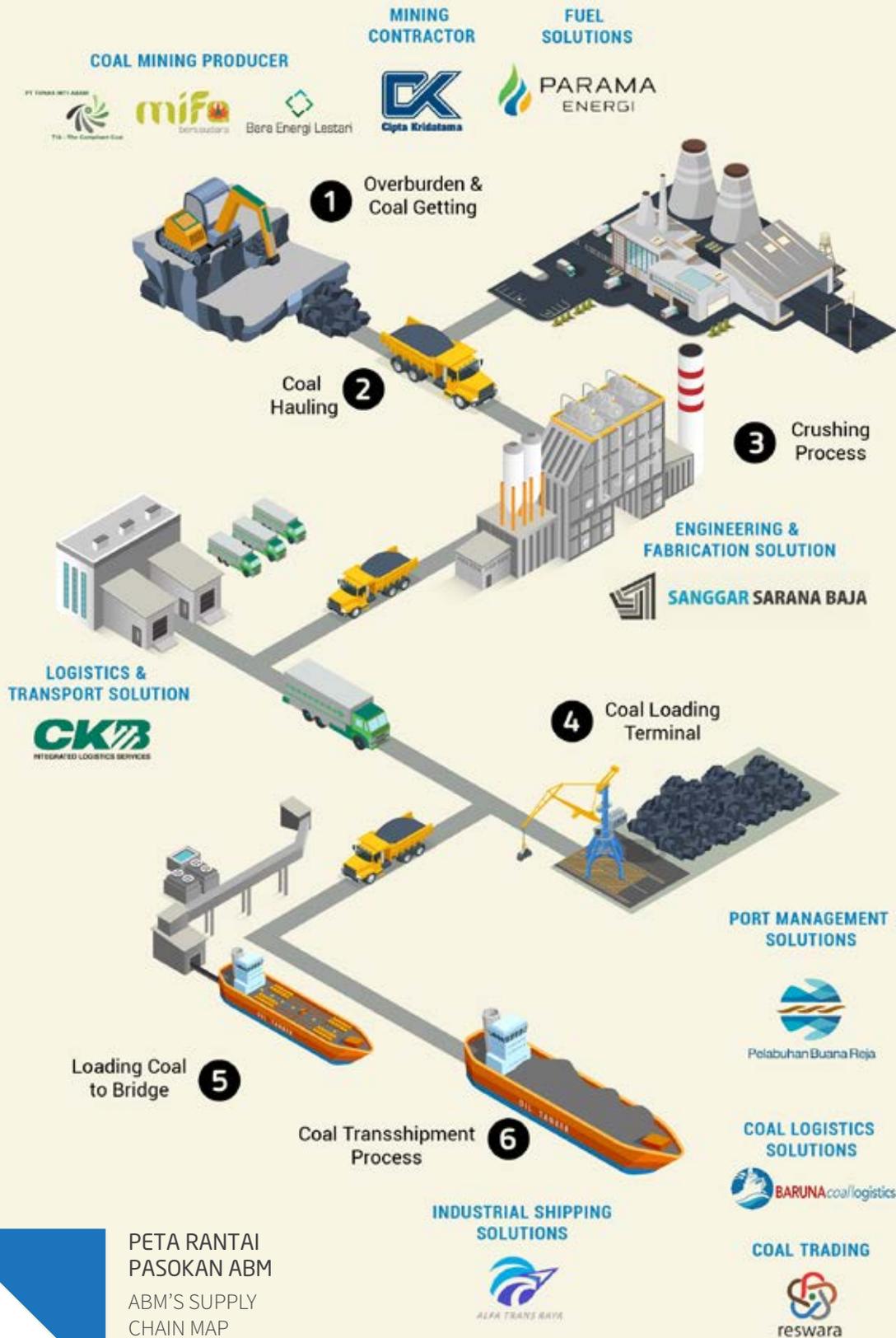
ABM berkomitmen menjadi perusahaan energi terintegrasi yang mengelola ekosistem usaha pertambangan yang tersinergi "Mining Value Chain". Konsep ini merupakan integrasi efisiensi rantai pasok kebutuhan pertambangan dan energi yang dimulai dari bidang sumber daya energi, pelayanan jasa pertambangan dan energi, sampai jasa infrastruktur pendukung pertambangan dan energi.

Supply Chain [GRI 102-9]

ABM is committed to being an integrated energy company that manages a synergized mining business ecosystem by implementing the Mining Value Chain concept. This concept is an integration of supply chain efficiency for mining and energy needs, starting from the fields of energy resources, mining services and energy, and also to supporting infrastructure services for mining and energy.

Berikut Peta Rantai Pasokan ABM:

Here's ABM's Supply Chain Map:



PETA RANTAI PASOKAN ABM
 ABM'S SUPPLY CHAIN MAP

Pendekatan atau Prinsip Pencegahan Precautionary Principle or Approach [GRI 102-11]

Dalam menerapkan pendekatan dan prinsip pencegahan, ABM menerapkan pengelolaan risiko terintegrasi dengan mengaplikasikan skema *Enterprise Risk Management (ERM)*. Skema ini telah diaplikasikan di seluruh anak usaha ABM sehingga perusahaan terus memantau dan mengevaluasi perkembangan terkini dalam bidang pengelolaan risiko sebagai bagian dari upaya penerapan prinsip pencegahan.

In applying the prevention principles and approach, ABM applies integrated risk management by applying the Enterprise Risk Management (ERM) scheme. This scheme has been implemented in all ABM subsidiaries so that the company continuously monitors and evaluates the latest risk management developments as part of its efforts to apply the precautionary principle..

Topik Topic	Risiko Risk	Mitigasi Mitigation
Lingkungan Environmental	<ol style="list-style-type: none"> Risiko perubahan cuaca Potensi pencemaran lingkungan Gangguan terhadap keseimbangan ekosistem <ol style="list-style-type: none"> Climate change risk Potential for environmental pollution Interference 	<ol style="list-style-type: none"> Menerapkan praktik penambangan yang baik (<i>good mining practice</i>). Memantau dan mengevaluasi aktivitas pencegahan dan pengurangan limbah secara ketat sesuai dengan regulasi yang berlaku. Mempercepat proses reklamasi dan rehabilitasi kawasan bekas tambang, serta mengupayakan perlindungan dan pelestarian flora dan fauna lokal. <ol style="list-style-type: none"> Implement good mining practices to achieve an efficient mining process. Monitor and evaluate preventive activities and waste reduction strictly in accordance with applicable regulations. Speed up the process of reclamation and rehabilitation of ex-mining areas, and strive for local flora and fauna conservation.
Sosial Social	<ol style="list-style-type: none"> Keselamatan dan kesehatan pekerja tambang Hubungan dengan komunitas lingkar tambang <ol style="list-style-type: none"> Mining workers safety and health Relationships with the surrounding communities 	<ol style="list-style-type: none"> Penerapan standar tertinggi keselamatan dan kesehatan operasional sepanjang waktu. Program pemberdayaan masyarakat dan pelibatan masyarakat dalam beberapa aktivitas yang terkait dengan proses penambangan dan pemulihan lahan. <ol style="list-style-type: none"> Apply the highest standards of operational health and safety at all times. Community empowerment and engagement programs related to mining and restoring land activities.
Ekonomi Economy	<ol style="list-style-type: none"> Keadaan kahar dan tak terduga lainnya Kualitas hasil pekerjaan mitra Usaha Fluktuasi harga dan nilai tukar valuta asing <ol style="list-style-type: none"> Force majeure and other unexpected events The quality of of business partners's work Fluctuations in prices and exchange rates 	<ol style="list-style-type: none"> Memberikan layanan garansi kepada <i>customer</i> dalam bentuk dan ketentuan tertentu. Menerapkan standar tertinggi dalam proses pengadaan barang dan jasa, dengan berlandaskan pada prinsip-prinsip tata kelola perusahaan yang baik ("<i>Good Corporate Governance</i>" - GCG). Menerapkan prinsip-prinsip transaksi lindung nilai dan efisiensi biaya secara berkelanjutan. <ol style="list-style-type: none"> Provide warranty services to customers in certain forms and conditions. Apply the highest standards in the goods and services procurement process based on GCG principles. Apply the principles of hedging transactions and cost efficiency on an ongoing basis.

GRI 102

Pengungkapan Umum | General Disclosures

Strategi, Etika dan Integritas | Strategy, Ethics and Integrity



NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
GRI 102-14	Pernyataan dari pembuat keputusan senior Statement from senior decision-maker	Lihat penjelasan ini pada Sambutan Direksi di halaman 22 See explanation in CEO Message on page 22	GRI 102-17	Mekanisme untuk saran dan masalah etika Mechanisms for advice and concerns about ethics	ABM mempunyai pengendalian internal yang di desain untuk menjaga transparansi dan kepatuhan karyawan dan manajemen. Sistem ini adalah Sistem Pelaporan Pelanggaran atau Whistleblowing System (WBS). Sistem WBS ABM berpedoman pada International Fraud Examiners Manual-2016. Segala saran dan Laporan dugaan pelanggaran dapat disampaikan melalui surat elektronik (e-mail) atau mengirimkan laporan tertulis kepada Perusahaan. Untuk lebih lengkap mengenai WBS dapat ditemukan pada link berikut https://www.abm-investama.com/menu/30/whistleblowing-system-wbs . ABM has internal control mechanism designed to maintain employees and management's transparency and appropriateness. This system is the Whistleblowing System (WBS). The ABM WBS system is guided by the International Fraud Examiners Manual-2016. All suggestions and Reports of suspected violations can be submitted via electronic mail (e-mail) or send a written report to the Company. Further information on the WBS please refer to https://www.abm-investama.com/menu/30/whistleblowing-system-wbs .
GRI 102-15	Dampak penting, risiko, dan peluang Key impacts, risks and opportunities	Lihat penjelasan ini pada Sambutan Direksi di halaman 22 See explanation in CEO Message on page 22			
GRI 102-16	Nilai, prinsip, standar, dan norma perilaku Values, principles, standards, and norms of behavior	Lihat penjelasan pada bagian Nilai, prinsip, standar, dan norma perilaku [GRI 102-16] di halaman 20 See explanation in section Values, principles, standards, and norms of behavior [GRI 102-16] on page 20			

Nilai, Prinsip, Standar, dan Norma Perilaku Values, Principles, Standards, and Norms of Behavior [GRI 102-16]

Visi dan Misi

Visi Vision

Untuk menjadi perusahaan investasi terkemuka dengan melakukan berbagai investasi strategis di bidang sumber daya energi, jasa energi dan infrastruktur energi.

To be the leading investment company with strategic investments in energy resources, energy services, and energy infrastructures..

Misi Mission

Secara terus menerus menciptakan lapangan kerja yang layak dan berkualitas bagi sebanyak mungkin rakyat Indonesia.

To continually create meaningful and challenging job opportunities for as many Indonesians as possible.

Selalu memastikan pertumbuhan bisnis yang berkelanjutan dan menguntungkan yang memaksimalkan nilai pemegang saham.

To ensure sustainable and profitable growth that maximizes shareholder value.

Senantiasa menyediakan solusi-solusi bernilai tambah yang akan mengoptimalkan kepuasan pelanggan.

To provide value-added solutions that will optimize customer satisfaction.

Secara aktif terlibat dalam masyarakat sebagai warga korporat yang baik.

To actively engage within communities as a good corporate citizen.



Nilai Perusahaan Core Value

Integritas Integrity

Kami senantiasa menerapkan standar etika dan moral tertinggi dengan selalu mengedepankan azas kejujuran dan keadilan dalam setiap kegiatan.

We enforce the highest ethical and moral standards, demonstrating honesty and fairness in all activities.

Pengembangan Berkelanjutan Continuous Development

Kami bertekad untuk senantiasa mengembangkan perusahaan kami berikut sumber daya manusianya.

We are committed to continuously developing both our companies and employees.

Keunggulan Excellence

Kami terus berupaya mencapai standar kinerja tertinggi.

We continuously strive to achieve the highest standard of result.

Proaktif Proactive

Kami terus mencari dan mengadopsi teknik dan pendekatan baru untuk meningkatkan mutu bisnis kami.

We pursue and adopt new techniques and approaches to improve our business quality.

Tanggung Jawab Accountability

Kami bertanggung jawab kepada seluruh pemangku kepentingan atas segala keputusan dan tindakan yang kami ambil.

We assume responsibility to stakeholders for all the decisions and actions taken.

Kerja Sama Kelompok Teamwork

Kami mendorong dan mendukung keanekaragaman tenaga kerja berdasarkan azas saling percaya dan menghormati, serta komunikasi yang baik dalam mencapai semua tujuan yang telah dicanangkan.

We promote and support a multicultural workforce, based on trust and respect, achieving goals by communicating appropriately.

Sifat Kepemimpinan Leadership Traits

Kompeten Competent

Menunjukkan kompetensi kepemimpinan dalam mengambil keputusan yang tepat.

Display leadership competence in making correct decisions.

Berwawasan ke Depan Visionary

Dapat menetapkan tujuan secara menyeluruh; memiliki visi yang dapat dikomunikasikan dengan baik dan kemudian dimiliki oleh seluruh anggota organisasi; mempunyai gambaran bagaimana cara untuk meraih keberhasilan dan menetapkan prioritas berdasarkan nilai-nilai inti perusahaan.

Set encompassing goals; have a well-communicated vision that all members of the organization would take into ownership; envision how to succeed and establish priorities based on the company's core values.

Menginspirasi Inspiring

Memperlihatkan kepercayaan diri dalam semua interaksi; memegang kendali; memiliki daya tahan; senantiasa berkomunikasi, memberi inspirasi, dan memberdayakan para karyawan untuk terus berprestasi.

Exhibit confidence in all interactions; take charge; demonstrate endurance; communicate, inspire, and empower others to achieve new heights.

Mengaktualisasi Diri Self-actualizing

Terus mengembangkan potensi diri dan mencari tantangan baru.

Develop self potential and seek new challenges.

Jujur dan Rendah Hati Honest and Humble

Selalu bersikap tulus, rendah hati, dapat diandalkan, dan jujur dalam menjaga kepercayaan.

Be sincere, modest, reliable, and straightforward in maintaining trustworthiness.

Joint Message dari Komisaris Utama dan Direktur Utama Kami

Joint Message from Our President
Commissioner and President Director

[GRI 102-14]

Tahun ini kami mengambil lompatan kuantum untuk mempertajam visi dalam memberdayakan energi melalui komitmen seluruh Grup ABM yang dituangkan dalam kerangka kerja "Sustainability House" dan peta jalan ABM untuk menuju operasi berwawasan *net-zero* emisi.

This year we took the quantum leap to sharpen our vision of empowering energy with a group-wide commitment through ABM's Sustainability House framework and our roadmap to achieve a net-zero emission operations.



Rachmat Mulyana Hamami

KOMISARIS UTAMA
PRESIDENT COMMISSIONER

Achmad Ananda Djajanegara

DIREKTUR UTAMA
PRESIDENT DIRECTOR

Pemangku Kepentingan yang terhormat,

Sama halnya dengan tahun 2020, 2021 masih menjadi tahun yang penuh tantangan. Pelajaran yang dipetik selama beberapa tahun yang penuh tantangan ini diharapkan melambungkan ABM ke masa depan karena tahun ini kami mengambil lompatan kuantum untuk mempertajam visi kami dalam memberdayakan energi dengan komitmen seluruh Grup ABM yang dituangkan dalam kerangka kerja “*Sustainability House*” ABM dan peta jalan kami untuk mewujudkan operasi berwawasan *net-zero* emisi. *Sustainability House* merupakan kerangka kerja yang jelas, dan terstruktur untuk mendorong perbaikan proses internal, sumber daya manusia, dan menjadi kompas bagaimana kami berinteraksi dengan para pemangku kepentingan menuju satu tujuan akhir untuk membangun ABM sebagai perusahaan yang berfokus pada penciptaan nilai yang cocok untuk masa depan.

Membangun Rumah Berkelanjutan ABM

Melihat perkembangan global, semakin jelas bahwa kemajuan yang berkelanjutan membuka jalan bagi lebih banyak peluang pertumbuhan bagi perusahaan dan ketahanan yang lebih besar dalam menghadapi permasalahan yang tidak terduga, dengan profil risiko yang lebih rendah bagi pemegang saham dan manfaat yang berkelanjutan bagi para pemangku kepentingan kami.

Dalam konteks ini, ABM melihat inovasi dan keberlanjutan sebagai bagian tak terpisahkan dari kekuatan pendorong yang sama, sambil tetap menjaga semangat pelayanan dan kepedulian terhadap masyarakat di tempat kami beroperasi sebagai komponen penting dari DNA perusahaan kami.

Untuk itu, dalam membangun sustainability house, ABM didorong oleh Visi 2025 yang bercita-cita untuk mencapai stabilitas keuangan (*Stabilize*), mendorong sinergi di seluruh grup (*Groupwide*), dan menjadi Entitas Pertambangan terintegrasi yang terkemuka di Indonesia (*Growth*). Oleh karena itu, dalam Visi 2025 dan *Sustainability House* kami juga telah menyelaraskan dengan megatren global yaitu: dekarbonisasi, elektrifikasi, dan digitalisasi.

Dear Stakeholders,

As happened in 2020, the year 2021 was still indeed a year full of challenges. The lessons learned during these couple of ever-challenging years has catapulted ABM into the future as this year we took the quantum leap to sharpen our vision of empowering energy with a group-wide commitment that gave birth to ABM's "Sustainability House" and our roadmap to become a net-zero emission operations. Our Sustainability House is a clear, concise, and measurable framework which drive our internal processes, lead our people, and be the compass of how we interact with our stakeholders towards one ultimate goal - to build ABM as a value-focused, purpose driven-company that is fit-for-the future.

Building ABM'S Sustainability House

Looking at the global development, it became even more clear that sustainable progress opens the way to more growth opportunities for companies and greater resilience in the face of sudden disruptions, with a lower risk profile for shareholders, and sustainable benefits for our stakeholders.

Within this context, at ABM we see innovation and sustainability as inseparable parts of the same driving force, while preserving the spirit of service and care for the society in which we operate as critical components of our company's DNA.

On that note, in building our sustainability house, ABM is driven by our Vision 2025 where we aspire to achieve financial stability (*Stabilize*), drive group-wide synergy (*Groupwide*), and be a reputable Integrated Mining Entity in Indonesia (*Growth*). Hence, our Vision 2025 and sustainability house has incorporated global megatrends namely: decarbonization, electrification, and digitalization.

Metode Yang Lebih Baik (A Better Method - ABM) dalam Pemberdayaan Energi

Sebagai perusahaan energi, kami adalah bagian dari lanskap dan elemen penting dalam kehidupan individu, bisnis, dan masyarakat luas. Sumber energi yang dikelola ABM dan apa yang kami lakukan sehari-hari untuk menyalurkan energi telah memberdayakan masyarakat untuk menumbuhkan peradaban yang unggul. Bagi kami, keberlanjutan adalah bagaimana kami dapat menyediakan energi yang memberdayakan di masa mendatang.

Di sinilah inovasi dan perbaikan yang terus-menerus berperan, untuk menemukan Metode yang Lebih Baik (A Better Method - ABM) dalam segala hal yang kami lakukan, terutama yang sejalan dengan keyakinan inti perusahaan untuk memberdayakan energi, yang didorong oleh perkembangan pesat ilmu pengetahuan, dan harapan terhadap keberlanjutan. Kami terus meningkatkan cara kami sebagai perusahaan energi dalam mewujudkan keberlanjutan, termasuk dalam transisi peta jalan menuju perusahaan nol emisi. Untuk mencapai hal tersebut, kami memiliki lima pilar fokus yang tertanam dalam *Sustainability House* ABM, yang terdiri dari: Keunggulan Operasi dan Layanan; Sumber Daya Manusia; Keselamatan dan Kesehatan Kerja (K3); Lingkungan & Perubahan Iklim; serta Pemberdayaan Masyarakat.

Didorong oleh semangat *A Better Method* (ABM) dan Visi ABM 2025, kami mengembangkan teknologi baru, model kemitraan baru, menggunakan energi dengan pendekatan baru, sehingga melibatkan seluruh pemangku kepentingan untuk menciptakan masa depan bersama yang lebih berkelanjutan.

Kinerja Kami Di Tahun 2021

Pendekatan ini memungkinkan kami untuk mencatat pencapaian penting tahun ini di ketiga aspek LST – kinerja Lingkungan, Sosial, dan Tata Kelola dari bisnis kami.

Tahun ini, ABM mencatat profitabilitas dan kinerja keuangan gemilang dengan mencatatkan total pendapatan sebesar US\$ 1.021,87 juta dari kontrak dengan pelanggan dan laba tahun

A Better Method - ABM In Empowering Energy

As an energy company, we are part of the landscape and an essential element in the lives of people, businesses, and society at large. The energy sources that ABM manages and what we on a day-to-day basis do to deliver energy have been empowering society to excel and civilization to grow. For us, sustainability is how we can provide this empowering energy for many years to come.

This is where innovation and continuous improvements come into play, there is a constant need to find A Better Method (ABM) in everything we do, especially in line with our company's core belief of empowering energy, driven by the rapid development of knowledge and science, and expectation on sustainability. That is why we are constantly improving the way we as an energy company is approaching sustainability, including in our transition roadmap towards a net-zero company. To achieve this, we have five focus pillars embedded in ABM's Sustainability House, which comprises of: Operation & Service Excellence; Our people; Health & Safety; Environment & Climate Change; and Society.

Driven by A Better Method (ABM) spirit and ABM Vision 2025, we opened to new technologies, new partnership models, new ways of using energy, thus fully engaging all our stakeholders to create a more sustainable future together.

Our Performances In 2021

This approach has allowed us to record notable achievement this year across all three aspects of ESG – Environmental, Social, and Governance performances of our business.

This year, ABM recorded a strong profitability and financial performances as we recorded a total of US\$ 1,021.87 million of revenue from contracts with customers and US\$ 186.18 million



berjalan sebesar US\$ 186,18 juta untuk tahun 2021, masing-masing meningkat 68,51% dan 593,35% dibandingkan tahun lalu. Dengan capaian yang gemilang ini, ABM mendistribusikan total nilai ekonomi secara berkelanjutan kepada para pemangku kepentingan kami, termasuk melakukan pembayaran pajak penghasilan mencapai US\$36,64 juta, meningkat 54,81% atau US\$12,97 juta dibandingkan tahun sebelumnya yang tercatat sebesar US\$23,67 juta. Selain itu, sepanjang tahun 2021 ABM berkontribusi dalam pemenuhan kebutuhan batubara dalam negeri melalui skema Obligasi Pasar Domestik sebesar 1.952.920 metrik ton.

Dalam aspek sosial, ABM percaya bahwa aktor utama dalam strategi kami adalah faktor manusia. Oleh karena itu, kami berkomitmen untuk memberikan pengalaman kerja yang bermanfaat yang dapat membantu meningkatkan potensi yang ada, meningkatkan hubungan, menjaga kepercayaan, dan menjunjung tinggi rasa hormat terhadap bakat setiap individu. Kami menyambut 889 karyawan baru tahun ini untuk bergabung dengan keluarga ABM dari 8.377 total karyawan. Dalam hal pengembangan sumber daya, tahun ini kami berhasil memberikan karyawan kami total 118.724 jam pelatihan atau setara dengan investasi pelatihan sebesar Rp5,6 miliar. Selain itu, dengan bangga kami melaporkan bahwa kami mencatat nol insiden diskriminasi di tempat kerja sepanjang tahun 2021.

Dalam menghadapi pandemi kesehatan yang sedang berlangsung yang dibawa oleh COVID-19, prioritas utama kami adalah kesejahteraan karyawan. Kami senantiasa mengambil tindakan cepat untuk menjaga keselamatan dan kesehatan tenaga kerja kami, operasi kami, dan komunitas lokal di sekitar wilayah operasi melalui program vaksinasi massal, kampanye pencegahan COVID-19, termasuk membangun respons COVID-19 tim di setiap situs kami. Respon cepat ini, termasuk protokol dan kontrol keselamatan kami, berhasil mencatatkan 99,31% tingkat pemulihan COVID-19 di seluruh lini bisnis. Dalam hal kinerja K3 di seluruh Grup, dengan bangga kami laporkan bahwa kami berhasil mencapai nol kematian dengan lebih dari 57,54 juta total jam kerja aman, tingkat TIFR 4,67 per 200.000 jam kerja, dan lebih dari 200 kelompok pelatihan topik keselamatan dan kesehatan kerja diselenggarakan. Penerapan

profit of the year for 2021, a 68.51% and 593.35% increase respectively compared to last year. With this remarkable performance, ABM distributed sustainable economic value to our stakeholders, including payment of income tax of US\$36.64 million, an increase by 54.81% or US\$12.97 million compared to US\$23.67 million in the previous year. Also, throughout 2021 ABM contribute to the fulfilment of domestic demand of coal through the Domestic Market Obligation scheme, which amounted to 1.952.920 metric tons

In the social aspect, ABM believes that the primary actors in our strategy are people. On that note, we are committed to provide a rewarding working experience that can help enhancing existing potential, enhancing relationships, maintaining trust, and upholding respect for the talent of each individual. We welcomed 889 new employees this year to join the ABM family of 8,377 total employees. In term of people development, this year we managed to achieve provide our employees a total of 118,724 hours of training or equal to Rp5.6 billion investment value. Also, we are glad to report that we record zero discrimination incidents at the workplace throughout 2021.

In the face of the on-going health pandemic brought by the COVID-19, our utmost priority is the wellbeing of our people. We took swift action to preserve the health and safety of our workforce, our operations, and nearby local communities through mass-vaccination programs, COVID-19 preparedness and awareness campaign, include building a COVID-19 response team at each of our site. This rapid response, including our safety protocols and controls has managed to record 99.31% of COVID-19 recovery rate amongst our people. In term of our Group-wide OHS performance, we are proud to report that we managed to achieve zero fatalities with more than 57,54 million total safe working hours, TIFR rate at 4.67 per 200,000 worked hours, and more than 200 training batches of health and safety topics were held. Implementation of OHS management system and continuous

sistem manajemen K3 serta kampanye K3 berkelanjutan untuk memastikan budaya K3 tertanam dalam diri setiap insan sebagai budaya perusahaan juga senantiasa dilakukan. [GRI 102-15]

Dalam aspek lingkungan & perubahan iklim, kami mengambil langkah signifikan dalam memajukan komitmen kami terhadap lingkungan dengan mengumumkan target perubahan iklim terdepan di industri: pengurangan lebih dari 15 persen dalam emisi gas rumah kaca pada tahun 2030, dengan cita-cita akhir mewujudkan operasi karbon nol bersih selambatnya pada tahun 2056. Sehubungan dari target tersebut, tahun ini kami berhasil mempertahankan raihan PROPER biru untuk tambang Kalimantan Selatan dan Aceh, tingkat capaian reklamasi di tambang Kalimantan Selatan dan tambang Aceh masing-masing 788,71 Ha dan 142,75 Ha, pemanfaatan kembali tanah pucuk (top soil) untuk kegiatan reklamasi dan revegetasi total sebanyak 3,5 juta meter kubik, pemanfaatan kembali air sebanyak 100,54 mega liter, pemanfaatan energi bersih berupa penggunaan bahan bakar berbasis nabati biodiesel B30 dan B20 masing-masing sebanyak 63.830 kilo liter dan 33,67 kilo liter, pemanfaatan energi terbarukan (solar panel) di area pertambangan sebanyak 3,64 KWp, konversi peralatan menggunakan energi listrik dari PLN, dan program pencegahan timbulan dan daur ulang limbah non B3 serta dukungan terhadap upaya Pemerintah dalam peningkatan bauran energi bersih melalui pengembangan unit bisnis produsen listrik mandiri (*independent power producer* - IPP) listrik berbasis biogas dari limbah kelapa sawit.

ABM juga mengembangkan solusi berbasis alam melalui pelibatan program pemberdayaan masyarakat untuk mencapai aspirasi kami dalam mencapai target *net-zero*. Selain pelibatan masyarakat lokal dalam kegiatan reklamasi dan revegetasi, kami juga melanjutkan penanaman 4.000 bibit mangrove dan konservasi mangrove seluas 5 hektar. Program unggulan masyarakat berbasis alam lainnya adalah rehabilitasi Daerah Aliran Sungai (DAS) dengan target luasan lahan lebih dari 1.000 hektar mencakup 1,8 juta pohon di tiga desa di Kota Banjarbaru Provinsi Kalimantan Selatan.

health and safety campaigns to ensure the health and safety culture is embedded into our people as a corporate culture were continuously carried out. [GRI 102-15]

In the environment & climate change aspects, took a significant step in furthering our commitment to the environment by announcing industry-leading climate change targets: more than 15 percent reduction in greenhouse gas emissions by 2030, with an ultimate aspiration of being net carbon zero by 2056. As the progress of that target, this year we managed to maintained Blue PROPER Rating for our mining operations in South Kalimantan and Aceh Provinces, with reclamation achievement rate at those mining operations at 788.71 Ha and 142,75 Ha respectively. Another notable achievement this year is the reutilization of top soil for reclamation and revegetation activities amounted 3.5 million cubic meter, total recycled water of 100.54 mega liter, utilization of clean energy from natural based fuel in the form of B30 and B20 as many as 63,830 kilo liter and 33.67 kilo liter respectively. Also, we utilized clean energy from solar panel in our mining areas which amounted to 3.64 KWp. We also starting to use electric vehicles (EV) using electricity energy supplied by the State Electricity Company (PLN), and hazardous waste generation avoidance and recycling, as well as supporting the government efforts especially in increasing the utilization of clean energy in the national energy mix through business development as independent power producer sector using biogas from palm oil waste.

ABM also uses our community development programs as a nature-based solution to reach our aspiration to achieve our net-zero emissions target. Aside from local community engagement in our reclamation and revegetation programs, we continue our efforts planting 4,000 mangrove trees seeds and maintain an 5-hectares mangrove conservation area. Another flagship nature-based community program with the target of more than 1,000 hectares hectares of 1.8 million trees in watershed areas in three villages in Kota Banjarbaru, South Kalimantan.



Dan yang tak kalah pentingnya bagi masyarakat setempat dan para pemangku kepentingan lainnya, ABM terus membangun hubungan yang kuat dengan masyarakat setempat. Realisasi investasi tanggung jawab sosial perusahaan sebesar Rp32,50 miliar. Anggaran ini diterjemahkan ke dalam program yang bertujuan untuk meningkatkan kemampuan dan kesejahteraan mereka secara berkelanjutan. Salah satu contoh program pengembangan masyarakat kami adalah “One Village One Program” yang telah menjangkau 17 desa dan menciptakan peluang sebanyak 216 pengusaha yang secara total dapat menghasilkan pendapatan lebih dari Rp3,6 miliar.

Mendukung Tujuan Pembangunan Berkelanjutan PBB

Kami turut mendukung Tujuan Pembangunan Berkelanjutan Perserikatan Bangsa-Bangsa 2030 (SDGs) sebagai perwujudan dari visi untuk menjadi warga korporat yang baik. Untuk itu, kami menempatkan Tujuan Pembangunan Berkelanjutan (TPB) sebagai bagian dari strategi keberlanjutan untuk mendukung bisnis inti serta visi kami sebagai perusahaan energi. Kami membawa SDGs sebagai salah satu unsur pengambilan keputusan strategis dalam operasi dan dalam interaksi kami dengan para pemangku kepentingan, termasuk dalam cara kami merancang, memantau, dan meningkatkan program pengembangan masyarakat.

PERENCANAAN KE DEPAN

Kami akan terus meningkatkan dan memperkuat komitmen keberlanjutan, terutama untuk memperkuat aksi respon perubahan iklim dan bagaimana kami dapat lebih berkontribusi pada peta jalan Indonesia Menuju Emisi Nol Bersih dan Kontribusi yang Ditentukan secara Nasional (Nationally Determined Contribution - NDC) mengacu pada COP26 di Glasgow, Skotlandia 2021. Dengan demikian kami akan terus menjadi kuat dalam mengatasi tantangan, dan mampu meraih peluang - peluang baru.

And last but surely not the least, for the local communities and other stakeholder, ABM continues to build a strong relationship with the local communities where ever we operate. Our corporate social responsibility investment at Rp32.50 billions. This investment was translated into impactful program that aiming to improve their livelihood and welfare sustainably. One examples of our community development programs were the One Village, One Product Program that had reached 17 villages and as many as 216 entrepreneurs who in total can generate more than Rp3.6 billions in revenue.

Supporting United Nations Sustainable Development Goals

The ultimate goal for many, including our sustainability journey, is the United Nations Sustainable Development Goals 2030 (SDGs). As part of Indonesia’s corporate citizen, we want to play a role and contribute to the achievements of Indonesia’s Road Map Towards Sustainable Development Goals. To that end, as part of our sustainability strategy, we put high priority of focus on the SDGs Goals directly linked to our core business, sustainability strategic pillars and vision as an energy company. We carry the SDGs as one of the key considerations in our strategic decision making, in our operations, throughout our Mining Value Chain, and in our interactions with the stakeholders, including in how we design, monitor, and improve our community development programs.

MOVING FORWARD

We must admit that there are still a lot of aspects that we can further improve and strengthen, including to strengthen our climate actions and how we can further contribute to Indonesia’s Road Map Toward Nationally Determined Contribution (NDC) Net Zero Emission as pledged during the COP26 in Glasgow, Scotland this year. We will continue to be robust in our climate actions, overcome the challenges, and seize new opportunities brought by this climate-era.

PENUTUP

Atas nama seluruh Manajemen dan segenap Grup ABM, kami ingin meyakinkan para pemangku kepentingan bahwa grup ABM akan terus membangun perusahaan dengan keyakinan bahwa untuk menjadi bisnis yang berkelanjutan, kami harus menyeimbangkan ambisi bisnis dengan perkembangan masyarakat dan keberlanjutan bumi ini. Dalam menyongsong masa depan, kami senantiasa berkomitmen untuk mewujudkan tujuan untuk menciptakan nilai tambah kepada para pemegang saham, karyawan, pelanggan, serta lingkungan hidup.

Terakhir, kami ingin mengucapkan terima kasih kepada semua pemangku kepentingan atas dukungan dan kepercayaan yang berkelanjutan. Dengan dukungan dan kepercayaan yang telah diberikan, kami termotivasi dan bersemangat untuk melanjutkan perjalanan keberlanjutan ini.

CLOSING THIS REMARK

On behalf of all management and the people at ABM, we want to assure our stakeholders that we will continue to build our company on the belief that to be a sustainable business we must balance our business ambitions with the progress of society and the sustainability of the planet. ABM understands that we have a lasting impact and an immense responsibility to operate our business in a sustainable way. As we look to the future, we remain committed to delivering on our purpose to create value and improve lives, whilst staying true to our responsibility to our shareholders, employees, customers and the environment.

Lastly, we want to thank all stakeholders for their continued support and trust. With your support and trust, we are motivated and thrilled to continue our journey on this path towards sustainability.



Hormat Kami,
Sincerely Yours,

Jakarta, April 2021

Atas nama Dewan Komisaris PT ABM Investama Tbk,
On behalf of PT ABM Investama Tbk's Board of Commissioners,

A handwritten signature in black ink, appearing to read 'Rachmat Mulyana Hamami', with a horizontal line extending from the end of the signature.

Rachmat Mulyana Hamami
KOMISARIS UTAMA | PRESIDENT COMMISSIONER

Atas nama Direksi PT ABM Investama Tbk,
On behalf of PT ABM Investama Tbk's Board of Directors,

A handwritten signature in black ink, appearing to read 'Achmad Ananda Djajanegara', with a horizontal line extending from the end of the signature.

Achmad Ananda Djajanegara
DIREKTUR UTAMA | PRESIDENT DIRECTOR

Keberlanjutan di ABM

Sustainability at ABM



ABM Investama memiliki visi besar untuk menjadi perusahaan investasi terkemuka dengan melakukan berbagai investasi strategis di bidang sumber daya energi, jasa energi, dan infrastruktur energi. Kami ingin memberikan energi yang bermanfaat terutama untuk kehidupan sehari-hari bagi jutaan orang di Indonesia. Bagi kami, keberlanjutan adalah bagaimana kami menyediakan energi yang mampu memberdayakan selama bertahun-tahun yang akan datang. Dengan perkembangan ilmu pengetahuan, kami percaya selalu ada kebutuhan untuk menemukan metode yang lebih baik (*A Better Method in Empowering Energy*) dalam segala hal yang kami lakukan, terutama yang sejalan dengan inti bisnis kami yakni memberikan energi yang bermanfaat.

Dalam mewujudkan visi besar tersebut, ABM memiliki ABM Vision 2025, yakni ambisi yang dicanangkan untuk dicapai secara bersama-sama oleh seluruh lini bisnis di bawah Grup ABM sampai tahun 2025. ABM Vision 2025 menjadi panduan dan arah bagi semua bisnis di bawah Grup ABM, mulai dari karyawan, fokus usaha perusahaan, model operasi, dan finansial. Dinamika bisnis, industri, termasuk kebutuhan pelanggan akan terus mengalami perubahan sehingga model operasi Grup ABM juga perlu melakukan penyesuaian untuk merespon kebutuhan dan perubahan yang terjadi. ABM Vision 2025 akan memposisikan Grup untuk terus bergerak dan mengantisipasi perubahan tersebut serta menjamin kesuksesan anak perusahaan dan pelanggan.

ABM Investama has a big vision to become a leading investment company by making various strategic investments in the fields of energy resources, energy services, and energy infrastructure. We want to provide useful energy especially for everyday life for millions of people in Indonesia. For us, sustainability is how we provide energy that can empower us for years to come. We believe there is always a need to find better methods of empowering energy for everything we do with the development of science, especially those that align with our core business of providing useful energy.

In realizing this big vision, ABM has ABM Vision 2025, which is an ambition that is planned to be achieved together by all business lines under the ABM Group until 2025. ABM's Vision 2025 becomes a guideline and direction for all businesses under the ABM Group, starting from employees, the company's business focus, operational model and finance. The dynamics of the business, industry, including customer needs will continue to change so that the ABM Group's operating model also needs to be adjusted to respond to the needs and changes that occur. ABM's Vision 2025 will position the Group to move forward, anticipate these changes and ensure the success of subsidiaries and customers.



VISI ABM 2025 ABM Vision 2025



Dengan memiliki target-target keberlanjutan yang jelas dan terukur akan membantu memperkuat implementasi dan pemantauan pencapaian ABM Vision 2025 di seluruh operasional. Oleh karena itu, kami memiliki lima pilar keberlanjutan yang terdiri dari *Environment & Climate Change, Our People, Health & Safety, Society, Stabilize, Groupwide & Growth*.

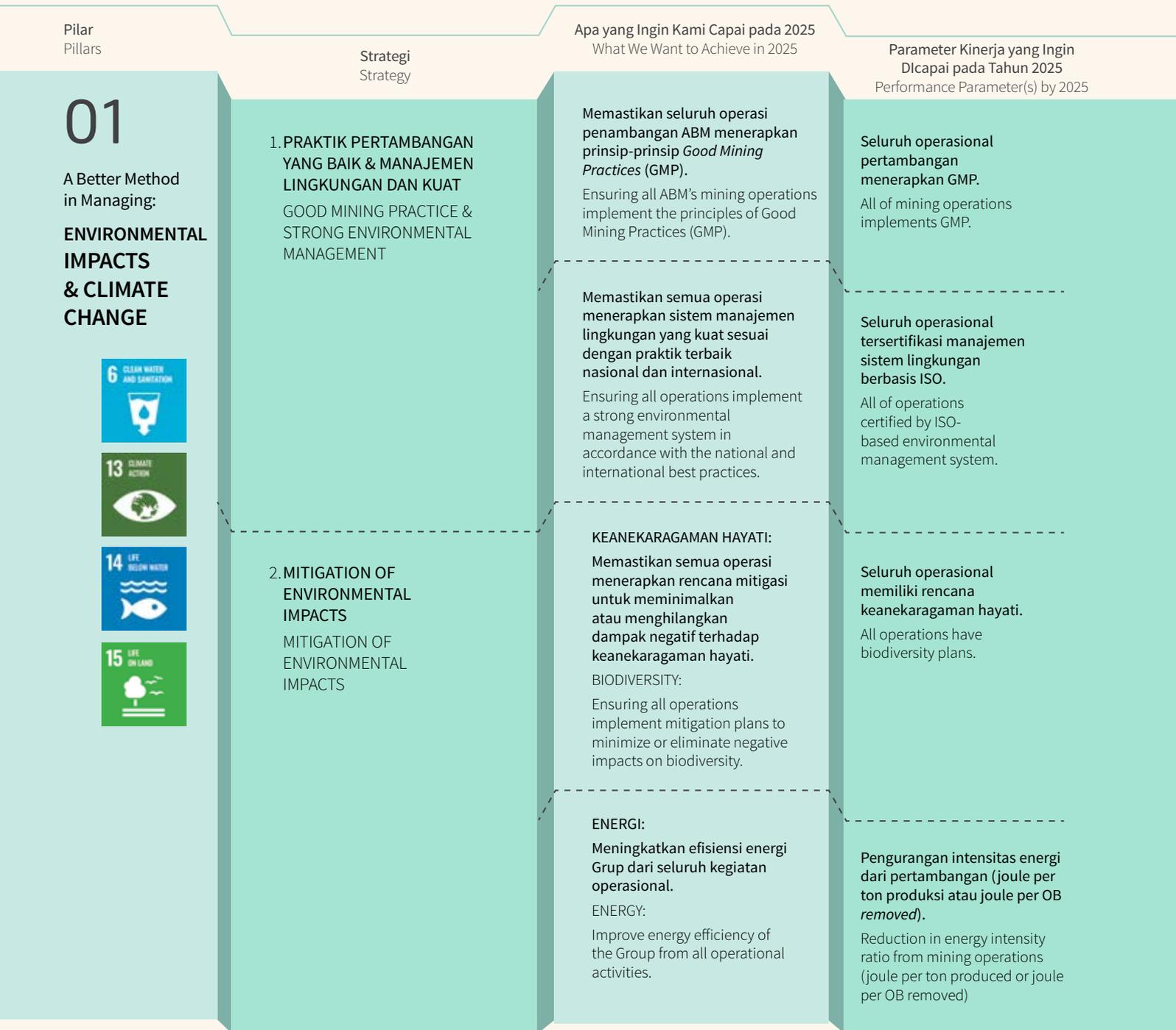
Having clear and measurable sustainability targets will help strengthen the implementation and monitoring of the achievement of ABM Vision 2025 across operations. Therefore, we have five sustainability pillars consisting of Environment & Climate Change, Our People, Health & Safety, Society, Stabilize, Groupwide & Growth.



A BETTER METHOD IN EMPOWERING ENERGY

ABM Investama (ABM) menghadirkan energi yang memberdayakan masyarakat untuk maju dan membangun peradaban bagi jutaan orang di Indonesia dan di seluruh dunia. Bagi kami, keberlanjutan adalah bagaimana ABM dapat menyediakan energi yang memberdayakan ini secara berkelanjutan untuk hari ini dan masa depan. Dengan pesatnya perkembangan pengetahuan, ilmu pengetahuan, dan semakin tingginya harapan akan praktik yang *sustainable*, kami percaya bahwa selalu ada kebutuhan untuk menemukan Metode yang Lebih Baik (A Better Method - ABM) dalam segala hal yang kami lakukan, terutama dalam hal bagaimana energi dihasilkan. Itulah sebabnya kami terus mendorong inovasi untuk mencapai keberlanjutan energi. [GRI 103-1]

ABM Investama provides energy that empower society to excel and civilization to grow. Our resources and solutions give the energy for everyday lives for millions of people in Indonesia and around the world. For us, sustainability is how we can provide this empowering energy for many years to come. With the rapid development of knowledge, science, and expectation on sustainability, we believe there is a constant need to find A Better Method (ABM) in everything we do, especially in line with our company's core belief of empowering energy. That is why we are constantly improving the way we as an energy company is approaching sustainability. [GRI 103-1]



Pilar
Pillars

Strategi
Strategy

Apa yang Ingin Kami Capai pada 2025
What We Want to Achieve in 2025

Parameter Kinerja yang Ingin
Dlcapai pada Tahun 2025
Performance Parameter(s) by 2025

01

A Better Method
in Managing:

ENVIRONMENTAL IMPACTS & CLIMATE CHANGE



2. MITIGASI DAMPAK LINGKUNGAN HIDUP MITIGATION OF ENVIRONMENTAL IMPACTS

ENERGI:

Meningkatkan efisiensi energi Grup dari seluruh kegiatan operasional.

ENERGY:

Improve energy efficiency of the Group from all operational activities.

EMISI:

Pengurangan emisi karbon total grup secara bertahap.

EMISSIONS:

Gradually reduction of the group total carbon emissions

POLUSI UDARA:

Mencapai nol polusi udara dengan memastikan semua parameter pemantauan berada dalam parameter kualitas yang ditetapkan oleh peraturan yang berlaku.

AIR POLLUTIONS:

Achieve zero air pollution by ensuring all parameter monitoring are within the quality parameter set by the prevailing regulations.

AIR:

Menjaga kelestarian air di seluruh area operasional.

WATER:

Water stewardship at all operations.

Total pengurangan konsumsi energi dari seluruh anak usaha dan seluruh operasi.

Total energy consumption reduction from all subsidiaries and all operations

Total pengurangan emisi karbon dari seluruh anak usaha dan seluruh operasi.

Total carbon emission reduction from all subsidiaries and all operations

Seluruh parameter pemantauan untuk emisi, limbah, dan efluen sesuai dengan peraturan yang berlaku di semua wilayah operasi (untuk ODS, NOx, dan SOx).

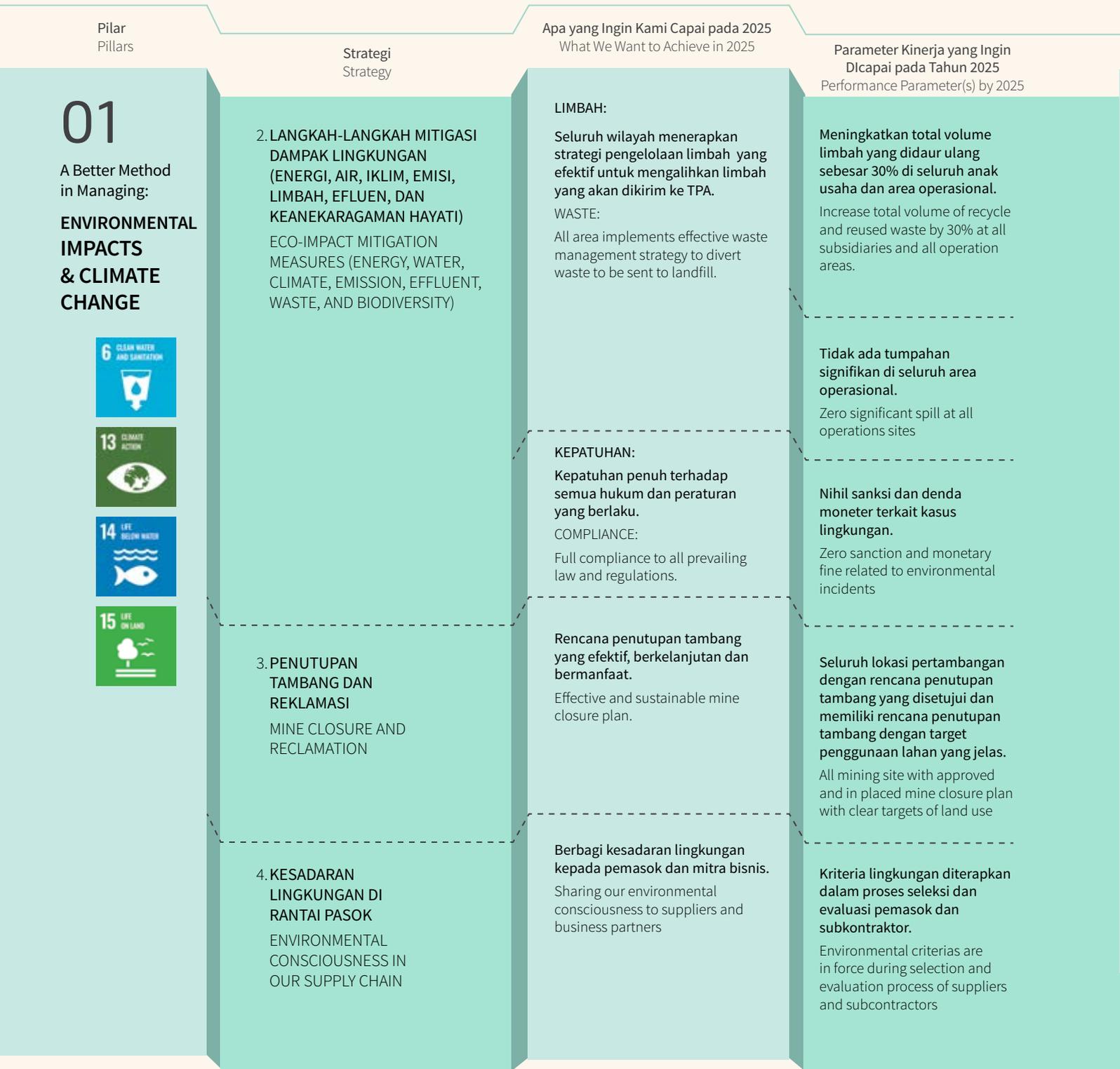
All monitoring parameters for emission, effluent, and waste are in accordance with the prevailing regulation at all operation site (for ODS, NOX and SOX)

Melakukan kajian kelangkaan air untuk mengidentifikasi risiko terkait air.

Conduct water stress study to identify water related risk

Pengurangan konsumsi absolut *freshwater* dari seluruh anak usaha dan seluruh area operasional.

Reduction of absolute freshwater (potable) water consumption from all subsidiaries and all operation site



Pilar
Pillars

Strategi
Strategy

Apa yang Ingin Kami Capai pada 2025
What We Want to Achieve in 2025

Parameter Kinerja yang Ingin
Dlcapai pada Tahun 2025
Performance Parameter(s) by 2025

02

A Better Method
in Nurturing and
Developing:

OUR PEOPLE



1. ORGANISASI
YANG RAMPING
DAN LINCAH
LEAN AND AGILE
ORGANIZATION

2. BUDAYA KINERJA
YANG UNGGUL
PERFORMANCE
EXCELLENCE
CULTURE

3. KAPABILITAS
MANAJEMEN YANG
KUAT
STRONG CAPABILITY
MANAGEMENT

Mencapai produktivitas
karyawan yang optimal
Achieving an optimal
employee productivity
ratio

Memastikan karyawan
senantiasa termotivasi dan
merasa sebagai bagian
keluarga besar ABM.
Ensuring that our people are
motivated and as part of the
ABM family.

Membangun dan mengembangkan
insan ABM yang unggul dengan
kompetensi dan kapabilitas yang
mampu mendukung *long-life
learning*.
Nurturing and developing our
people towards excellent with the
competences and capabilities that
can support their long-life learning
experience.

Mencapai EBITDA
berdasarkan *Cost of
Employment (COE)*
yang optimal
Achieve EBITDA based
on optimal *Cost of
Employment (COE)*

*Organization Program Index
(OPI)* mencapai 100%
Organizational Program
Index (OPI) reached 100%

90% skor keterlibatan
karyawan
90% employee
engagement score

Indeks program
budaya 100%
100% culture index
program

5% rasio *turnover*
karyawan
5% employee
turnover ratio

Indeks *Competency Fit*
Competency Fit Index

Efektivitas Program
Overall Development
Overall Development
Program Effectiveness

Efektivitas Program
Talent Mobility
Talent Mobility
Program Effectiveness

Pilar
Pillars

02

A Better Method
in Nurturing and
Developing:

OUR PEOPLE



Strategi
Strategy

4. KEHIDUPAN KERJA
YANG BERTAMBAH
VALUABLE WORK-LIFE
EXPERIENCE

5. PERUSAHAAN
DENGAN TATA
KELOLA YANG BAIK
WELL-GOVERNED
COMPANY

Apa yang Ingin Kami Capai pada 2025
What We Want to Achieve in 2025

Memastikan karyawan kami bekerja dalam kondisi yang adil. ABM selalu memastikan karyawan kami menerima remunerasi dan manfaat yang adil untuk pekerjaan dan keterampilan mereka. Kami juga menjaga keseimbangan antara kehidupan dan pekerjaan bagi karyawan kami.

Ensuring our people work under fair conditions. We always ensure our people receive fair remuneration and benefits for their work and skills. We also safeguard the balance between life and work for our employees.

Memastikan tata Kelola perusahaan sejalan dengan praktik terbaik, serta menjunjung tinggi perlindungan Hak Asasi Manusia dimana pun kami beroperasi.

Ensuring Good Corporate Governance are in place and in line with the national and international best practices, as well as protecting human rights wherever we operate.

Parameter Kinerja yang Ingin Dicapai pada Tahun 2025
Performance Parameter(s) by 2025

Kebijakan Grup yang mendukung implementasi work-life balance.

Group-wide written policy that support work-life balance

Melakukan survei gaji dan tunjangan secara berkala

Compensation & Benefit Survey on a regular basis

Upah minimum regional yang sesuai dengan UMR yang berlaku.

Standard wage against the regional standard minimum wage

Kebijakan tertulis di seluruh Grup ABM tentang Hak Asasi Manusia, Pekerja Anak, Kerja Paksa, keragaman, inklusivitas, dan kesempatan yang sama di seluruh proses dan sistem SDM (rekrutmen, pengembangan, remunerasi)

Group-wide written policy on Human Rights, Child Labor, Forced Labor, diversity, inclusivity, and equal opportunity throughout HR processes and system (recruitment, development, remuneration)

Nihil insiden terkait pelanggaran hak asasi manusia dan keberagaman dan prinsip inklusivitas di tempat kerja.

Zero incident related to human rights, inclusivity, and diversity at the workplace

Nihil demonstrasi signifikan oleh pemangku kepentingan di seluruh area operasional.

Zero Major strike / demonstration by stakeholders all all-operation sites



Pilar
Pillars

Strategi
Strategy

Apa yang Ingin Kami Capai Pada 2025
What We Want to Achieve in 2025

Parameter Kinerja yang Ingin
Dlcapai pada Tahun 2025
Performance Parameter(s) by 2025

03

A Better Method
in Ensuring:
**HEALTH AND
SAFETY**



1. KESEHATAN PEKERJA & SISTEM MANAJEMEN KESELAMATAN

WORKER'S HEALTH & SAFETY MANAGEMENT SYSTEM

2. PENCEGAHAN BAHAYA DAN PENGENDALIAN RISIKO KESELAMATAN KERJA

HAZARD PREVENTION AND OCCUPATIONAL SAFETY RISK CONTROL

3. KAMPANYE K3 DAN PROGRAM UNTUK PEKERJA

HEALTH & SAFETY CAMPAIGNS AND PROGRAMS FOR WORKERS

4. FORUM KESEHATAN & KESELAMATAN

HEALTH & SAFETY FORUMS

Implementasi sistem K3

Implementation of OHS management system

Meningkatkan kinerja K3

Continuous improvement of KHS performance

Memiliki analisis bahaya dan tindakan pengendalian risiko.

Conduct hazard analysis and risk control measures

Melakukan kampanye K3

OHS campaigns

Memiliki layanan kesehatan

Provision of medical services

Memiliki topik K3 di Perjanjian Kerja Bersama (PKB)

OHS-related topics are included in collective bargaining agreement

Memiliki forum komunikasi K3

Establish communication forum on OHS

Seluruh operasional mengimplementasikan sistem K3

All operational sites implements OHS management system

Mengurangi *Severity Rate* dan tidak ada fatalitas di seluruh area operasional.

Reduce severity rate and Zero Fatalities at all operation sites

Seluruh area operasional memiliki analisis bahaya dan tindakan pengendalian risiko sebagai bagian dari sistem K3.

All operational sites have a hazard and safety risk analysis and control measures as part as their OHS management system.

Seluruh area operasi melakukan kampanye kesehatan dan keselamatan secara rutin.

All operation sites conduct regular health & safety campaign.

Seluruh area operasional telah menyediakan layanan pemeriksaan kesehatan.

All operational sites provided with regular health checks.

Seluruh area operasional telah memiliki topik Kesehatan dan Keselamatan di Perjanjian Kerja Bersama.

All operations have Health & Safety topics covered in Collective Bargaining Agreement.

Seluruh area operasional telah memiliki forum komunikasi secara rutin mengenai K3 dengan karyawan dan kontraktor.

All operational sites implements conducts regular OHS audits at least twice a year (internal audit and external audit)



Pilar
Pillars

05

A Better Method in Accelerating:

STABILIZE, GROUPWIDE & GROWTH



Strategi
Strategy

1. Fundamental Keuangan yang Kokoh

Solid Financial Fundamentals

2. Cadangan dan Sumber Daya

Reserve and Resources

Apa yang Ingin Kami Capai pada 2025
What We Want to Achieve in 2025

Meningkatkan pendapatan dan EBITDA di seluruh lini bisnis.

Improve revenue and EBITDA at all business lines.

Portfolio bisnis yang sehat dan berkelanjutan

Solid and sustainable business portfolio

Parameter Kinerja yang Ingin Dicapai pada Tahun 2025
Performance Parameter(s) by 2025

Mencapai target pendapatan dan EBITDA yang ditetapkan di seluruh lini bisnis.

Achieve the target set on revenues and EBITDA at all business lines.

Mengakuisisi aset-aset baru yang mendukung pertumbuhan Perusahaan secara berkelanjutan

Acquisition of new assets that can support the long-term sustainable growth of the Company.

GRI 102

Pengungkapan Umum | General Disclosures

Komite ESG | ESG committee

ESG [GRI 102-19][GRI 102-20][GRI 102-21][GRI 102-29] [GRI 102-31] [GRI 102-32]

NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
GRI 102-19	Mendelegasikan Wewenang Delegating Authority	Lihat penjelasan pada bagian Komite ESG See explanation in section ESG committee on below	GRI 102-29	Mengidentifikasi dan Mengelola Dampak Ekonomi, Lingkungan, dan Sosial Identifying and Managing Economic, Environmental, and Social Impacts	Lihat penjelasan pada bagian Komite ESG See explanation in section ESG committee on below
GRI 102-20	Tanggung Jawab Tingkat Eksekutif untuk Topik Ekonomi, Lingkungan, dan Sosial Executive-Level Responsibility for Economic, Environmental, and Social Topics	Lihat penjelasan pada bagian Komite ESG See explanation in section ESG committee on below	GRI 102-30	Keefektifan Proses Manajemen Risiko Effectiveness of Risk Management Processes	Lihat penjelasan pada bagian Komite ESG See explanation in section ESG committee on below
GRI 102-21	Berkonsultasi dengan Para Pemangku Kepentingan Mengenai Topik-Topik Ekonomi, Lingkungan, dan Sosial Consulting Stakeholders on Economic, Environmental, and Social Topics	Lihat penjelasan pada bagian Komite ESG See explanation in section ESG committee on below	GRI 102-31	Pengkajian Topik Ekonomi, Lingkungan, dan Sosial Reviews of Economic, Environmental and Social Topics	Lihat penjelasan pada bagian Komite ESG See explanation in section ESG committee on below
			GRI 102-32	Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan Highest governance body's role in sustainability reporting	Lihat penjelasan pada bagian Komite ESG See explanation in section ESG committee on below

Komite ESG

Tahun 2021, ABM telah memiliki komite yang bertanggung jawab untuk mengawasi perumusan dan implementasi hal-hal yang berkaitan dengan ekonomi, lingkungan, dan sosial, yakni Komite ESG. Komite ESG ini melapor langsung ke Dewan Komisaris. Komite ESG membantu pengawasan *Key Performance Indicator* (KPI) khususnya yang berkaitan dengan ESG dari Direktur Utama yang kemudian diturunkan menjadi KPI direktur dari masing-masing anak perusahaan.

Komite ESG bertugas secara profesional dan independen membantu Dewan Komisaris dalam menjaga keberlangsungan dan keberlanjutan implementasi ESG di Grup ABM, dan memberikan masukan kepada Direksi dalam membuat kebijakan dan mengambil keputusan terkait ESG, serta mengawasi implementasi pelaksanaan ESG dalam Grup ABM.

ESG Committee

By 2021, ABM established a committee that is responsible for supervising the development and implementation of matters related to the economy, environment, and social, namely the ESG Committee. The ESG Committee reports directly to the Board of Commissioners. The ESG Committee assists in monitoring Key Performance Indicators (KPI) particularly with regard to ESG of the President Director who was later cascaded to be the KPI of director of each subsidiary.

The ESG Committee is tasked with assisting the Board of Commissioners in a professional and independent manner in maintaining the continuity and sustainability of ESG implementation in the ABM Group. They also provide input to the Board of Directors in making ESG-related policies and decisions, as well as overseeing the implementation of ESG within the ABM Group.

Lebih spesifik, Komite ESG juga memastikan disusunnya kebijakan dan peta jalan (*road map*) serta strategi keberlanjutan (*sustainability strategy*) oleh Direksi yang mendukung pelaksanaan ESG sesuai dengan standar industri yang berlaku, termasuk namun tidak terbatas pada: GRI (*Global Reporting Initiative*), SDGs (*Sustainable Development Goals*), CDP (*Carbon Disclosure Project*), TCFD (*Task Force on Climate-Related Financial Disclosures*) dan PROPER (*Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup*).

More specifically, the ESG Committee ensures the formulation of policies and road maps as well as sustainability strategies by the Board of Directors that support the implementation of ESG in accordance with applicable industry standards. These standards include (and are not limited to): GRI (*Global Reporting Initiative*), SDGs (*Sustainable Development Goals*), CDP (*Carbon Disclosure Project*), TCFD (*Task Force on Climate-Related Financial Disclosures*) and PROPER (*Company Performance Assessment Program in environmental management*).



GRI 102

Pengungkapan Umum | General Disclosures

Keterlibatan Pemangku Kepentingan | Stakeholder Engagement



NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
GRI 102-40	Daftar kelompok pemangku kepentingan List of stakeholder groups	Pemegang saham, karyawan, badan regulator, mitra kerja, pelanggan, masyarakat, media massa Shareholders, employees, Regulatory Bodies, partners, customers, communities, mass media	GRI 102-43	Pendekatan untuk keterlibatan pemangku kepentingan Approach to stakeholder engagement	Lihat penjelasan pada bagian Identifikasi, Pendekatan, dan Topik-topik Utama Pemangku Kepentingan di bawah ini See explanation in section Identification, Approach and Key Topics of Stakeholders on below
GRI 102-42	Mengidentifikasi dan memilih pemangku kepentingan Identifying and selecting stakeholders	Lihat penjelasan pada bagian Identifikasi, Pendekatan, dan Topik-topik Utama Pemangku Kepentingan di bawah ini See explanation in section Identification, Approach and Key Topics of Stakeholders on below	GRI 102-44	Topik-topik utama dan hal-hal yang diajukan Key topics and concerns raised	Lihat penjelasan pada bagian Identifikasi, Pendekatan, dan Topik-topik Utama Pemangku Kepentingan di bawah ini See explanation in section Identification, Approach and Key Topics of Stakeholders on below

Pemangku kepentingan sangat berperan penting dan berkontribusi signifikan bagi ABM dalam mencapai tujuan bersama, yaitu penciptaan nilai yang berkelanjutan. ABM telah mengidentifikasi dan memiliki beberapa metode pelibatan pemangku kepentingan yang berpengaruh kepada Perusahaan serta dipengaruhi oleh Perusahaan. Proses identifikasi pemangku kepentingan didasarkan pada AA1000 *Stakeholder Engagement Standard* 2015. Berdasarkan standar tersebut, pemangku kepentingan yang teridentifikasi adalah sebagai berikut:

Stakeholders play an important role and contribute significantly to ABM in achieving the creation of sustainable value as its common goal. ABM has identified and has several methods for stakeholder engagement that may affect and/or influence the Company. The stakeholder identification process is based on the AA1000 Stakeholder Engagement Standard 2015. Based on this standard, the identified stakeholders are as follows:

Indikator dan Penjelasan | Indicators and Explanations



Dependency (D)

Jika Perusahaan memiliki ketergantungan pada seseorang atau sebuah organisasi, atau sebaliknya.

If the Company has a dependency on a person or an organization, or vice versa.



Attention (A)

Jika seseorang atau sebuah organisasi membutuhkan perhatian Perusahaan terkait isu ekonomi, sosial atau lingkungan tertentu.

If a person or an organization needs the Company's attention related to certain economic, social or environmental issues.



Diverse Perspective (DP)

Jika seseorang atau sebuah organisasi memiliki pandangan yang berbeda yang dapat mempengaruhi situasi dan mendorong adanya aksi yang tidak ada sebelumnya.

If a person or an organization has different views that may affect the situation and encourage non-existent actions



Responsibility (R)

Jika Perusahaan memiliki tanggung jawab legal, komersial atau etika terhadap seseorang atau sebuah organisasi.

If the Company has legal, commercial or ethical responsibilities against a person or an organization



Influence (I)

Jika seseorang atau sebuah organisasi memiliki pengaruh terhadap Perusahaan atau strategi atau kebijakan pemangku kepentingan lain.

If a person or an organization has influence on the Company or other stakeholder's strategies or policies.



Proximity (P)

Jika seseorang atau sebuah organisasi memiliki kedekatan geografis dan operasional dengan ABM.

If a person or an organization has geographic and operational proximity to the Company.



Identifikasi, Pendekatan, dan Topik-topik Utama Pemangku Kepentingan

Identification, Approach, and Key Topics of Stakeholder [GRI 102-40][GRI 102-42][GRI 102-43][GRI 102-44]

Kelompok Pemangku Kepentingan Stakeholder groups	Basis Identifikasi Basic Identification	Topik Utama Key Topic	Metode Pelibatan Engagement Method
Pemegang Saham Shareholders	D, R, I, P	<ol style="list-style-type: none"> Kinerja operasi, produksi dan keuangan Perusahaan Pengembangan usaha <p>1. Company operations, production and financial performance 2. Business development</p>	<ol style="list-style-type: none"> Pertemuan berkala (RUPS atau RUPS-LB) Korespondensi melalui surat-menyurat atau pengumuman melalui media massa, sesuai kebutuhan <p>1. Periodic meetings (AGMS or EGMS) 2. Correspondence or announcements through mass media, as needed</p>
Karyawan Employees	D, R, T, I, P	<ol style="list-style-type: none"> Kepastian dan perlindungan hubungan ketenagakerjaan Kesejahteraan dan pemenuhan hak-hak normatif Pengembangan kompetensi dan karier <p>1. Certainty and protection of labor relations 2. Welfare and fulfillment of normative rights 3. Competency and career development</p>	<ol style="list-style-type: none"> Pertemuan berkala antara manajemen dengan serikat pekerja Family gathering pada setiap ulang tahun Perusahaan dan/atau masing-masing entitas anak Publikasi internal melalui Surat Edaran dan majalah internal, sesuai kebutuhan <p>1. Periodic meetings between management and trade unions 2. Family gatherings on each Company and/or subsidiary anniversary 3. Internal publications through Circulars and internal magazines, as needed</p>
Badan Regulator Regulatory Bodies	D, R, T, I, DP, P	<ol style="list-style-type: none"> Pengurusan izin usaha dan pemenuhan unsur kepatuhan terhadap hukum lainnya Koordinasi rutin mengenai kegiatan komersial perusahaan <p>1. Business permit arrangement and fulfillment of compliance against other regulation 2. Regular coordination of company's commercial activities</p>	<ol style="list-style-type: none"> Pertemuan dengan regulator/ otoritas, sesuai kebutuhan Keterlibatan pada kegiatan pemerintah daerah setempat, sesuai dengan kebutuhan <p>1. Meetings with regulators/authorities, as appropriate needs 2. Involvement in local government activities local, according to needs</p>
Mitra Kerja Partners	D, R, T, P	<ol style="list-style-type: none"> Transparansi kontrak kerja dan pelaksanaannya Pemenuhan hak dan kewajiban sesuai kontrak kerja yang telah disepakati Penerapan GCG secara berkelanjutan <p>1. Transparency of work contracts and implementation 2. Fulfillment of rights and obligations in accordance with agreed work contracts 3. Sustainable GCG implementation</p>	<ol style="list-style-type: none"> Informasi tender pekerjaan secara terbuka, sesuai dengan kebutuhan Pertemuan berkala, sesuai kebutuhan <p>1. Open job tender information, as needed 2. Periodic meetings, as needed</p>
Pelanggan Customers	D, R, I, P	<ol style="list-style-type: none"> Produk/jasa yang dihasilkan Perusahaan Kepuasan dari kualitas produk dan layanan Perusahaan <p>1. Products/services produced by the Company 2. Satisfaction for the Company's products and services quality</p>	<ol style="list-style-type: none"> Informasi produk/jasa melalui website, media sosial, iklan dan promosi Layanan pelanggan Survei kepuasan pelanggan <p>1. Products/services information through websites, social media, advertisements and promotions 2. Customer service 3. Customer satisfaction survey</p>

Identifikasi, Pendekatan, dan Topik-topik Utama Pemangku Kepentingan

Identification, Approach, and Key Topics of Stakeholder [GRI 102-40][GRI 102-42][GRI 102-43][GRI 102-44]

Kelompok Pemangku Kepentingan Stakeholder groups	Basis Identifikasi Basic Identification	Topik Utama Key Topic	Metode Pelibatan Engagement Method
Masyarakat Communities	D, R, T, I, DP, P	<ol style="list-style-type: none"> Dampak kegiatan operasional perusahaan Kesempatan kerja sama <p>1. Impact of Company's operational activities 2. Opportunity for cooperation</p>	<ol style="list-style-type: none"> Pertemuan rutin melalui forum komunikasi Pembentukan kelembagaan di tingkat lokal <p>1. Regular meetings through communication forums 2. Formation of institutions at the local level</p>
Media Massa Mass Media	T, I, DP	<p>Keterbukaan informasi publik dan akses akses informasi kinerja</p> <p>Public information transparency and access to performance information</p>	<ol style="list-style-type: none"> Jumpa pers, sesuai kebutuhan Kunjungan media massa ke wilayah kerja Perusahaan dan/atau entitas anak, dilaksanakan sesuai kebutuhan <p>1. Press conferences, as needed 2. Mass media visits to the Company and/or its subsidiaries work areas, as needed</p>

Gita Rossiana
Jurnalis Media Nasional
National Media Journalist



Menurut saya, komitmen ABM Investama sudah cukup baik dalam penerapan kepedulian di bidang lingkungan, sosial dan ekonomi. Kendati sebagai jurnalis saya tidak langsung merasakan dampak dari program yang sudah dilakukan ABM Investama. Namun program yang sudah dijalankan ABM Investama sudah memberikan manfaat bagi pihak terkait melalui kerja sama kemitraan dengan Yayasan Greena ataupun program pelestarian lingkungan yang manfaatnya dirasakan secara langsung bagi masyarakat sekitar dan juga bagi wilayah Indonesia secara umum. Ke depan, diharapkan ABM Investama bisa konsisten menjalankan program kepedulian di bidang ekonomi, lingkungan dan sosial terutama pengembangan program yang bersifat sirkular ekonomi yang tidak hanya baik bagi lingkungan, namun masih bernilai ekonomi.

In my opinion, ABM Investama's commitment is quite good in implementing environmental, social and economic concerns. Although as a journalist, I did not immediately feel the impact of the programs carried out by ABM Investama. However, the programs that have been carried out by ABM Investama have provided benefits for related parties through the Greena Foundation partnership or with environmental conservation programs whose benefits are directly felt by the surrounding community and Indonesia. In the future, ABM Investama hopes to consistently implement awareness programs in the economic, environmental and social fields, particularly the development of circular economy programs that are not only good for the environment, but also have economic value.

Amril Amarullah
Jurnalis Media Nasional
National Media Journalist



Komitmen ABM Ivestama dalam upaya menciptakan penyediaan energi yang mendorong pemberdayaan masa depan melalui konsep *sustainability house* sudah sesuai dengan harapan yang tentunya akan berdampak pada peningkatan ekonomi, sosial dan lingkungan bagi masyarakat. Menandakan, ABM *Concern* dengan perkembangan atau tren yang ada saat ini, yang tidak hanya mengedepankan bisnis tetapi juga semangatnya memberdayakan lingkungan dan masyarakat.

ABM Investama's commitment to create an energy supply that encourages future empowerment through the concept of sustainable housing. Of course, it will have an impact on improving the economy, social and environment for the community if it is in line with expectations. This shows that ABM is aware of current developments or trends, which not only prioritizes business but also has a passion for empowering the environment and society.

Media memiliki fungsi menyebarkan dan membutuhkan informasi yang valid dengan didukung data dan fakta kuat. Informasi Komitmen ABM dalam hal pembangunan berkelanjutan sangat dibutuhkan media saat ini terkait *action* korporasi lebih terbuka, kondisi pertambangan dan reklamasi pasca tambang.

Media has a function to disseminate and obtain valid information that is supported by strong data and facts. Information about ABM's commitment to sustainable development is very much needed by the media today regarding corporate actions to be more open to mining conditions and post-mining reclamation.

Konsep mengedepankan aspek ekonomi sosial dan lingkungan yang diterapkan perusahaan tambang seperti ABM ini sangat tepat. Apalagi saat ini, pembaca khususnya lebih mengedepankan aspek langsung yang dirasakan masyarakat lebih disukai pembaca, meskipun bisnis yang menjadi tujuan utamanya.

The concept of prioritizing environmental social and economic aspects that applies to ABM is very appropriate as a mining company. Especially now that readers prefer the direct aspect that is felt by the community, because this is what readers like, even though business is the main goal.





**Siti Soraya
Cassandra**
Kebun Kumara



Kebun Kumara bekerjasama dengan ABM dalam program Employee Volunteering yang diadakan di Kebun kami melalui program F.A.I.T.H (Food Always in The House). Program yang digagas oleh ABM ini dilakukan secara kontinu guna mendorong karyawan ABM untuk memastikan ketersediaan pangan di rumah dengan menumbuhkan makanan sendiri melalui berkebun.

Kami sangat senang dengan program ini terutama komitmen dari teman-teman ABM. Bukan hanya tentang menghadirkan makanan sehat dari rumah dengan menanam, tetapi juga merawat alam dan lingkungan dalam skala mikro yang bisa dilakukan mulai dari diri sendiri, dari rumah sendiri, melalui sebuah kebun.

Kami juga percaya bahwa semua perusahaan energi, termasuk PT ABM, memiliki tanggungjawab serta peran yang krusial dalam menjadi ujung tombak untuk melakukan transisi ke energi bersih. Hal inilah yang menjadi aspek terpenting untuk betul-betul meraih keberhasilan dalam aspek ekonomi, sosial dan lingkungan, baik untuk perusahaan dan masyarakat secara luas.

Kebun Kumara is currently collaborating with ABM in the Employee Volunteering program held at our Plantation through the F.A.I.T.H (Food Always in The House) program. The program is carried out continuously and initiated by ABM in order to encourage ABM employees to fulfill their food availability at home by growing their own food through gardening.

We are very happy with this program, especially our committed ABM's friends. They are not only providing healthy food at home by growing, but also care for nature and the environment on a micro scale. This can also be done starting from yourself, in your own garden.

We also believe that all energy companies, such as our PT ABM, have a responsibility and an important role to play in spearheading the transition to clean energy. As it is the most important aspect to truly achieve success in economic, social and environmental aspects, both for the company and the wider community.



Dindin Komarudin
(Abah Dindin)

Yayasan Kumala

Saya melihat adanya perhatian ABM terhadap Ekonomi, sosial dan lingkungan, hal ini dapat saya sampaikan saat ABM merespon program pemberdayaan masyarakat di Kab. Meulaboh. Sesuai konsep yang saya tawarkan kepada ABM yaitu program pemberdayaan kelompok masyarakat melalui usaha pengelolaan dan daur ulang sampah meskipun saat ini masih menuju tahap implementasi. Melalui program ini, diharapkan ABM dapat berkontribusi dalam mendukung pelaksanaan program, sehingga kelompok masyarakat di kab. Meulaboh akan terdampak dari sisi ekonomi, sosial dan lingkungan melalui usaha pengelolaan dan daur ulang sampah yang terintegrasi dan berkelanjutan.

I see ABM really showing its concern for our economy, social and environment. This can be conveyed from how ABM responds to the community empowerment program in Meulaboh Regency. Based on the concept that I specifically offered to ABM, the community group empowerment program was implemented through waste management and recycling efforts. This effort is currently still in the implementation stage. Through this program, it is hoped that ABM can contribute in supporting the implementation of the program, so that community groups in Meulaboh Regency become economically, socially and environmentally prosperous through integrated and sustainable waste management and recycling efforts.



Nina Nuriyah

Komunitas Greena

ABM berkomitmen penuh dalam menjalankan kegiatan kemitraannya dalam bidang lingkungan, sosial dan ekonomi dengan Greena melalui program-program yang berkelanjutan. Karena ABM tidak hanya menjalankan program yang dibuat hanya sekali saja tetapi ABM dan Greena secara kontinu merancang program bersama-sama yang memiliki dampak yang nyata dan berkelanjutan bagi masyarakat. Saya berharap ABM terus dapat mendukung Greena dalam menjalankan program-program pemberdayaan masyarakat yang berkelanjutan.

I see ABM really showing its concern for our economy, social and environment. This can be conveyed from how ABM responds to the community empowerment program in Meulaboh Regency. Based on the concept that I specifically offered to ABM, the community group empowerment program was implemented through waste management and recycling efforts. This effort is currently still in the implementation stage. Through this program, it is hoped that ABM can contribute in supporting the implementation of the program, so that community groups in Meulaboh Regency become economically, socially and environmentally prosperous through integrated and sustainable waste management and recycling efforts.



Material Topics in This Report

Material Topics in This Report

GRI 102

Pengungkapan Umum | General Disclosures

Praktik pelaporan | Reporting Practice

NASDAQ & GRI Criteria Checker

GRI 102-45	Entitas yang termasuk dalam laporan keuangan dikonsolidasi Entities included in the consolidated financial statements	Lihat penjelasan pada bagian Entitas yang termasuk dalam laporan keuangan dikonsolidasi di bawah ini See explanation in section Entities included in the consolidated financial statements on below
GRI 102-46	Menetapkan isi laporan dan Batasan topik Define report content and topic Boundaries	Lihat penjelasan pada bagian menetapkan isi laporan dan Batasan topik di bawah ini See explanation in section Define report content and topic Boundaries on below
GRI 102-47	Daftar topik material List of material topics	Lihat penjelasan pada bagian Daftar topik material di bawah ini See explanation in section List of material topics on below

Entitas yang Termasuk Dalam Laporan Keuangan Dikonsolidasi [GRI 102-45]

Laporan kinerja keuangan dalam laporan ini adalah data konsolidasi sesuai dengan Laporan Keuangan perusahaan yang diaudit.

Untuk cakupan pelaporan kinerja lingkungan, sosial dan tata Kelola dalam laporan ini meliputi entitas anak pada bisnis inti kami di sektor pertambangan batubara (Mining Value Chain), yaitu PT Tunas Inti Abadi (TIA), PT Mifa Bersaudara (Mifa), PT Bara Energi Lestari (Bel), PT Cipta Kridatama (CK), PT Prima Wiguna Parama (PWP), serta entitas anak lain di sektor Service PT Sanggar Sarana Baja (SSB), dan di sektor Logistic PT Cipta Krida Bahari (CKB) yang relevan dengan topik material. Selain itu, ABM menambahkan PT Anzara Janitra Nusantara (AJN) melengkapi elaborasi tentang rencana dan roadmap Perusahaan terkait *climate change* dan strategi menuju *net zero emission*. Untuk lebih lengkap mengenai profil AJN dapat dilihat di laporan tahunan ABM.

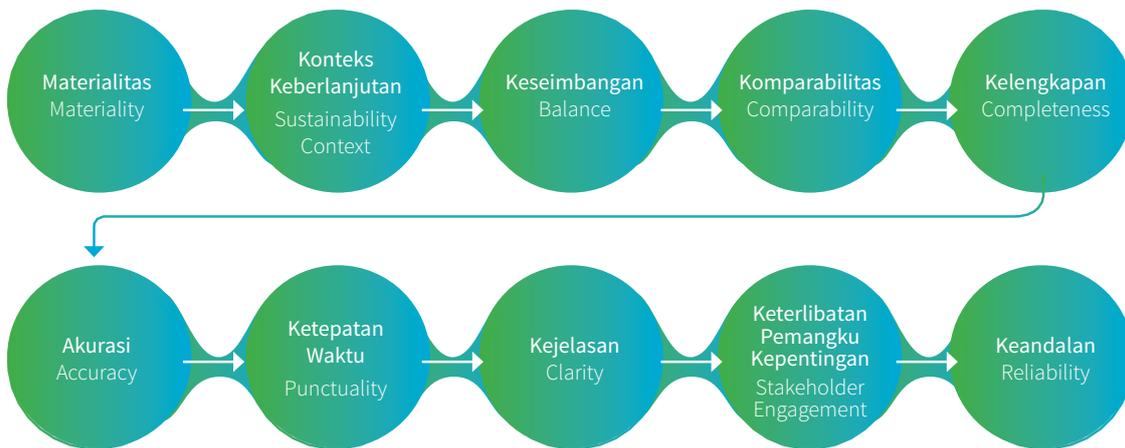
Entities Included In The Consolidated Financial Statements [GRI 102-45]

Reports on economic performance related to the company's financial performance are presented in a consolidated manner in accordance with the company's Audited Financial Statement.

The scope of reporting on environmental, social and governance (ESG) performance includes our subsidiaries in our core coal mining business (Mining Value Chain), namely PT Tunas Inti Abadi (TIA), PT Mifa Bersaudara (Mifa), PT Bara Energi Lestari (Bel), PT Cipta Kridatama (CK), PT Prima Wiguna Parama (PWP), as well as other subsidiaries in sector service PT Sanggar Sarana Baja (SSB), and in sector Logistic PT Cipta Krida Bahari (CKB) that are relevant to material topics. Also, ABM includes PT Anzara Janitra Nusantara (AJN) to complete our elaborations on the Company's climate actions and strategy towards net zero emissions. For detailed information about AJN's profile please refer to our Annual Report.

Menetapkan isi laporan dan Batasan topik [GRI 102-46]

Proses penetapan isi laporan keberlanjutan berdasarkan prinsip-prinsip isi dan kualitas laporan sebagai berikut:



Defining report content and topic Boundaries [GRI 102-46]

The process of determining the content of the sustainability report is based on the report content and quality principles as follows:

Dengan memperhatikan prinsip materilitas, konteks keberlanjutan, dan keterlibatan pemangku kepentingan tersebut, topik-topik material dalam laporan ini mempertimbangkan regulasi nasional dan standar internasional dalam pelaporan kinerja keberlanjutan, yakni:

Taking into consideration the principles of materiality, sustainability context, and stakeholder engagement, the material topics for this report were defined based on our considerations on the national regulation and international standard for sustainability reporting, which are:



Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik.

The Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers and Public Companies.



Global Reporting Initiatives (GRI) standar sebagai panduan penyusunan laporan keberlanjutan dan *GRI Mining and Metal Sector Supplement* (MMSS), sebagai panduan penyusunan laporan keberlanjutan yang paling banyak digunakan saat ini secara global.

Global Reporting Initiatives (GRI) standard as sustainability report development guidelines and its *Mining and Metals Sector Supplement* (MMSS), as the most widely used sustainability reporting guidelines.



Nasdaq ESG Guidance 2.0 (2019) yang digunakan oleh lembaga sustainability performance rating MSCI, Sustainalytics, dan Bumi Global Karbon (BGK) dalam pengembangan kriteria rating mereka.

Nasdaq ESG Guidance 2.0 (2019) which is used by sustainability rating agency, MSCI, Sustainalytics, and Bumi Global Karbon in developing their rating criteria.

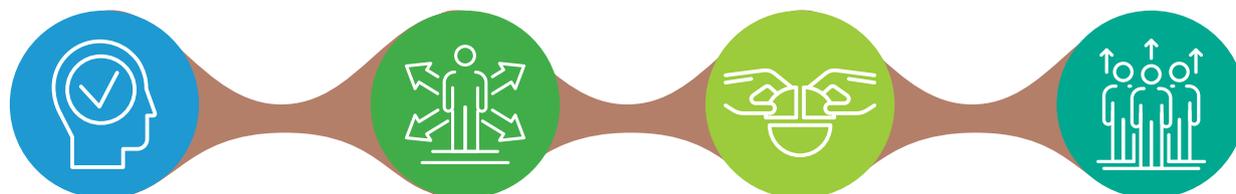


Referensi lain yang sesuai dan relevan dengan bisnis Perusahaan di bidang pertambangan batubara, serta emerging mega tren global yang memiliki dampak signifikan terhadap keberlanjutan ABM.

Other relevant references that in line with the company's core business in coal mining, also emerging mega trends which can significantly impacted ABM business sustainability.

Secara umum, gambaran proses penentuan topik material untuk laporan ini adalah sebagai berikut:

Illustration of general steps taken to defined the material topics for this year report are as follows:



MENGANALISA DAFTAR TOPIK MATERIAL TAHUN SEBELUMNYA
ANALYZING THE LIST OF PREVIOUS YEAR'S MATERIAL TOPICS

Melakukan tinjauan untuk menentukan relevansi setiap material topik dari tahun sebelumnya.

Perform assessments and determine relevance of each topic from the previous material topics

IDENTIFIKASI ISU
IDENTIFICATION OF ISSUES

Identifikasi isu-isu dan topik-topik yang relevan dengan kondisi operasional perusahaan di tahun 2021 yang diperoleh dari:

- Interaksi perusahaan dengan para pemangku kepentingan di tiap-tiap area operasional
- Identifikasi dan kategorisasi isu-isu yang beririsan.
- Memastikan emerging mega tren global dan best practice di ESG dan dari sektor pertambangan tercakup dalam daftar isu yang disusun.

Issues and topics Identification relevant to the company's operational conditions in 2021 obtained from:

- Company interaction with stakeholders in each operational area
- Identification and categorization of intersecting issues.
- Ensuring that emerging global mega trends and best practices in ESG and from the mining sector are included in the list of issues compiled.

MENYUSUN SKALA PRIORITAS
DEVELOP PRIORITY SCALE

Menyusun skala prioritas berdasarkan pertimbangan-pertimbangan sebagai berikut:

- Arah strategi bisnis perusahaan
- Umpan balik pemangku kepentingan
- *Emerging trends*
- ESG *best practice* dan kriteria rating ESG nasional dan internasional

Develop a priority scale based on the following considerations:

- Company's business strategy direction
- Stakeholder feedback
- Emerging trends
- ESG best practice and national and international ESG rating criteria

MASUKAN FINAL DARI BOC DAN BOD
FINAL INPUT FROM BOC AND BOD

- Melakukan workshop dan diskusi kelompok untuk memetakan topik prioritas utama Laporan Keberlanjutan 2021 di lima area fokus Sustainability House ABM Investama.
- Menilai masukan yang diperoleh dari diskusi kelompok dan umpan balik top management ABM
- Menyusun Matriks Materialitas 2021, yang mencerminkan topik dengan dampak paing signifikan bagi ABM dan para pemangku kepentingan.
- Conduct workshops and group discussions to map the main priority topics for the 2021 Sustainability Report in the five focus areas of ABM Investama's Sustainability House.
- Assess inputs obtained from group discussions and feedback from ABM's top management
- Develop a 2021 Materiality Matrix, which reflects the topics with the most significant impact on ABM and its stakeholders.



Topik-topik material dalam laporan ini mencakup isu yang menjadi perhatian dari para pemangku kepentingan kami dan memiliki dampak serta pengaruh signifikan terhadap keberlanjutan operasional ABM. Selain itu, analisa topik material membantu ABM untuk melakukan alokasi sumber daya perusahaan dengan lebih terfokus di area-area dimana ABM dapat memberikan manfaat dan nilai tambah bagi para pemangku kepentingan kami.

The topic of materiality represents the concerns and expectations of stakeholders in ABM's business sustainability. In addition, this materiality analysis helps allocate the resources that we have that can provide value to stakeholders.



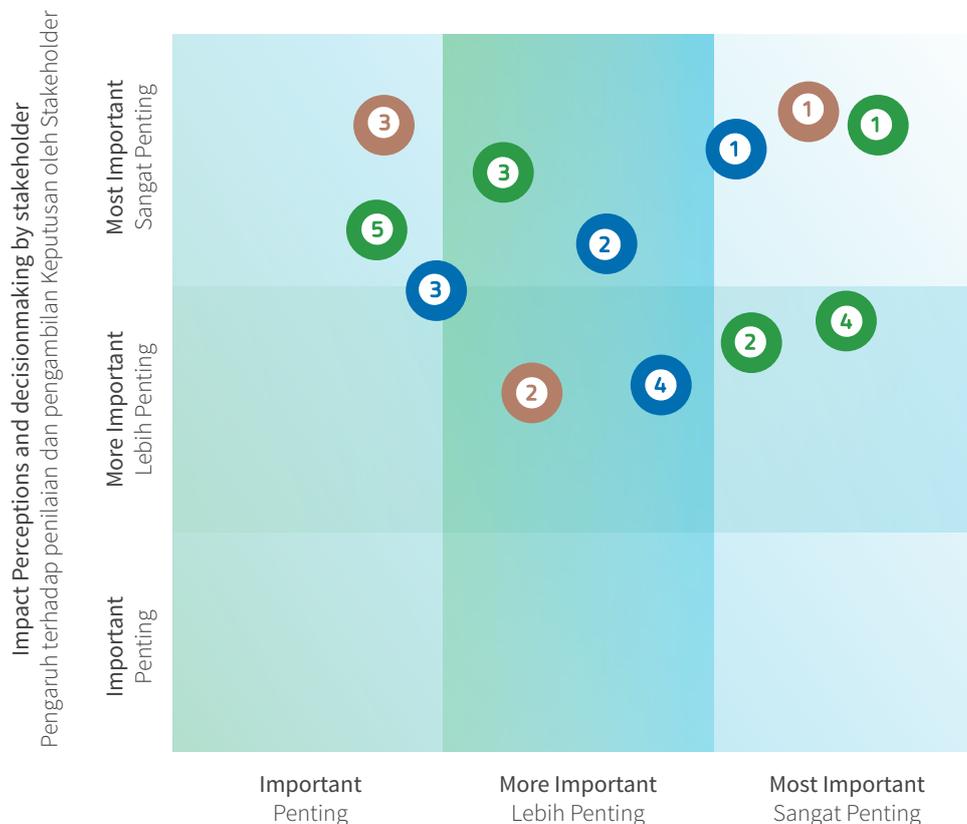
Daftar topik material [GRI 102-47]

Dari proses dan tahapan tersebut diatas, Perusahaan mengidentifikasi 12 topik material untuk laporan keberlanjutan tahun 2021 sebagai berikut:

List of material topics [GRI 102-47]

From the materiality assessment process, we identified 12 material topics for ABM Sustainability Report 2021 as the following:

Kinerja Lingkungan Environmental Performance	Kinerja Sosial Social Performance	Kinerja Tata Kelola Governance Performance
<ol style="list-style-type: none"> Pengendalian polusi (air, udara, tanah) Energi & Emisi Sistem Manajemen Keanekaragaman Hayati Penilaian kinerja lingkungan Reklamasi pasca tambang 	<ol style="list-style-type: none"> Kesehatan & Keselamatan Kerja (K3) Manajemen ketenagakerjaan Dampak sosio-ekonomi kepada masyarakat, termasuk <i>sustainable social community programs</i> sebagai bagian dari Rencana Tutup Tambang yang mendukung SDGs. 	<ol style="list-style-type: none"> Tata Kelola Perusahaan yang Baik & Manajemen Risiko Transparansi, Integritas dan Anti-korupsi Pengelolaan ESG dalam Tata Kelola Perusahaan Kepatuhan
<ol style="list-style-type: none"> Pollution Control (Water, Air, Soil) Energy & Emission Biodiversity Management Plans Environmental Performance Assessment Post-Mining Reclamation 	<ol style="list-style-type: none"> Occupational Health & Safety (OHS) Employee Management Socio-economic impact on society, including sustainable social community programs as part of the mine closure plan that supports SDGs. 	<ol style="list-style-type: none"> Good Corporate Governance (GCG) & Risk Management Transparency, Integrity and Anti-corruption ESG Management in Corporate Governance Compliance



Penghargaan & Sertifikasi

Award & Certifications

Penghargaan | Award

Tanggal Date	Penghargaan Award	Lembaga yang memberikan Awarding Body
ABM		
29 April 2021 April 29, 2021	ESG Awards 2021 Transparansi Perhitungan Emisi Korporasi Sektor Emiten Non Perbankan Kategori Gold, Bumi Global Karbon ESG Awards 2021 Transparency in Calculation of Corporate Emissions for Non-Banking Issuers in the Gold Category, Bumi Global Karbon	Investor, Berita Satu & Bumi Global Karbon Investor, Berita Satu & Bumi Global Karbon
31 Mei 2021 May 31, 2021	TOP 50 MID Capitalization Perusahaan Terbuka, Konferensi dan Penghargaan Tata Kelola Perusahaan IICD ke-12 TOP 50 MID Capitalization of Public Companies, 12th IICD Corporate Governance Conference and Awards	Indonesian Institute for Corporate Directorship (IICD) Indonesian Institute for Corporate Directorship (IICD)
17 November 2021 November 21, 2021	Asia Sustainability Report Rating 2021 "Silver", National Center For Sustainability Reporting (NCSR) Asia Sustainability Report Rating 2021 "Silver", National Center For Sustainability Reporting (NCSR)	National Center For Sustainability Reporting (NCSR) National Center For Sustainability Reporting (NCSR)
MVC		
TIA		
3 Februari 2021 February 3, 2021	PROPER Tahun 2020/2021 - Peringkat BIRU Aditama award, kategori Pengelolaan Lingkungan Hidup PROPER 2020/2021 – BLUE Rating Aditama award, Environmental Management category	Menteri Energi dan Sumberdaya Mineral Minister of Energy and Mineral Resources
	Platinum Award, kategori Program P2 HIV AIDS di Tempat Kerja Platinum Award, category of P2 HIV AIDS Program in the Workplace	Gubernur Kalimantan Selatan South Kalimantan Governor
	Free LTI Free LTI	Kementerian Ketenagakerjaan dan Transmigrasi RI Ministry of Manpower and Transmigration of the Republic of Indonesia
22 April 2021 April 22, 2021	Penghargaan Kecelakaan Nihil periode 1 Jan 2018 – 31 Des 2020 Zero Accident Award period Jan 1, 2018 – Dec 31, 2020	Menteri Ketenagakerjaan Republik Indonesia Minister of Manpower of the Republic of Indonesia
April 2021 April 2021	Gold Award, Kategori Program P2 HIV AIDS di Tempat Kerja Platinum Award, category of P2 HIV AIDS Program in the Workplace	Menteri Ketenagakerjaan Republik Indonesia Minister of Manpower of the Republic of Indonesia
MIFA		
29 September 2021 September 29, 2021	GMP Award/Enviro Award : Tahun 2020 - Penghargaan UTAMA GMP Award/Enviro Award : Year 2020 – MAIN Award	Menteri Energi dan Sumberdaya Mineral Minister of Energy and Mineral Resources

Tanggal Date	Penghargaan Award	Lembaga yang memberikan Awarding Body
24 Desember 2021 December 24, 2021	PROPER Tahun 2020/2021 - Peringkat BIRU 2020/2021 PROPER – BLUE Rating	Menteri Energi dan Sumberdaya Mineral Minister of Energy and Mineral Resources
25 Februari 2021 February 20, 2021	Penghargaan Kecelakaan Nihil Zero Accident Award	Gubernur Aceh Aceh Governor
22 April 2021 April 22, 2021	Penghargaan Kecelakaan Nihil (Zero Accident Award) Penghargaan Kecelakaan Nihil (Zero Accident Award)	Menteri Ketenagakerjaan Republik Indonesia Minister of Manpower of the Republic of Indonesia
01 April 2021 April 01, 2021	Penghargaan Program Pencegahan dan Penanggulangan Covid-19 di Tempat Kerja - Kategori GOLD Award for the Covid-19 Prevention and Control Program in the Workplace – GOLD Category	Menteri Ketenagakerjaan Republik Indonesia Minister of Manpower of the Republic of Indonesia
BEL		
22 April 2021 April 22, 2021	Penghargaan Kecelakaan Nihil periode 1 Jan 2018 – 31 Des 2020 Zero Accident Award period of Jan 1, 2018 – Dec 31, 2020	Gubernur Aceh Aceh Governor
CK		
25 Februari 2021 February 25, 2021	Penghargaan Kecelakaan Nihil periode 1 Jan 2018 – 31 Des 2020 Zero Accident Award period of Jan 1, 2018 – Dec 31, 2020	Gubernur Aceh Gubernur Aceh
22 April 2021 April 22, 2021	Penghargaan Kecelakaan Nihil periode 1 Jan 2018 – 31 Des 2020 Zero Accident Award period of Jan 1, 2018 – Dec 31, 2020	Menteri Ketenagakerjaan Republik Indonesia Minister of Manpower of the Republic of Indonesia
22 April 2021 April 22, 2021	Penghargaan Kecelakaan Nihil periode 1 Jan 2018 – 31 Des 2020 Zero Accident Award period of Jan 1, 2018 – Dec 31, 2020	Menteri Ketenagakerjaan Republik Indonesia Minister of Manpower of the Republic of Indonesia
31 Agustus 2021 August 31, 2021	Penghargaan Kecelakaan Nihil periode 1 Jan 2019 – 31 Des 2020 Zero Accident Award period of Jan 1, 2019 – Dec 31, 2020	Pemerintah Provinsi Kalimantan Timur Government of East Kalimantan Province
xx	Piagam Pratama Pratama Award	Kementerian ESDM Ministry of Energy and Mineral Resources
JASA SERVICES		
SSB		
22 April 2021 April 22, 2021	Penghargaan Kecelakaan Nihil Zero Accident Award	Menteri Ketenagakerjaan Republik Indonesia Minister of Manpower of the Republic of Indonesia
3 Februari 2021 February 3, 2021	Penghargaan Kecelakaan Nihil Zero Accident Award	Pemerintah Provinsi Kalimantan Selatan Balai Keselamatan dan Kesehatan Kerja (K3) (Menakertrans) Samarinda South Kalimantan Provincial Government, Occupational Safety and Health(OSH) Center of (Minister of Manpower and Transmigration) Samarinda

Penghargaan & Sertifikasi

Award & Certifications

Penghargaan | Award

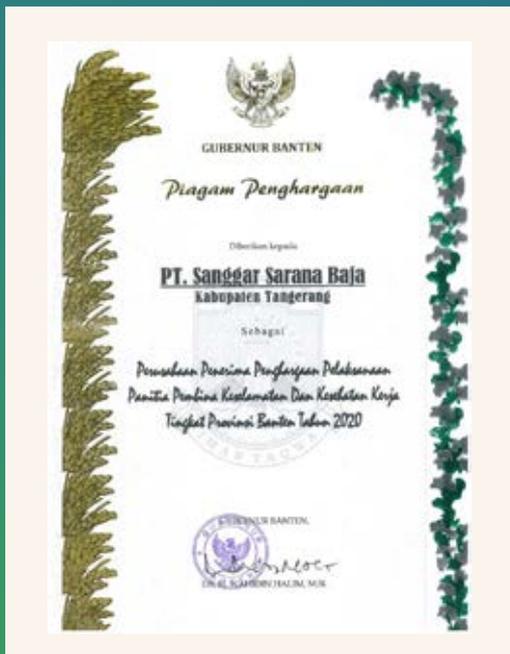
Tanggal Date	Penghargaan Award	Lembaga yang memberikan Awarding Body
22 April 2021 April 22, 2021	Penghargaan Kecelakaan Nihil Zero Accident Award	Menteri Ketenagakerjaan Republik Indonesia Minister of Manpower of the Republic of Indonesia
22 April 2021 April 22, 2021	Piagam Penghargaan Kategori: Platinum Certificate of Merit, Category: Platinum	Menteri Ketenagakerjaan Republik Indonesia Minister of Manpower of the Republic of Indonesia
31 Agustus 2021 August 31, 2021	Penghargaan Program P2 COVID-19 di tempat kerja Kategori Platinum P2 COVID-19 Program Award at Work Platinum Category	Gubernur Kalimantan Timur East Kalimantan Governor
29 April 2021 April 29, 2021	Piagam Penghargaan Juara I Kategori: Proses Kerja yang Sudah Terimplementasi (PK-E) Award Certificate for First Place Category: Implemented Work Process (PK-E)	PT Kaltim Prima Coal PT Kaltim Prima Coal
	Piagam Penghargaan pelaksanaan panitia keselamatan dan Kesehatan kerja Certificate of appreciation for the implementation of the occupational safety and health committee	Gubernur Pemerintah Provinsi Banten Governor of Banten Province Government
LOGISTIK LOGISTIC		
CKB		
	Penghargaan Safety Accountability Terbaik untuk Site CK Best Safety Accountability Award for CK Site	PT Cipta Kridatama PT Cipta Kridatama
	Penghargaan Safety Leadership Principle Award Safety Leadership Principle Award Sertifikasi Kategori Emas SMK (Sistem Manajemen Keselamatan) Transportasi Kamselindo Gold Category Certification of Kamselindo Transportation Safety Management System	Asosiasi Keamanan dan Keselamatan Indonesia (Kamselindo) Indonesian Safety and Security Association (ISSA)





Penghargaan & Sertifikasi

Award & Certifications





SERTIFIKASI | Certification [102-12]

MINING VALUE CHAIN

TIA

ISO 9001:2015
Sistem Manajemen Mutu
Masa Berlaku
20 Desember 2019- 19 Desember 2022
SGS United Kingdom Ltd

ISO 9001:2015
Quality Management System
Validity period of
December 20, 2019- December 19, 2022
SGS United Kingdom Ltd

ISO 14001:2015
Masa Berlaku
20 Desember 2019- 19 Desember 2022
SGS United Kingdom Ltd

ISO 14001:2015
Validity period of December 20,
2019- December 19, 2022
SGS United Kingdom Ltd

ISO 45001:2018
Sistem Manajemen Kesehatan
dan Keselamatan Kerja
Masa Berlaku
17 Februari 2020- 18 Desember 2022
SGS United Kingdom Ltd

ISO 45001:2018
Occupational Health and Safety
Management System
Validity period of February 17,
2020- December 18, 2022
SGS United Kingdom Ltd

MIFA

ISO 14001:2015 dari PT. SGS Internasional
ISO 14001:2015 From PT. SGS International

CK

ISO 9001:2015
Sistem Manajemen Mutu
Masa Berlaku
5 Maret 2020- 5 Desember 2022
SGS United Kingdom Ltd

ISO 9001:2015
Quality Management System
Validity period of March 5,
2020 – December 5, 2022
SGS United Kingdom Ltd

ISO 14001:2015
Sistem Manajemen Lingkungan
Masa Berlaku
5 Maret 2020- 5 Desember 2022
SGS United Kingdom Ltd

ISO 14001:2015
Environment Management System
Validity period of March 5,
2020 – December 5, 2022
SGS United Kingdom Ltd

ISO 45001:2018
Sistem Manajemen Kesehatan
dan Keselamatan Kerja
Masa Berlaku
5 Maret 2020- 5 Desember 2022
SGS United Kingdom Ltd

ISO 45—1:2018
Occupational Health and Safety
Management System
Validity period of March 5,
2020 – December 5, 2022
SGS United Kingdom Ltd

PWP

Ijin Niaga Umum (INU)
Bahan Bakar Minyak
Masa Berlaku
19 November 2019-11 November 2029
Kementerian Energi dan
Sumber Daya Mineral

General Trading Permit (INU) for Oil Fuel
Validity period of November 19,
2019- November 11, 2029
Ministry of Energy and Mineral Resources

Sertifikat Izin Usaha
Masa Berlaku
19 November 2019-11 November 2029
Modal

Business License Certificate
Validity period of
November 19, 2019- November 11, 2029
Capital

Persetujuan Layak Operasi (PLO)
Depot Bahan Bakar Minyak di Kawasan
Tambang PT Mifa Bersaudara,
Meulaboh Aceh Barat Masa Berlaku
27 Januari 2020-14 Agustus 2023
Kementerian Energi dan
Sumber Daya Mineral

Operational Approval (PLO) for Oil Fuel
Depot in the Mining Area of PT Mifa
Brothers, Meulaboh Aceh Barat
Validity Period of January 27,
2020- August 14, 2023
Ministry of Energy and Mineral Resources

SERTIFIKASI | Certification [102-12]

Persetujuan Layak Operasi (PLO) Depot Bahan Bakar Minyak di Kawasan Tambang PT TIA, Sebamban Tanah Bumbu, Kalimantan Selatan
Masa Berlaku
25 Maret 2019-12 Februari 2023
Kementerian Energi dan Sumber Daya Mineral
Operational Approval (PLO) for Oil Fuel Depot in PT TIA Mining Area, Sebamban Tanah Bumbu, South Kalimantan
Validity period March 25, 2019- February 12, 2023
Ministry of Energy and Mineral Resources

Surat Izin Usaha Perdagangan
Sejak 30 Juli 2019
Pemerintah Republik Indonesia
Business license
Since July 30, 2019
Government of the Republic of Indonesia

JASA SERVICES

SSB

ISO 9001:2015
Sistem Manajemen Mutu
Masa Berlaku
2020- 2023
TUV Nord Indonesia
ISO 9001:2015
Quality Management System
Validity period of 2020-2023
TUV Nord Indonesia

ISO 14001:2015
Sistem Manajemen Lingkungan
Masa Berlaku
2020- 2023
TUV Nord Indonesia
ISO 14001:2015
Environment Management System
Validity period of 2020-2023
TUV Nord Indonesia

ISO 45001:2018
Sistem Manajemen Kesehatan dan Keselamatan Kerja
Masa Berlaku
2020- 2023
TUV Nord Indonesia
ISO 45001:2018
Occupational Health and Safety Management System
Validity period of 2020-2023
TUV Nord Indonesia

Certificate of Authorization ASME S Stamp
Masa Berlaku
6 Desember 2020-6 Desember 2023
The American Society of Mechanical Engineers
Certificate of Authorization ASME S Stamp
Validity period of December 6, 2020 – December 6, 2023
The American Society of Mechanical Engineers

Certificate of Authorization ASME U Stamp
Masa Berlaku
6 Desember 2020-6 Desember 2023
The American Society of Mechanical Engineers
Certificate of Authorization ASME U Stamp
Validity period of December 6, 2020 – December 6, 2023
The American Society of Mechanical Engineers

Certificate of Authorization ASME U2 Stamp
Masa Berlaku
6 Desember 2020-6 Desember 2023
The American Society of Mechanical Engineers
Certificate of Authorization ASME U2 Stamp
Validity period of December 6, 2020 – December 6, 2023
The American Society of Mechanical Engineers

Certificate of Authorization ASME R Stamp
Masa Berlaku: 6 Desember 2020-6 Desember 2023
The National Board of Boiler & Pressure Vessel Inspectors

Certificate of Authorization ASME R Stamp
Validity period of December 6, 2020 – December 6, 2023
The National Board of Boiler & Pressure Vessel Inspectors

LOGISTIK LOGISTIC

CKB

ISO 9001:2015
Sistem Manajemen Mutu
Masa Berlaku
15 Oktober 2019- 19 Agustus 2022
TUV Rheinland Indonesia
ISO 9001:2015
Quality Management System
Validity period of October 15, 2019 – August 19, 2022
TUV Rheinland Indonesia

ISO 45001:2018
Sistem Manajemen Kesehatan dan Keselamatan Kerja
Masa Berlaku 26 Juni 2019-25 Juni 2022
TUV Rheinland Indonesia
ISO 45001:2018
Occupational Health and Safety Management System
Validity period of June 26, 2019 – June 25, 2022-04-14 TUV Rheinland Indonesia

Sertifikat Perpanjangan Pengakuan sebagai Authorized Economic Operator (AEO)
Masa Berlaku: 25 Januari 2021-25 Januari 2026
Direktur Jenderal Bea dan Cukai
Certificate of Extension of Recognition as an Authorized Economic Operators (AEO)
Validity period January 25, 2021- January 25, 2026
Director General of Customs







E Environmental

NDAQ E1

EMISI GAS RUMAH KACA
GHG EMISSIONS

[GRI 305-1] [GRI 305-2] [GRI 305-3]
[305-5][305-6][305-7]



Pendekatan Manajemen [GRI 103-2]

Perusahaan merespon perubahan iklim dengan melakukan pengendalian emisi Gas Rumah Kaca (GRK) baik emisi langsung maupun tidak langsung melalui pemantauan dan perhitungan emisi. Hal itu tercantum dalam kebijakan pengurangan pencemar udara. Dalam merespon perubahan iklim tersebut, kami memiliki komitmen untuk mengurangi emisi GRK secara bertahap di semua Grup ABM.

Emisi GRK di ABM ditimbulkan dari kegiatan penambangan dan pengangkutan batubara masuk dalam lingkup *Mining Value Chain* (MVC) ABM, yakni TIA, MIFA, CK, BEL, PWP dan BDD. Sistem perhitungan beban emisi GRK mengacu pada Peraturan Menteri KLHK No.73 Tahun 2017. Apabila ditemukan ketidaksesuaian dengan parameter acuan, fungsi terkait akan melakukan koreksi dengan *Non-Conformity Report* (NCR) atau Rencana Tindakan Perbaikan (RTP). NCR digunakan ketika ada hasil temuan pada saat dilakukan proses audit, sedangkan RTP digunakan untuk temuan insidental dan atau masih dalam tahap dugaan.

Terkait transisi Indonesia menuju pembangunan rendah karbon dan ketahanan iklim, ABM siap mendukung dan mematuhi target-target yang akan ditentukan pemerintah sesuai dengan skenario yang dipetakan Indonesia tahun 2030, 2045, 2050, dan 2070.

Berbagai pendekatan yang dilakukan ABM untuk mencapai komitmen pengurangan emisi GRK, antara lain:

- Penggunaan Biodiesel untuk BBM yang digunakan di *Project*
- Penggunaan teknologi panel surya untuk peralatan yang memerlukan daya listrik seperti peralatan MMS, dan extensiometer
- Penggantian lampu TL dengan lampu LED yang ramah lingkungan
- Sentralisasi genset
- Pemberlakuan *e-reporting*
- Pemasangan lampu PJU dengan sisten panel surya

Management Approach [GRI 103-2]

The company responds to climate change by controlling greenhouse gas (GHG) emissions, both direct and indirect emissions through monitoring and calculating emissions. As stated in the air pollutant reduction policy. In response to climate change, we are committed to reduce GHG emissions gradually across all ABM Groups.

ABM's GHG emissions resulting from coal mining and transportation activities are included in ABM's Mining Value Chain (MVC), namely TIA, MIFA, CK, BEL, PWP, and BDD. The GHG emission load calculation system refers to the Regulation of the Minister of Environment and Forestry Number 73 of 2017. If a discrepancy is found with the reference parameters, the related function will make corrections with a Non-Conformity Report (NCR) or Corrective Action Plan (RTP). NCR is used if any findings are found during the audit process, while RTP is used for incidental findings and/or still in the conjecture stage.

ABM is ready to support and meet the targets that will be set by the Indonesian government according to the scenarios that have been mapped out for 2030, 2045, 2050, and 2070 regarding Indonesia's transition to low-carbon and climate-resilient development.

Various approaches are taken by ABM to achieve its GHG emission reduction commitments, including:

- Use of Biodiesel for the fuel used in the Project
- Use of solar panel technology for equipment that requires electrical power such as MMS equipment, and extensionometers
- Replacement of TL lamps with environmentally friendly LED lamps
- Centralized electricity generator
- Implementation of *e-reporting*
- Installation of PJU lights with a solar panel system

Evaluasi Pendekatan Manajemen [GRI 103-3]

Kebijakan pengendalian emisi GRK dievaluasi secara berkala dengan melakukan perbandingan dari tahun ke tahun. Tanggung jawab dilakukan oleh fungsi *Safety, Health and Environmental* (SHE) dan dievaluasi Direksi melalui mekanisme penilaian pelaporan berkala kepada pihak-pihak berwenang serta pencapaian *Key Performance Indicator* (KPI).

Management Approach Evaluation [GRI 103-3]

GHG emission control policies are evaluated periodically by making comparisons from year to year. These responsibilities are carried out by the Occupational Safety, Health and Environment (SHE) function and evaluated by the Board of Directors on a regular basis through an assessment mechanism, which is recorded to the authorities and the achievement of Key Performance Indicators (KPI).

GRI 102

Pengungkapan Umum | General Disclosures

Strategi | Strategy

NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
NDAQ E1.1	Jumlah total, dalam ekuivalen CO ₂ , untuk Cakupan 1 Total amount, in CO ₂ equivalents, for Scope 1	1.809.481,08 TonCO ₂ eq	GRI 305-2a	Emisi energi GRK (Cakupan 2) tidak langsung kotor Gross location-based energy indirect (Scope 2) GHG emissions	Lihat data pada tabel di bawah ini. Please see data presented in the tables below.
NDAQ E1.2	Jumlah total, dalam ekuivalen CO ₂ , untuk Cakupan 2 Total amount, in CO ₂ equivalents, for Scope 2	23.940,48 TonCO ₂ eq	GRI 305-3a	Emisi GRK (Cakupan 3) tidak langsung lainnya kotor Gross other indirect (Scope 3) GHG emissions	Hasil perhitungan menunjukkan pada tahun 2021 emisi GRK cakupan 3 ABM sebesar 2.844 ton CO ₂ e. The calculation results show that in 2021 the GHG emissions of ABM for scope 3 is 2,844 tons of CO ₂ e.
NDAQ E1.3	Jumlah total, dalam ekuivalen CO ₂ , untuk Cakupan 3 Total amount, in CO ₂ equivalents, for Scope 3	2.844 TonCO ₂ eq	GRI 305-1b GRI 305-2c GRI 305-3b GRI 305-5b	Gas-gas yang termasuk dalam perhitungan Gases included in the calculation	Gas-gas yang termasuk dalam perhitungan dikalkulasi untuk tiap-tiap sumber energi di gunakan perusahaan sesuai dengan penjabaran gas- gas rumah kaca dalam IPCC GHG Protocol. The gases included in the calculation are calculated for each energy source used by the company according to the greenhouse gas description in the IPCC GHG Protocol.
GRI 305-1a	Emisi GRK (Cakupan 1) langsung kotor Gross direct (Scope 1) GHG emissions	Lihat data pada tabel di bawah ini. Please see data presented in the tables below.			

NASDAQ & GRI Criteria Checker		
GRI 305-2b	<p>Emisi GRK cakupan 2 berdasarkan pasar Gross market-based energy indirect Scope 2 GHG emissions</p>	<p>ABM menggunakan listrik dari Perusahaan Listrik Negara (PLN) untuk seluruh area operasional kami di Indonesia. Karena PLN adalah penyedia tunggal dari energi listrik di Indonesia, maka perhitungan market-based indirect scope 2 GHG emission nilainya sama dengan location-based indirect scope 2 GCG emission.</p> <p>ABM uses electricity from the Government-Owned Electricity Company (PLN) for all of our operational areas in Indonesia. Since PLN is the only provider of electrical energy in Indonesia, the market-based indirect GHG emission calculations are the same as the location-based GCG scope 2 emissions.</p>
GRI 305-1c GRI 305-3c	<p>Emisi CO₂ biogenik Biogenic CO₂ emissions</p>	<p>Sampai dengan akhir tahun 2021, ABM tidak mengidentifikasi penggunaan sumber energi dari bahan alam (natural resources) sebagai sumber energi kami. Untuk itu, nilai biogenic emission ABM untuk tahun pelaporan adalah nol.</p> <p>Until the end of 2021, ABM has not identified the use of natural resources as our energy source. Thus, the value of ABM's biogenic emissions for the reporting year is zero.</p>
GRI 305-3d	<p>Kegiatan dan kategori emisi GRK cakupan 3 lainnya yang dimasukkan dalam perhitungan Other indirect Scope 3 GHG emissions categories and activities included in the calculation</p>	<p>Emisi GRK Tidak Langsung (Cakupan 3) dihitung berdasarkan data perjalanan dinas via udara pada tahun 2021.</p> <p>Indirect (Scope 3) GHG emissions are calculated based on official air travel data in 2021.</p>

NASDAQ & GRI Criteria Checker		
GRI 305-1d GRI 305-2d GRI 305-3e	<p>Tahun dasar perhitungan Base year for the calculation</p>	<p>2021</p>
	<p>Alasan pemilihan The rationale for choosing it</p>	<p>ABM menjadikan tahun 2021 sebagai tahun dasar perhitungan kinerja keberlanjutan kami seiring dengan diterbitkannya ABM Sustainability House pada tahun ini.</p> <p>ABM makes 2021 the base year for calculating our sustainability performance in line with the publication of this year's ABM Sustainability House.</p>
	<p>Emisi pada tahun dasar Emissions in the base year</p>	<p>2021</p>
GRI 305-1e GRI 305-2e	<p>Sumber faktor emisi dan nilai potensi pemanasan global (GWP) yang digunakan Source of the emission factors and the global warming potential (GWP) rates used</p>	<p>IPCC GHG Protocol, 2016</p>
GRI 305-1f GRI 305-2f GRI 305-3f	<p>Pendekatan konsolidasi untuk emisi Consolidation approach for emissions</p>	<p>Kontrol finansial Financial Control</p>

NASDAQ & GRI Criteria Checker		
GRI 305-1g GRI 305-2g GRI 305-3g GRI 305-6d GRI 305-7d	Standar, metodologi, asumsi, alat perhitungan yang digunakan Standards, methodologies, assumptions, calculation tools used	Perhitungan Emisi Cakupan 1, 2 dan emisi udara yang signifikan lainnya menggunakan metodologi dan standar IPCC GHG Protocol Perhitungan emisi cakupan 3 menggunakan metodologi yang dikembangkan oleh myclimate.org terkait emisi CO ₂ dari perjalanan udara. Calculation of Scope Emissions 1, 2 and other significant airborne emissions using IPCC GHG Protocol methodologies and standards The calculation of scope emissions 3 uses a methodology developed by myclimate.org regarding CO ₂ emissions from air travel.
GRI 305-5	Pengurangan emisi GRK Reduction of GHG emissions	Pengurangan (reduksi emisi) belum dihitung di tahun 2021 karena menjadi tahun dasar. Reduksi emisi dilaporkan berikutnya. The emission reduction that has not been calculated in 2021 is because it is the base year. The emission reduction will be reported in the next report.
GRI 305-6	Emisi zat perusak ozon (ODS) Emissions of ozone-depleting substances (ODS)	Sampai akhir pelaporan, sudah diidentifikasi dan dikendalikan tetapi belum di kuantifikasi. As of the end of reporting, it has been identified and measured but not yet quantified.

NASDAQ & GRI Criteria Checker		
GRI 305-7a	Emisi udara yang signifikan dalam kilogram atau kelipatannya untuk NOx, SOx, polutan organik yang persisten (POP), senyawa organik yang mudah menguap (VOC), polutan berbahaya (HAP), dan materi partikulat (PM) Significant air emissions, in kilograms or multiples, for each of the following NOx, SOx, Persistent organic pollutants (POP), Volatile organic compounds (VOC), Hazardous air pollutants (HAP), Particulate matter (PM)	Emisi udara yang signifikan lainnya bersumber dari genset crusher, genset conveyor, dan genset office yang berlokasi di tambang, pelabuhan dan lokasi penunjang lainnya. Perhitungan ini hanya dilakukan di wilayah operasi tambang ABM. Other significant air emissions come from crusher generators, conveyor generators, and office generators located in mines, ports, and other supporting locations. This calculation is only carried out in ABM's mining operation area.



[GRI 305-1a] [GRI 305-2a] Emisi GRK
GHG EMISSIONS (TonCO₂eq)

Unit Bisnis Business Unit	2019	2020	2021
Mining Value Chain			
Emisi GRK Cakupan 1 Langsung Kotor Gross direct (Scope 1) GHG emissions	456.951,51	640.339,59	835.444,48
Emisi energi GRK (Cakupan 2) tidak langsung kotor Gross location-based energy indirect (Scope 2) GHG emissions	13.237,38	14.026,38	14.786,88
Engineering Services (SSB)			
Emisi GRK Cakupan 1 Langsung Kotor Gross direct (Scope 1) GHG emissions	-	-	958.986,18
Emisi energi GRK (Cakupan 2) tidak langsung kotor Gross location-based energy indirect (Scope 2) GHG emissions	1.327,53	1.241,80	2.393,89
Logistic (CKB)			
Emisi GRK Cakupan 1 Langsung Kotor Gross direct (Scope 1) GHG emissions	-	-	15.050,43
Emisi energi GRK (Cakupan 2) tidak langsung kotor Gross location-based energy indirect (Scope 2) GHG emissions	-	-	6.759,71
Total Emisi GRK Cakupan 1 Langsung Kotor Total Gross direct (Scope 1) GHG emissions	456.951,51	640.339,59	1.809.481,08
Total Emisi energi GRK (Cakupan 2) tidak langsung kotor Total Gross location-based energy indirect (Scope 2) GHG emissions	14.564,92	15.268,18	23.940,48
Total Emisi GRK Total GHG emissions	471.516,43	655.607,78	1.833.421,56
Intensitas Emisi (TonCO₂-eq/US\$) Emissions Intensity (TonCO ₂ -eq/US\$)	0,000796	0,001081	0,001794

[GRI 305-7] Emisi Udara yang Signifikan
Significant Air Emissions

Pengukuran Kadar Emisi Emission Levels Measurement	Baku Mutu Quality Standards	Satuan Unit	TIA			MIFA		
			2019	2020	2021	2019	2020	2021
Lokasi Tambang Mine location								
Kadar Emisi Sulfur Dioksida Sulfur Dioxide Emission rate	<150	mg/Nm ³	tidak diukur* not measured*	tidak diukur** not measured**	tidak diukur* not measured*	5,48	0,86	2,14
Kadar Emisi Nitrogen Dioksida Nitrogen Dioxide Emission rate	<200	mg/Nm ³	tidak diukur** not measured**	tidak diukur** not measured**	60,77	229,47	35,04	28,93
Kadar Emisi Karbon Monoksida Carbon Monoxide Emission rate	<10000	mg/Nm ³	tidak diukur** not measured**	tidak diukur** not measured**	133,14	86,59	49,39	33,13
Lokasi pelabuhan Port Location								
Kadar Emisi Nitrogen Dioksida Nitrogen Dioxide Emission rate	<200	mg/Nm ³	43	<2	352,68	87,24	78,36	34,3
Kadar Emisi Karbon Monoksida Carbon Monoxide Emission rate	<10000	mg/Nm ³	451	22	451,43	98,08	91,08	37,05
Lokasi Penunjang Support Location								
Kadar Emisi Nitrogen Dioksida Nitrogen Dioxide Emission rate	<200	mg/Nm ³	tidak diukur** not measured**	<2	tidak diukur** not measured**	168,24	32,64	28,44
Kadar Emisi Karbon Monoksida Carbon Monoxide Emission rate	<10000	mg/Nm ³	tidak diukur** not measured**	31	tidak diukur** not measured**	94,22	56,49	32,53
Pengukuran Kadar Emisi Emission Levels Measurement	Baku Mutu Quality Standards	Satuan Unit	BEL			CK		
			2019	2020	2021	2019	2020	2021
Lokasi Tambang Mine location								
Kadar Emisi Sulfur Dioksida Sulfur Dioxide Emission rate	800	mg/Nm ³	16,79	24,61	33,61	Tidak Ada Kewajiban Regulasi No Regulatory Obligations		
Kadar Emisi Nitrogen Dioksida Nitrogen Dioxide Emission rate	1000	mg/Nm ³	146,18	42,06	47,32	601,2	862,52	492,7
Kadar Emisi Karbon Monoksida Carbon Monoxide Emission rate	600	mg/Nm ³	95,38	111,51	56,87	311,32	342,14	156,18

* Berdasarkan Permen LH No 14 tahun 2014, Genset dengan kapasitas <570 KVA, SO₂ tidak wajib diukur

** Berdasarkan Permen LH No 14 tahun 2014, Genset dengan kapasitas <570 KVA, sampling dilakukan 3 tahun sekali

* Based on the Minister of Environment Regulation No. 14 of 2014, SO₂ are not required to be measured since the capacity of the Gensets <570 KVA

** Based on the Minister of Environment Regulation No. 14 of 2014, sampling is done every 3 years for Gensets with a capacity of <570 KVA,

NDAQ E2

INTENSITAS EMISI EMISSIONS INTENSITY

[GRI 305-4]

Pendekatan Manajemen [GRI 103-2]

Kementerian PPN/Bappenas telah memproyeksikan penurunan intensitas emisi Gas Rumah Kaca (GRK) Indonesia dapat turun 22% jika menjalankan Pembangunan Rendah Karbon Indonesia (*Low Carbon Development Indonesia - LCDI*). Hal ini yang mendasari ABM untuk turut berkontribusi dalam menurunkan intensitas emisi GRK di lingkup Perusahaan. Hal itu dituangkan dalam kebijakan pengurangan pencemar udara yang menjadi respon kami untuk menjalankan komitmen tersebut.

Perhitungan emisi ABM dihitung berdasarkan pendapatan, yakni total emisi yang dihasilkan dibagi oleh total pendapatan. Perhitungan berdasarkan pendapatan dilakukan karena ABM memiliki lini bisnis yang berbeda-beda, tidak hanya pertambangan. Adapun pemantauan dan perhitungan intensitas emisi berada dalam tanggung jawab fungsi Safety, Health and Environmental (SHE).

Evaluasi Pendekatan Manajemen [GRI 103-3]

Kebijakan pemantauan dan perhitungan intensitas emisi GRK dievaluasi secara berkala dengan melakukan perbandingan dari tahun ke tahun. Tanggung jawab dilakukan oleh fungsi Safety, Health and Environmental (K3) dan dievaluasi Direksi melalui mekanisme penilaian pelaporan berkala kepada pihak-pihak berwenang serta pencapaian *Key Performance Indicator* (KPI).

Management Approach [GRI 103-2]

The Ministry of National Development Planning/Bappenas projects that Indonesia's Greenhouse Gas (GHG) emission intensity could decrease by 22% if it implements the Indonesia Low Carbon Development (LCDI). This is what underlies ABM to contribute in reducing the intensity of GHG emissions in the Company's environment. This is stated in the air pollutant reduction policy which is our response to carry out this commitment.

The calculation of ABM emissions is calculated based on revenue, namely the total emissions produced divided by the total revenue. ABM uses this revenue calculation because ABM has a different line of business apart from mining. Monitoring and calculating the intensity of these emissions is the responsibility of the Occupational Safety, Health and Environment (K3L) function.

Management Approach Evaluation [GRI 103-3]

Policies for monitoring and calculating GHG emission intensity are evaluated periodically by making comparisons from year to year. This responsibility is carried out by the Occupational Safety, Health and Environment (SHE) function and evaluated by the Board of Directors through a periodic assessment mechanism that is reported to the authorities and the achievement of Key Performance Indicators (KPI).

NDAQ E2

Intensitas Emisi | Emissions Intensity



NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
NDAQ E2.1	Total Emisi GRK Per Keluaran Faktor Total GHG emissions per output scaling factor	1.833.421,56 TonCO ₂ eq	GRI 305-4c	Jenis GRK yang dimasukkan dalam rasio intensitas Types of GHG emission included in the intensity ratio	Cakupan 1 dan cakupan 2 Scope 1 and Scope 2
NDAQ E2.2	Total Emisi non-GRK Per Keluaran Faktor Total non-GHG emissions per output scaling factor	Tidak dilaporkan Not Recorded	GRI 305-4d	Gas-gas yang termasuk dalam perhitungan Gases included in the calculation	Gas-gas yang termasuk dalam perhitungan dikalkulasi untuk tiap-tiap sumber energi di gunakan perusahaan sesuai dengan penjabaran gas- gas rumah kaca dalam IPCC GHG Protocol. The gases included in the calculation are calculated for each energy source used by the company in accordance with the greenhouse gas description in the IPCC GHG Protocol.
GRI 305-4a	Rasio intensitas emisi GRK untuk organisasi GHG emissions intensity ratio for the organization	0,001794 Ton CO ₂ -eq/ US\$. Untuk data rasio intensitas lainnya dapat dilihat di tabel [GRI 305-1] For other intensity ratio data can be seen in the table [GRI 305-1]			
GRI 305-4b	Metrik khusus organisasi yang dipilih untuk menghitung rasio Organization-specific metric chosen to calculate the ratio	Unit moneter (Pendapatan) Monetary units (Revenue)			



Pengoperasian PLTBg Sebagai Upaya Penurunan Emisi Karbon

ABM melalui anak usahanya, PT Anzara Janitra Nusantara (AJN), telah memulai pengembangan pembangkit listrik berbasis Energi Baru Terbarukan (EBT). AJN telah mengoperasikan Pembangkit Listrik Tenaga Biogas (PLTBg) “Sukadamai” berkapasitas 2,4 MW berbasis pemanfaatan limbah cair Pabrik Kelapa Sawit (PKS) atau Palm Oil Mill Effluent (POME). Tenaga listrik yang dihasilkan kemudian dijual kepada Perusahaan Listrik Negara (PLN) dengan skema Perjanjian Jual Beli Listrik (PJBL) dengan jangka waktu kontrak pembelian listrik selama 20 tahun. PLTBg ini memiliki kapasitas maksimum penangkapan biogas sebesar 1.141 Nm³ per jam yang setara dengan 27.384 Nm³ per hari, atau setara dengan pembangkitan energi listrik maksimum rata-rata sebesar 14.822 MWh per tahun.

Sepanjang 2021, AJN secara konsisten telah mengolah POME sebanyak 79.035 m³ yang menghasilkan biogas sebesar 4.453.855 Nm³/tahun. Dari hasil pengolahan tersebut dihasilkan energi listrik bersih sebesar 7.677.200 kWh di tahun pertama fiskal perusahaan. Untuk meningkatkan kualitas produksi dan operasi pembangkit, AJN terus melakukan peningkatan di aspek teknis, sehingga diharapkan dapat memenuhi target minimum produksi tahunan sebesar 8.640 MWh.

Proyek ini memberikan kontribusi positif terutama pada aspek lingkungan hidup. AJN membantu penurunan emisi karbon melalui penangkapan gas metana (CH₄) yang berasal dari limbah cair pengolahan kelapa sawit menjadi bahan baku untuk memproduksi energi listrik. Hasil akhir pengolahan bahan baku ini berupa effluent tidak berbahaya yang dimanfaatkan secara langsung sebagai bahan baku pupuk kompos perkebunan kelapa sawit.

Dari aspek sosial, PLTBg Sukadamai telah membuka peluang kerja bagi masyarakat setempat baik selama proses konstruksi maupun operasi. Tim *Operation and Maintenance* (O&M) akan melibatkan karyawan lokal dengan persentase sebesar 55% yang berasal dari desa sekitar. Dampak tidak langsung lain yang dihasilkan adalah terbukanya beragam lapangan pekerjaan untuk masyarakat setempat seiring dengan penambahan elektrifikasi di desa.

PLTBg Operation as an Effort to Reduce Carbon Emissions

ABM through its subsidiary, PT Anzara Janitra Nusantara (AJN), has started the construction of a power plant based on New and Renewable Energy (EBT). AJN has operated the Sukadamai Biogas Power Plant (PLTBg) with a capacity of 2.4 MW based on the utilization of Palm Oil Mill Effluent (POME) liquid waste. The produced electricity is then sold to the State Electricity Company (PLN) under a Power Purchase Agreement (PJBL) scheme with a 20-year power purchase contract. This PLTBg has a maximum biogas capture capacity of 1,141 Nm³ per hour which is equivalent to 27,384 Nm³ per day, or equivalent to an average maximum electricity generation of 14,822 MWh per year.

Throughout 2021, AJN consistently processed 79,035 m³ of POME, producing 4,453,855 Nm³ of biogas/year. Net processing power of 7,677,200 kWh was generated in the company's first fiscal year. AJN continues to make improvements in technical aspects to improve the quality of production and factory operations, so that it is expected to meet the minimum annual production target of 8,640 MWh.

This project has made a positive contribution, especially in the environmental aspect. AJN has helped reduce carbon emissions by capturing methane gas (CH₄) from palm oil processing waste into raw material for electricity generation. The end result of processing this raw material is a harmless liquid waste which is directly used as raw material for making compost for oil palm plantations.

In the social sector, PLTBg Sukadamai has created jobs for the surrounding community, both in construction and operations. The Operation and Maintenance (O&M) team consists of local employees with a percentage of 55% from surrounding villages. The opening of various job opportunities for the local community along with the increase in electrification in the village is another indirect impact for the surrounding community.

NDAQ E3

PENGGUNAAN ENERGI ENERGY USAGE

[GRI 302-1] [GRI 302-2]

Pendekatan Manajemen [GRI 103-2]

Energi menjadi aspek utama bagi ABM dalam menjalankan operasional. Untuk berkontribusi dalam mengurangi emisi GRK, tentu harus selaras dengan penghematan energi yang dilakukan. Pengelolaan energi dilakukan melalui kebijakan efisiensi pemakaian bahan bakar fosil yang diharapkan dapat membantu mengurangi emisi GRK.

Kebutuhan energi primer bersumber dari pasokan bahan bakar yang diperoleh dengan cara membeli dari pemasok. Bahan bakar digunakan pada operasional alat berat, kendaraan kecil, serta genset untuk kebutuhan listrik harian. Di area tambang di Kabupaten Aceh Barat, sebagian kebutuhan listrik dipasok oleh PLN sebagai sumber energi cakupan dua.

Berbagai inisiatif dan program efisiensi energi lainnya dilaksanakan di setiap unit bisnis seperti pemanfaatan solar panel, konversi genset ke listrik PLN, dan substitusi ke lampu LED. Strategi pengelolaan energi di ABM mengacu pada ketentuan-ketentuan yang diatur dalam Peraturan Menteri ESDM No.14 Tahun 2012 tentang Manajemen Energi.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Pengelolaan energi menjadi tanggung jawab fungsi Safety, Health and Environmental (SHE) pada entitas anak, dan dievaluasi melalui mekanisme penilaian kinerja berdasarkan pelaporan berkala serta pencapaian *Key Performance Indicator* (KPI).

Management Approach [GRI 103-2]

Energy is a main aspect for ABM in carrying out its operations. ABM must be in line with energy saving mode to contribute to GHG emission reduction. Energy management is carried out through a policy of efficient use of fossil fuels which is expected to help reduce GHG emissions.

Primary energy needs are sourced from the supply of fuel obtained from suppliers. This fuel is used in the operation of heavy equipment, small vehicles, and generators for daily electricity needs. In the mining area in Aceh Barat Regency, some part of the electricity needs are supplied by PLN as a secondary energy source

Various other energy efficiency initiatives and programs have been implemented in each business unit, such as solar panel utilization, converting generators to PLN electricity, and replacing LED lights. The energy management strategy in ABM refers to the provisions stipulated in the Regulation of the Minister of Energy and Mineral Resources Number 14 of 2012 concerning Energy Management.

Management Approach Evaluation [GRI 103-3]

Energy management is the responsibility of the Occupational Safety, Health and Environment (K3L) function in the subsidiary environment and is evaluated through the mechanism of periodic performance appraisal reports and the achievement of Key Performance Indicators (KPI).

NDAQ E3

Penggunaan Energi | Energy Usage

NASDAQ & GRI Criteria Checker		
NDAQ E3.1	Total energi langsung yang dikonsumsi Total amount of energy directly consumed	28.427.569,04 Gigajoule
NDAQ E3.2	Total energi tidak langsung yang dikonsumsi Total amount of energy indirectly consumed	77.617,47 GJ
GRI 302-1e	Konsumsi energi total dalam organisasi Total energy consumption within the organization	28.427.569,04 GJ

NASDAQ & GRI Criteria Checker		
GRI 302-1f GRI 302-2b	Standar, metodologi, asumsi, dan/atau alat perhitungan yang digunakan Standards, methodologies, assumptions, and/or calculation tools used	Perhitungan Energi menggunakan metodologi dan standar IPCC GHG Protocol Calculation of Energy using IPCC GHG Protocol methodologies and standards
GRI 302-2a	Konsumsi energi total di luar organisasi Energy consumption outside of the organization	77.617,47 GJ
GRI 302-1g GRI 302-2c	Sumber faktor konversi yang digunakan Sources of the conversion factors used	IPCC GHG Protocol, 2016





NDAQ E4

INTENSITAS ENERGI ENERGY INTENSITY

[GRI 302-3]



Pendekatan Manajemen [GRI 103-2]

Selain memantau dan menghitung konsumsi energi, ABM juga menghitung intensitas energi sebagai jumlah energi yang digunakan untuk menghasilkan produk. Melihat beragamnya lini bisnis Grup ABM dan tidak hanya pertambangan, kami menggunakan perhitungan intensitas energi berdasarkan pendapatan.

Management Approach [GRI 103-2]

Besides monitoring and calculating energy consumption, ABM also calculates energy intensity as the amount of energy used to produce products. We use the energy intensity calculation based on revenue after seeing the diversity of the ABM Group's business lines, not only in mining.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Pengelolaan energi menjadi tanggung jawab fungsi Safety, Health and Environmental (SHE) pada entitas anak, dan dievaluasi melalui mekanisme penilaian kinerja berdasarkan pelaporan berkala serta pencapaian *Key Performance Indicators* (KPI).

Management Approach Evaluation [GRI 103-3]

Energy management is the responsibility of the Occupational Safety, Health and Environment (K3L) function in the subsidiary environment and is evaluated through the mechanism of periodic performance appraisal reports and the achievement of *Key Performance Indicators* (KPI).

NDAQ E4

Intensitas Energi | Energy Intensity



NASDAQ & GRI Criteria Checker

NDAQ E4	Total energi langsung yang digunakan per output scaling factor Total direct energy usage per output scaling factor	28.427.569,04 Gigajoule
GRI 302-3a	Rasio intensitas energi untuk organisasi Energy intensity ratio for the organization	Intensitas Energi dalam Organisasi Energy Intensity Within The Organization: 0,027819 GJ/US\$ Intensitas Energi Luar Organisasi Energy Intensity Outside of The Organization: 0,000076 GJ/US\$ Intensitas Energi terbarukan Solar Panel Renewable Energy Intensity Solar Panels: 0,00000000317 GJ/US\$

NASDAQ & GRI Criteria Checker

GRI 302-3b	Metrik khusus organisasi yang dipilih untuk menghitung rasio Organization-specific metric chosen to calculate the ratio	Unit moneter (Pendapatan) Monetary units (Revenue)
GRI 302-3c	Jenis-jenis energi yang termasuk dalam rasio intensitas Types of energy included in the intensity ratio	Bahan bakar BBM , Bio solar, Listrik dan Solar Panel. Fuel, Bio diesel, Electricity and Solar Panels.
GRI 302-3d	Apakah rasio menggunakan konsumsi energi dalam organisasi, di luarnya, atau keduanya Whether the ratio uses energy consumption within organization, outside of it, or both	Keduanya Both



NDAQ E5

BAURAN ENERGI ENERGY MIX

[GRI 302-1]

Pendekatan Manajemen [GRI 103-2]

Dalam merespon perubahan iklim akibat penggunaan energi tidak terbarukan, ABM telah melakukan beberapa inisiatif untuk menggunakan EBT seperti bahan bakar biofuel B30 yang mengandung 30% bahan bakar nabati. Perusahaan juga mengembangkan pemanfaatan Energi Baru Terbarukan (EBT) melalui panel surya yang tidak menghasilkan emisi GRK, untuk memenuhi sebagian konsumsi listrik. Hal ini merupakan bentuk kontribusi ABM untuk mendukung target pencapaian bauran energi nasional pada 2025 yang terdiri dari bauran Energi Baru Terbarukan (EBT) sebesar 23%, gas bumi 22%, minyak bumi 25%, dan batubara 30%.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Pengelolaan energi menjadi tanggung jawab fungsi Safety, Health and Environmental (SHE) pada entitas anak, dan dievaluasi melalui mekanisme penilaian kinerja berdasarkan pelaporan berkala serta pencapaian *Key Performance Indicators* (KPI).

Management Approach [GRI 103-2]

In response to climate change and due to our use of non-renewable energy, ABM has carried out several NRE initiatives such as the use of B30 biofuel which contains 30% biofuel. The company is also developing the use of New and Renewable Energy (EBT) through solar panels that do not produce GHG emissions, in order to meet some of the electricity consumption. This is a form of ABM's contribution to support the target of achieving the national energy mix by 2025, which consists of a 23% New Renewable Energy (EBT) mix, 22% natural gas, 25% petroleum, and 30% coal.

Management Approach Evaluation [GRI 103-3]

Energy management is the responsibility of the Occupational Safety, Health and Environment (K3L) function in the subsidiary environment and is evaluated through the mechanism of periodic performance appraisal reports and the achievement of Key Performance Indicators (KPI).



NDAQ E5

Bauran Energi | Energy Mix

[GRI 302-1]



NASDAQ & GRI Criteria Checker

NDAQ E5.1	<p>Persentase: Penggunaan energi berdasarkan sumber</p> <p>Percentage: Energy usage by generation type</p>	<p>Konsumsi BBM: 86,76%</p> <p>Konsumsi Listrik: 12,96%</p> <p>Konsumsi Bio solar: 0,27%</p> <p>Fuel Consumption: 86.76%</p> <p>Electricity Consumption: 12.96%</p> <p>BioFuel Consumption: 0.27%</p>
GRI 302-1a	<p>Konsumsi bahan bakar total dalam organisasi dari sumber daya tak terbarukan</p> <p>Total fuel consumption within the organization from non-renewable sources</p>	<p>Lihat tabel GRI 302-1 di bawah ini</p> <p>Please see the GRI 302-2 table below.</p>
GRI 302-1b	<p>Konsumsi bahan bakar total dalam organisasi dari sumber daya terbarukan</p> <p>Total fuel consumption within the organization from renewable sources</p>	<p>Lihat tabel GRI 302-1 di bawah ini</p> <p>Please see the GRI 302-2 table below.</p>
GRI 302-1c	<p>Konsumsi listrik, konsumsi pemanasan, konsumsi pendinginan, konsumsi uap</p> <p>Electricity consumption, heating consumption, cooling consumption, steam consumption</p>	<p>Dalam perhitungan Energi, ABM baru menghitung konsumsi listrik</p> <p>In Energy calculations, ABM just calculates electricity consumption.</p>
GRI 302-1d	<p>Listrik terjual, pemanasan terjual, pendinginan terjual, uap terjual</p> <p>Electricity sold, heating sold, cooling sold, steam sold</p>	<p>Sampai akhir pelaporan, sudah diidentifikasi tetapi belum di kuantifikasi.</p> <p>Until the end of the report, it has been identified but not yet quantified.</p>

NASDAQ & GRI Criteria Checker

GRI 302-4	<p>Pengurangan konsumsi energi</p> <p>Reductions in energy consumption</p>	<p>Pengurangan konsumsi energi belum dihitung di tahun 2021 karena menjadi tahun dasar. Reduksi energi dilaporkan berikutnya.</p> <p>The reduction in energy consumption has not been calculated in 2021 because it is used as the base year. Energy reduction will be reported in the next report.</p>
GRI 302-4c GRI 302-5b	<p>Dasar untuk menghitung pengurangan konsumsi energi seperti tahun dasar atau kondisi awal, termasuk alasan memilih</p> <p>Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it</p>	<p>ABM menjadikan tahun 2021 sebagai tahun dasar perhitungan kinerja keberlanjutan kami seiring dengan diterbitkannya ABM Sustainability House pada tahun ini.</p> <p>ABM has set 2021 as the base year for calculating our sustainability performance in line with the publication of this year's ABM Sustainability House.</p>
GRI 302-4d GRI 302-5c	<p>Standar, metodologi, asumsi, dan alat penghitungan yang digunakan</p> <p>Standards, methodologies, assumptions, and/or calculation tools used</p>	<p>Perhitungan Energi menggunakan metodologi dan standar IPCC GHG Protocol</p> <p>Energy Calculation using IPCC GHG Protocol standard and methodology</p>
GRI 302-5a	<p>Pengurangan pada energi yang dibutuhkan produk dan jasa terjual yang dicapai selama periode pelaporan</p> <p>Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples</p>	<p>Pengurangan konsumsi energi belum dihitung di tahun 2021 karena menjadi tahun dasar. Reduksi energi dilaporkan berikutnya.</p> <p>The reduction in energy consumption has not been calculated in 2021 because it is used as the base year. Energy reduction will be reported in the next report.</p>



GRI 302-1a Konsumsi Bahan Bakar Total dalam Organisasi dari Sumber Daya Tak Terbarukan

Total fuel consumption within the organization from non-renewable sources

Konsumsi Energi Sumber Daya Tak Terbarukan Energy consumption from non-renewable sources	Satuan Unit	2019	2020	2021
MVC				
Konsumsi BBM Fuel Consumption	KiloLiter	159.658,80	781.110,07	561.227,57
Konsumsi Energi Energy Consumption	Giga Joule	6.865.328,21	8.765.463,76	11.393.500,22
Services				
Konsumsi BBM Fuel Consumption	KiloLiter	-	-	305.409,61
Konsumsi Energi Energy Consumption	GigaJoule			13.132.613,23
Logistic				
Konsumsi BBM Fuel Consumption	KiloLiter	187,17	1.049,18	4.793,13
Konsumsi Energi Energy Consumption	GigaJoule	8.048,10	45.114,61	206.104,59
Total	KiloLiter	159.845,96	782.159,24	871.430,31
	GigaJoule	6.873.376,30	8.810.578,38	24.732.218,04

GRI 302-1b Konsumsi Bahan Bakar Total dalam Organisasi dari Sumber Daya Terbarukan

Total Fuel Consumption Within the Organization from Renewable Sources

Konsumsi Energi Sumber Daya Tak Terbarukan Non-renewable Sources consumption	Satuan Unit	2019	2020	2021
MVC				
Bio solar B30	KiloLiter	-	33.679,50	63.830,67
Bio solar B20	KiloLiter	31.358,32	-	-
Solar panel	Kwp	5.076,00	2.700,00	3.240,00
Services				
Bio solar B30	KiloLiter	-	-	-
Bio solar B20	KiloLiter	-	-	-
Solar panel	Kwp	-	-	-
Logistic				
Bio solar B30	KiloLiter	-	-	-
Bio solar B20	KiloLiter	-	-	33.672,00
Solar panel	Kwp	-	-	-
Total		31.358,32	33.679,50	97.502,67
	KiloLiter	5,08	2,70	3,24
Total Konsumsi dalam Organisasi Total Consumption within the Organization		1.188.480,33	1.276.452,94	3.695.351,01
	GigaJoule	5,08	2,70	3,24
Total Pendapatan Bersih Total Net Revenue		592.394.952,00	606.407.376,00	1.021.865.474,00
Intensitas Energi Terbarukan Solar Panel Solar Panel Renewable Energy Intensity		0,00000000857	0,00000000445	0,00000000317
Total Intensitas Energi dalam Organisasi Total Energy Intensity within the Organization		0,013609	0,016634	0,027819

GRI 302-2 Konsumsi energi total di luar organisasi
Energy consumption outside of the organization

Konsumsi Energi Luar Organisasi Energy consumption outside of the organization	Satuan Unit	2019	2020	2021
MVC				
Konsumsi Listrik Electricity Consumption	kWh	10.416.669,00	11.008.905,40	11.389.747,20
	GigaJoule	37.500,01	39.632,06	41.003,09
Services				
Konsumsi Listrik Electricity Consumption	kWh	2.765.702,00	2.661.420,00	2.659.878,00
	GigaJoule	9.956,53	9.581,11	9.575,56
Logistic				
Konsumsi Listrik Electricity Consumption	kWh	-	-	7.510.784,00
	GigaJoule	-	-	27.038,82
Total	kWh	13.182.371,00	13.670.325,40	21.560.409,20
	GigaJoule	47.456,54	49.213,17	77.617,47
Total Pendapatan Bersih Total Net Revenue	(A\$) US\$	592.394.952,00	606.407.376,00	1.021.865.474,00
Intensitas Energi Luar Organisasi Energy Intensity outside of the organization	GJ/US\$	0,000080	0,000081	0,000076





NDAQ E6

PENGGUNAAN AIR WATER USAGE

[GRI 303-1][GRI 303-2][GRI 303-3]
[GRI 303-4][GRI 303-5]



Pendekatan Manajemen [GRI 103-2][303-1]

ABM menggunakan air untuk mendukung kegiatan operasional baik produksi maupun domestik. Kami berkomitmen untuk menggunakan air secara bertanggung jawab, tanpa memengaruhi kualitas sumber air maupun badan air ketika dialirkan kembali. Pengelolaan air menjadi tanggung jawab fungsi SHE dan dipantau secara ketat berdasarkan izin serta regulasi pihak berwenang.

ABM memiliki strategi dan kebijakan pengelolaan air yang diterapkan ke seluruh entitas lini bisnis Perusahaan. Perusahaan menggunakan air yang bersumber dari air tanah air permukaan, dan pembelian dari pihak ketiga. Pemanfaatan sumber air permukaan dan air tanah telah memperoleh izin dari Pemerintah Daerah dalam bentuk Surat Izin Pemakaian Air (SIPA). Perusahaan memberlakukan kebijakan pengawasan dan pemantauan ketat terhadap penggunaan air, untuk memastikan ketersediaan cadangan air di wilayah operasi.

ABM juga senantiasa memastikan kualitas air yang dibuang telah memenuhi standar-standar baku mutu yang ditetapkan. Di lini bisnis terbesar ABM yaitu pertambangan batubara, air dimanfaatkan di fasilitas penunjang proses produksi. Efluen dan ampas yang terbawa bersama air dikelola dalam sistem tertutup pengolahan air. Secara periodik kualitas air olahan ini diperiksa guna memastikan kualitasnya telah sesuai dengan regulasi baku mutu yang telah ditetapkan oleh Pemerintah. Dengan demikian efluen yang dialirkan kembali ke badan air tidak berdampak negatif terhadap keseluruhan ekosistem alami.

Management Approach [GRI 103-2][303-1]

ABM uses water to support domestic production and operations. We are committed to using water responsibly, without affecting the quality of water sources or bodies of water when recycled. Water management is the responsibility of the SHE function and is closely monitored based on permits and regulations from the authorities.

ABM has a water management strategy and policy that is applied to all of the Company's line of business entities. The company uses water sourced from ground water, surface water, and purchases from third parties. Utilization of surface water and ground water sources has obtained a permit from the Regional Government in the form of a Water Use Permit (SIPA). The company enforces a policy of strict supervision and monitoring of water use, to ensure the availability of water reserves in the area of operation.

ABM also always ensures that the quality of the discharged water meets the established quality standards. In ABM's largest business line, namely coal mining, water is used in facilities to support the production process. The effluent and dregs carried with the water are managed in a closed water treatment system. Periodically the quality of this treated water is checked to ensure that its quality complies with the quality standard regulations set by the Government. Thus, the effluent that flows back into the water body does not have a negative impact on the entire natural ecosystem.



Pengelolaan efluen dan ampas batubara dilakukan dengan menerapkan sistem pengolahan air tertutup di kolam-kolam pengendapan. Secara berkala kualitas olahan efluen diperiksa untuk memastikan telah memenuhi baku mutu yang ditetapkan Pemerintah. Dengan demikian efluen yang dialirkan kembali ke badan air, telah memenuhi baku mutu yang ditetapkan Pemerintah.

Management of effluent and coal dregs is carried out by implementing a closed water treatment system in settling ponds. Periodically the quality of processed effluent is checked to ensure that it meets the quality standards set by the Government. Thus, the effluent that is channeled back to the water body has met the quality standards set by the Government.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Management Approach Evaluation [GRI 103-3]

Evaluasi dilakukan Direksi melalui mekanisme penilaian pelaporan berkala kepada pihak-pihak berwenang, serta pencapaian KPI. Dari hasil evaluasi tahun 2020 diketahui Perusahaan telah dapat mengelola pemakaian air serta efluen sesuai peraturan yang berlaku.

Evaluation is carried out by the Board of Directors through an assessment mechanism for reporting periodically to the authorities, as well as the achievement of KPIs. Based on the results of the 2020 evaluation, it is known that the Company has been able to manage the use of water and effluent in accordance with applicable regulations.

NDAQ E6

Penggunaan Air | Water Usage

[GRI 303-1][GRI 303-2][GRI 303-3][GRI 303-4][GRI 303-5]

NASDAQ & GRI Criteria Checker

NDAQ E6.1	Total air yang dikonsumsi Total amount of water consumed	11.580.671.626 liter 11,580,67 Megaliter
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NASDAQ & GRI Criteria Checker

NDAQ E6.2	Total air yang dimanfaatkan kembali Total amount of water reclaimed	100.541.000 liter: 100,54 Megaliter
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NDAQ E6

Penggunaan Air | Water Usage

[GRI 303-1][GRI 303-2][GRI 303-3][GRI 303-4][GRI 303-5]



NASDAQ & GRI Criteria Checker

<p>GRI 303-1a</p> <p>Bagaimana air diambil, dikonsumsi, dan dibuang, serta dampaknya</p> <p>Description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts</p>	<p>Perusahaan menggunakan air yang bersumber dari air tanah dan air permukaan. Pemanfaatan sumber air permukaan telah memperoleh izin dari Pemerintah Daerah dalam bentuk Surat Izin Pemakaian Air (SIPA).</p> <p>Air kemudian dikonsumsi untuk proses produksi dan domestik kemudian dialirkan kembali ke badan air umum. Kegiatan penunjang produksi mengakibatkan fraksi halus dari batubara yang terbawa bersama efluen sehingga menyisakan ampas. Efluen dan ampas batubara berpotensi merusak lingkungan.</p> <p>The company uses water sourced from ground water and surface water. Utilization of surface water sources has obtained a permit from the Regional Government in the form of a Water Use Permit (SIPA).</p> <p>The water is then consumed for domestic production and processing and then returned to public water bodies. Production support activities result in the fine fraction of coal being carried along with the liquid waste, leaving residue. Coal waste and waste have the potential to damage the environment.</p>	
<p>GRI 303-1b</p> <p>Pendekatan yang digunakan untuk mengidentifikasi dampak-dampak terkait air, termasuk ruang lingkup penilaian, kerangka waktu, dan alat atau metodologi.</p> <p>A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used</p>	<p>Pengukuran air menggunakan liter yang diukur secara teknis yang sesuai dengan peraturan daerah dan kementerian KHLK.</p> <p>Water measurement uses technically measured liters in accordance with local regulations and the Ministry of Environment and Forestry.</p>	

NASDAQ & GRI Criteria Checker

<p>GRI 303-1c</p> <p>Bagaimana dampak air ditangani dan bagaimana organisasi bekerja sama dengan para pemasok/pelanggan dengan dampak-dampak terkait air yang signifikan</p> <p>A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts</p>	<p>Pengelolaan efluen dan ampas batubara dilakukan dengan menerapkan sistem pengolahan air tertutup di kolam-kolam pengendapan. Untuk memastikan kadar air sesuai dengan baku mutu maka dilakukan pengukuran secara periodik baik harian, bulanan dan triwulan. Keterlibatan dengan pemangku kepentingan mengenai penggunaan air dapat dilihat di Bab Sosial halaman 165.</p> <p>Management of effluent and coal waste/dregs is carried out by implementing a closed water treatment system in settling ponds. To ensure the water content is in accordance with quality standards, periodic measurements are carried out daily, monthly and quarterly. Engagement with stakeholders regarding water use can be seen in the Social Chapter on page 165.</p>	
<p>GRI 303-1c GRI 303-1d</p> <p>Proses menetapkan tujuan dan target yang berkaitan dengan air yang menjadi bagian dari pendekatan manajemen organisasi, serta bagaimana tujuan dan target tersebut terhubung dengan kebijakan public dan konteks lokal di setiap wilayah yang mengalami stres air.</p> <p>An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress</p>		<p>Wilayah pertambangan ABM tidak berada di potensi top prioritas di 13 titik Aceh yang ditentukan oleh Bappenas karena Wilayah ABM berada di Aceh Barat dan Aceh Raya. Selain itu wilayah pertambangan ABM yang berada di Kalimantan tidak berada di Potensi stres air.</p> <p>The ABM mining area is not in the top priority potential in the 13 points of Aceh determined by Bappenas because the ABM area is located in West Aceh and Greater Aceh. In addition, the ABM mining area in Kalimantan is not in the potential for water stress.</p>





NDAQ E6

Penggunaan Air | Water Usage

[GRI 303-1][GRI 303-2][GRI 303-3][GRI 303-4][GRI 303-5]

NASDAQ & GRI Criteria Checker		
GRI 303-2a	<p>Deskripsi atas rangkaian standar-standar minimum untuk kualitas efluen yang dibuang dan bagaimana standar-standar minimum ditetapkan.</p> <p>A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined</p>	<p>Secara berkala kualitas olahan efluen diperiksa untuk memastikan telah memenuhi baku mutu yang ditetapkan Pemerintah. Dengan demikian efluen yang dialirkan kembali ke badan air, telah memenuhi baku mutu yang ditetapkan Pemerintah. Parameter baku mutu air limbah yang dilepas ke lingkungan (outlet pond) di wilayah Aceh dan Kalimantan selatan berdasarkan Kepmen LH no.13/2003 dan untuk Kalimantan selatan menambahkan peraturan berdasarkan Pergub Kalimantan Selatan no.036/2008.</p> <p>Periodically the quality of processed effluent is checked to ensure it meets the quality standards set by the Government. Thus, the liquid waste that is channeled back to the water body has met the quality standards set by the Government. The standard parameters for the quality of wastewater discharged into the environment (outlet pond) in Aceh and South Kalimantan are based on the Decree of the Minister of the Environment no.13/2003 and the Regulation of the Governor of South Kalimantan No.036/2008 which is specifically for South Kalimantan.</p>
GRI 303-3a	<p>Total pengambilan air dari semua wilayah dalam megaliter</p> <p>Total water withdrawal from all areas in megaliters</p>	<p>Lihat tabel di bawah ini</p> <p>Please see the table below.</p>
GRI 303-3b	<p>Total pengambilan air dari semua wilayah yang mengalami stres air dalam megaliter</p> <p>Total water withdrawal from all areas with water stress in megaliters</p>	<p>Lihat tabel di bawah ini</p> <p>Please see the table below.</p>

NASDAQ & GRI Criteria Checker		
GRI 303-3c	<p>Perincian atas total pengambilan air dari setiap sumber yang tertera di 303-3a dan 303-3b dalam megaliter berdasarkan kategori TDS dan TSS</p> <p>A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories TDS and TSS</p>	<p>Lihat tabel di bawah ini</p> <p>Please see the table below.</p>
GRI 303-3d GRI 303-4e GRI 305-5d	<p>Semua informasi kontekstual yang diperlukan untuk memahami proses penyusunan data, seperti standar, metodologi, dan asumsi yang digunakan.</p> <p>Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used</p>	<p>Perhitungan Air di ABM menggunakan kiloliter</p> <p>Metodelogi standar 303 yang secara teknis telah di water accounting checking. Dan untuk perhitungan curah hujan, kami mengukur secara harian.</p> <p>Meskipun wilayah operasional ABM berada dilokasi 5-6 km dari daerah pemukiman tetapi penggunaan air tidak berdampak bagi masyarakat.</p> <p>The calculation of water in ABM uses kiloliters, namely Methodology Standard 303 which is technically a water accounting check. Also, we measure rainfall every day. Although ABM's operational area is only 5-6 km from residential areas, the use of water has no impact on the community.</p>
GRI 303-4a	<p>Total pembuangan air ke seluruh wilayah dalam megaliter</p> <p>Total water discharge to all areas in megaliters</p>	<p>Lihat tabel di bawah ini</p> <p>Please see the table below.</p>
GRI 303-4b	<p>Perincian total pembuangan air ke seluruh wilayah dalam megaliter berdasarkan kategori TDS dan TSS</p> <p>A breakdown of total water discharge to all areas in megaliters by the following categories TDS and TSS</p>	<p>Lihat tabel di bawah ini</p> <p>Please see the table below.</p>

NDAQ E6

Penggunaan Air | Water Usage

[GRI 303-1][GRI 303-2][GRI 303-3][GRI 303-4][GRI 303-5]

NASDAQ & GRI Criteria Checker

GRI 303-4c	<p>Total pembuangan air ke seluruh wilayah yang mengalami stres air dalam megaliter berdasarkan kategori TDS dan TSS</p> <p>Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories TDS and TSS</p>	<p>Lihat tabel di bawah ini</p> <p>Please see the table below.</p>
GRI 303-4d	<p>Zat-zat prioritas yang patut diperhatikan yang pembuangannya diolah</p> <p>Priority substances of concern for which discharges are treated</p>	<p>Kadar Air pengelolaan ABM mempunyai beberapa zat logam berat seperti Fe, Mn dan Cd tetapi masih dibawah baku mutu standar sehingga sesuai dengan peraturan Kepmen LH no.13/2003 tidak termasuk dalam limbah B3.</p> <p>The water content of ABM water management contains several heavy metals such as Fe, Mn and Cd but is still below the quality standard and in accordance to the Regulation of the Minister of the Environment No. 13 of 2003 which not classified them as hazardous & toxic waste.</p>
GRI 303-5a	<p>Total konsumsi air dari semua wilayah dalam megaliter</p> <p>Total water consumption from all areas in megaliters</p>	11.580,67 Megaliter
GRI 303-5b	<p>Total konsumsi air dari semua wilayah yang mengalami stres air dalam megaliter</p> <p>Total water consumption from all areas with water stress in megaliters</p>	11.580,67 Megaliter

NASDAQ & GRI Criteria Checker

GRI 303-5c	<p>Perubahan dalam penyimpanan air dalam megaliter, jika penyimpanan air telah diidentifikasi sebagai memiliki dampak terkait air signifikan</p> <p>Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact</p>	<p>Tidak ada</p> <p>No</p>
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GRI 303-3 Total Pengambilan Air berdasarkan sumber

Total water withdrawal by the sources

Sumber Source	2019	2020	2021
Air Permukaan Surface water	5.450,88	13.151,11	7.965,32
Air Tanah Groundwater	63,98	73,71	2.819,26
Air yang berasal dari pihak ketiga Third-party water	64,40	60,36	862,74
Total Pengambilan Air Total Water Withdrawal	5.579,25	13.285,18	11.647,32

GRI 303-3a, 303-3c Total Pengambilan Air Berdasarkan Wilayah

Total Water Withdrawal by Region

Lini Bisnis Unit Business	2019			2020			2021		
	Seluruh Area (Megaliter) All Area (Mega liter)	Berdasarkan Freshwater atau Other Water Based on Freshwater atau Other Water		Seluruh Area (Megaliter) All Area (Mega liter)	Berdasarkan Freshwater atau Other Water Based on Freshwater atau Other Water		Seluruh Area (Megaliter) All Area (Mega liter)	Berdasarkan Freshwater atau Other Water Based on Freshwater atau Other Water	
		Freshwater (≤1,000 mg/L Total Dissolved Solids)	Non-freshwater (>1,000 mg/L Total Dissolved Solids)		Freshwater (≤1,000 mg/L Total Dissolved Solids)	Non-freshwater (>1,000 mg/L Total Dissolved Solids)		Freshwater (≤1,000 mg/L Total Dissolved Solids)	Non-freshwater (>1,000 mg/L Total Dissolved Solids)
MINING VALUE CHAIN									
TIA	319,602	319,602	0	304,964	304,964	0	346,640	346,640	0
MIFA	15,019	15,02	0	21,258	21,257506	0	26,169	26,169	0
BEL	0,011	0,01	0	0,016	0,01613568	0	0,023	0,023	0
CK	5.121,380	5.121,38	-	12.841,120	12841,12	-	11.198,888	11198,888	-
PWP	-	-	0	-	0	0	-	-	0
SERVICES									
SSB	8,952	8.952.000,00	0	10,331	10,331	0	8,952	8,952	0
LOGISTIC									
CKB	0,0004017	0,00	0	0,00038156	0,0003816	0	0,0004479	0,0004479	0

GRI 303-4a, 303-4b, 303-4c Total Air yang Dialirkan ke Badan Air Umum Berdasarkan Wilayah

Amount of Water Discharged to Public Watershed

Lini Bisnis Unit Business	Tujuan Pembuangan Tujuan Pembuangan	2019			2020			2021		
		Seluruh Area (Megaliter) All Area (Mega liter)	Berdasarkan Freshwater atau Other Water Based on Freshwater atau Other Water		Seluruh Area (Megaliter) All Area (Mega liter)	Berdasarkan Freshwater atau Other Water Based on Freshwater atau Other Water		Seluruh Area (Megaliter) All Area (Mega liter)	Berdasarkan Freshwater atau Other Water Based on Freshwater atau Other Water	
			Freshwater (≤1,000 mg/L Total Dissolved Solids)	Non-freshwater (>1,000 mg/L Total Dissolved Solids)		Freshwater (≤1,000 mg/L Total Dissolved Solids)	Non-freshwater (>1,000 mg/L Total Dissolved Solids)		Freshwater (≤1,000 mg/L Total Dissolved Solids)	Non-freshwater (>1,000 mg/L Total Dissolved Solids)
MINING VALUE CHAIN										
TIA	Anak Sungai Tributary	2.111,63	-	-	6912,86	-	-	8.960,495	-	-
MIFA	Anak Sungai Tributary	2.189,31	2.189,31	0	3092,23	3092,23	0	2.878,09	2.878,09	0
BEL					1.576,00	1.576,00	0	1.734,00	1.734,00	0

Tambang Kalimantan Selatan* Kalimantan Selatan Mine*	Baku Mutu Quality Standards	2019	2020	2021
		Nilai Perolehan Tertinggi Highest Measurement Result	Nilai Perolehan Tertinggi Highest Measurement Result	Nilai Perolehan Tertinggi Highest Measurement Result
ph	6 - 9	7,7	7	8,1
TSS (mg/L)	≤ 200	3,00	64,00	98,00
Fe (mg/L)	≤ 7	0,033	0,78	6,65
Mn (mg/L)	≤ 4	1,6	1,23	2,48
Cd (mg/L)	≤ 0,05	0,015	0,015	0,014

*Parameter baku mutu air limbah yang dilepas ke lingkungan (outlet pond) berdasarkan Pergub Kalimantan Selatan no.036/2008 dan Kepmen LH no.13/2003

*Parameters of the quality standard of wastewater released into the environment (outlet pond) are based on South Kalimantan Governor Regulation No.036/2008 and Ministry of Environment Decree no.13/2003

Tambang Aceh Aceh Mine	Baku Mutu Quality Standards	2019	2020	2021
		Nilai Perolehan Tertinggi Highest Measurement Result	Nilai Perolehan Tertinggi Highest Measurement Result	Nilai Perolehan Tertinggi Highest Measurement Result
ph	6 - 9	7,12	8,74	8,08
TSS (mg/L)	≤ 200	31,57	93,00	81,50
Fe (mg/L)	≤ 7	0,929	4,02	1,16
Mn (mg/L)	≤ 4	0,339	0,052	0,019
Cd (mg/L)	≤ 0,05	tidak menjadi kewajiban pengukuran no obligation measurement	tidak menjadi kewajiban pengukuran no obligation measurement	tidak menjadi kewajiban pengukuran no obligation measurement

Water Stress

Berdasarkan *Country Water Assessment* oleh Asia Development Bank, secara umum Indonesia tidak mengalami kekurangan air. Namun ada potensi jangka panjang terjadi *water stress* di daerah padat-daerah penduduk seperti Pulau Jawa dan Sumatera. ABM memiliki beberapa entitas usaha yang berlokasi di Jawa dan Sumatera yakni CKB Logistik, SSB, dan CK. Namun seluruh lokasi operasional ABM, baik yang ada di Jawa maupun area lainnya, memiliki komitmen terhadap air sebagai sumber daya bersama yang amat penting bagi masyarakat, lingkungan, dan keberlanjutan operasional kami.

<https://www.adb.org/documents/indonesia-country-water-assessment>

Water Stress

Based on the *Country Water Assessment* by the Asia Development Bank, in general, Indonesia does not experience water shortages. However, there is the potential for long-term water stress to occur in densely populated areas such as Java and Sumatra. ABM has several business entities located in Java and Sumatra, namely CKB Logistik, SSB, and CK. In addition, all of ABM's operational sites, both in Java and elsewhere, are committed to water as a shared resource which is very important for the community, the environment, and the sustainability of our operations.

<https://www.adb.org/documents/indonesia-country-water-assessment>



Upaya-upaya Efisiensi Air dan Penurunan Beban Pencemaran Air

ABM berupaya untuk ketersediaan sumber air dan kualitas air buangan operasional yang akan dilepas ke badan air. Entitas anak pertambangan ABM berinisiatif untuk melakukan program efisiensi air dan konservasi air, baik di area lokasi pertambangan maupun di area pelabuhan khusus perusahaan. Upaya-upaya yang telah dilakukan adalah memanfaatkan kembali hasil olahan air limpasan tambang (*water run off*) yang telah dinormalisasi di kolam pengendapan (*settling pond*). Air ini dimanfaatkan kembali untuk mendukung aktivitas operasional yaitu: penyiraman jalan hauling untuk mengurangi dampak debu, pencucian unit *light vehicle* (LV), serta penyiraman bibit tanaman di area reklamasi.

Efforts in Water Efficiency and Reducing Water Pollution Load

ABM puts efforts in the availability of water sources and the quality of operational wastewater that will be released into water bodies. ABM's mining subsidiary took the initiative to carry out water efficiency and water conservation programs, both in the mining site area and in the company's special port area. Efforts that have been made are to reuse the processed water run off which has been normalized in the settling pond. This water is reused to support operational activities, namely: watering hauling roads to reduce the impact of dust, washing light vehicle (LV) units, and watering plant seeds in reclamation areas.

Pengendalian Air Melalui Kolam Pengendapan

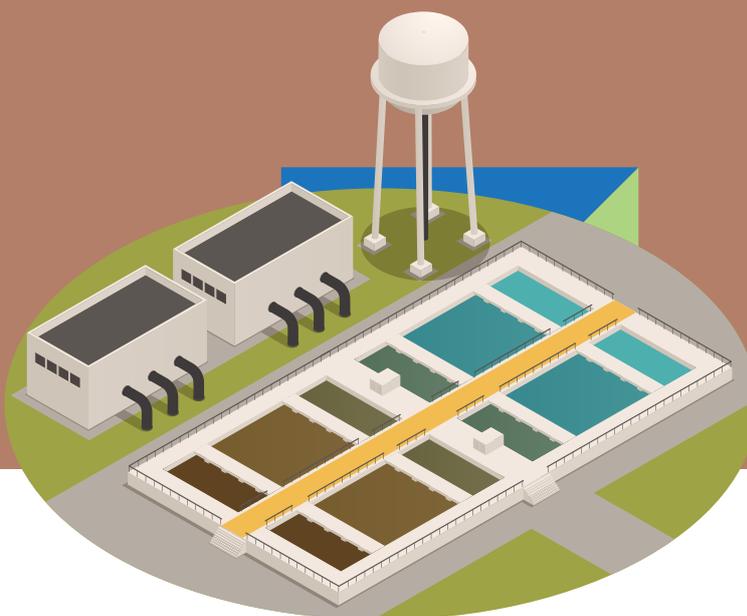
Untuk menurunkan potensi penurunan kualitas di badan air, perusahaan membuat kolam pengendapan (*settling pond*) untuk mengelola air limpasan tambang. Efluen ini berasal dari *run off* kegiatan penambangan dan pengolahan batu bara. Pengelolaan limpasan air tambang dilakukan dengan cara mengalirkan ke tampungan sementara atau kolam pengendapan (*settling pond*). Di dalam kolam ini dilakukan pengolahan air secara fisika, yaitu pengendapan alami, dan secara kimia yaitu dengan cara menambahkan bahan kimia koagulan dan kapur yang berfungsi untuk menetralsir tingkat keasaman air. Hasil olahan kolam pengendapan dipantau secara terus menerus dengan menggunakan peralatan "*sparing*", sesuai dengan pemenuhan asas kepatuhan Peraturan Menteri Lingkungan Hidup dan Kehutanan Republik Indonesia No. P.93/MENLHK/SETJEN/KUM.1/8/2018.

Water Control Through Settlement Pond

To reduce the potential for quality degradation in water bodies, the company builds a settling pond to manage mine water runoff. This effluent comes from water runoff from coal mining and processing activities. Mine water runoff is managed by draining it into a temporary reservoir or settling pond. In this pond, water treatment is carried out physically, by natural precipitation, and chemically, by adding coagulant chemicals and limestone which serves to neutralize the acidity of the water. Processed sedimentation pond results are monitored continuously using "*sparing*" equipment, in accordance with compliance with the principle of compliance with the Regulation of the Minister of Environment and Forestry of the Republic of Indonesia No. P.93/MENLHK/SETJEN/KUM.1/8/2018

Secara konsolidasi, serangkaian Inisiatif ini mampu meningkatkan besaran daur ulang air dari 1,85 mega liter di 2020 menjadi 100,54 mega liter di 2021.

On a consolidated basis, this initiatives was able to increase to increase the amount of water recycling from 1.85 mega liters in 2020 to 100.54 mega liters in 2021.







NDAQ E7

OPERASIONAL LINGKUNGAN ENVIRONMENTAL OPERATIONS

[GRI 103-2][GRI 306][GRI 307-1]

Pendekatan Manajemen [GRI 103-2][307-1]

Dalam menjalankan operasional perusahaan, ABM memiliki standar dan kebijakan lingkungan yang diperbarui secara berkala. ABM sebagai holding dari berbagai lini bisnis mendorong seluruh entitas bisnisnya untuk mencapai standar tertinggi pengelolaan dampak lingkungan hidup. Dalam implementasinya, seluruh standar prosedur operasi diserahkan kepada masing-masing anak perusahaan sesuai kebutuhan dan peraturan yang berlaku.

Terkait dengan limbah, pengelolaan dan pengolahan limbah dilakukan sesuai bentuk dan karakteristik limbah, baik dilakukan sendiri maupun diserahkan pihak ketiga berizin. Limbah di ABM terbagi menjadi dua jenis, yakni limbah mengandung Bahan Berbahaya dan Beracun (B3) dan limbah bukan B3 (non-B3).

Selama periode pelaporan, ABM tidak mendapatkan denda atau sanksi non-moneter akibat ketidakpatuhan terhadap undang-undang dan/atau peraturan lingkungan hidup.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Evaluasi terhadap kebijakan dan strategi pengelolaan lingkungan terkait energi, emisi, air, dan limbah selalu dilakukan secara berkala dan akan dilakukan pembaruan sesuai dengan peraturan dan perkembangan terkini.

Management Approach [GRI 103-2][307-1]

In running the company's operations, ABM has environmental standards and policies that are updated regularly. ABM as a holding company for various business lines encourages all business entities to achieve the highest standards of environmental impact management. In its implementation, all standard operating procedures are issued by each subsidiary in accordance with applicable regulations and needs.

For waste, our waste management and processing is carried out according to the form and characteristics of the waste, either done independently or handed over to a third party who has a permit. Waste in ABM is divided into two types, namely waste containing Hazardous and Toxic Waste (B3) and Non-Hazardous and Toxic Waste (non-B3).

ABM always complies with every regulation issued by the government and do not receive any fines or non-monetary sanctions during the reporting period for not complying with environmental laws and/or regulations.

Management Approach Evaluation [GRI 103-3]

Evaluation of environmental management policies and strategies related to energy, emissions, water, and waste is always carried out regularly and will be updated in accordance with the latest regulations and developments.



NDAQ E7

Operasional Lingkungan | Environmental Operations

[GRI 103-2][GRI 306][GRI 307-1]



NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
NDAQ E7.1	<p>Apakah Perusahaan memiliki kebijakan lingkungan secara resmi?</p> <p>Does your company follow a formal Environmental Policy?</p>	<p>ABM mengadopsi Kebijakan yang dikeluarkan Kementerian ESDM. ABM adopts the Policy issued by the Ministry of Energy and Mineral Resources.</p>	GRI 306-2a	<p>Tindakan yang diambil, termasuk upaya pendekatan sirkuler, untuk mencegah timbulan limbah dalam aktivitas organisasi itu sendiri serta pada bagian hulu dan hilir rantai nilainya, dan untuk mengelola dampak yang signifikan dari timbulan limbah</p> <p>Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated</p>	<p>Lihat tabel GRI 306-2 di bawah ini</p> <p>Please see the GRI 306-2 table below.</p>
NDAQ E7.2	<p>Apakah Perusahaan memiliki kebijakan khusus terkait limbah, air, energi, dan/atau material daur ulang?</p> <p>Does your company follow specific waste, water, energy, and/or recycling policies?</p>	<p>ABM mengadopsi Kebijakan yang dikeluarkan Kementerian ESDM. ABM adopts the Policy issued by the Ministry of Energy and Mineral Resources.</p>	GRI 306-2b	<p>Jika limbah yang timbul dari aktivitas organisasi dikelola oleh pihak ketiga, maka jelaskan proses yang dipakai untuk menentukan apakah pihak ketiga melakukan pengelolaan limbah mengikuti kewajiban kontraktual atau peraturan</p> <p>If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations</p>	<p>Lihat tabel GRI 306-2 di bawah ini</p> <p>Please see the GRI 306-2 table below.</p>
NDAQ E7.3	<p>Apakah Perusahaan menggunakan sistem manajemen energi yang diakui?</p> <p>Does your company use a recognized energy management system?</p>	<p>ABM mengadopsi Kebijakan yang dikeluarkan Kementerian ESDM. ABM adopts the Policy issued by the Ministry of Energy and Mineral Resources.</p>	GRI 306-2c	<p>Proses yang digunakan untuk mengumpulkan dan memantau data terkait limbah</p> <p>The processes used to collect and monitor waste-related data</p>	<p>Pengukuran air menggunakan ton yang diukur secara teknis yang sesuai dengan peraturan daerah dan kementerian KHLK.</p> <p>Water is technically measured in tonnes according to local regulations and the Ministry of Environment and Forestry.</p>
GRI 306-1	<p>Organisasi yang memiliki dampak yang signifikan terkait limbah, baik aktual maupun potensial, penjelasan tentang:</p> <ul style="list-style-type: none"> Masukan, aktivitas, dan keluaran yang menimbulkan atau yang dapat menimbulkan dampak-dampak tersebut Apakah dampak tersebut terkait limbah yang timbul dalam aktivitas organisasi atau limbah yang timbul pada bagian hulu atau hilir rantai nilainya <p>For the organization's significant actual and potential waste-related impacts, a description of:</p> <ul style="list-style-type: none"> The inputs, activities, and outputs that lead or could lead to these impacts; Whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain 	<p>Lihat tabel GRI 306-2 di bawah ini. Untuk aktifitas perawatan dan pengoperasi mesin; Pengecatan unit/equipment; dan Penyepuhan chrome di wilayah operasional SSB, berkerjasama dengan pihak ketiga berijin dan operasional kami telah bersertifikasi ISO 14001 dan ISO 45001.</p> <p>Please see the GRI 306-2 table below. For maintenance and machine operation activities; painting unit/equipment; and chrome plating in SSB operational areas, working with licensed third parties and our operations are ISO 14001 and ISO 45001 certified.</p>	GRI 306-4e		
			GRI 305-5e		



NDAQ E7

Operasional Lingkungan | Environmental Operations

[GRI 103-2][GRI 306][GRI 307-1]



NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
GRI 306-3a	<p>Berat total limbah yang ditimbulkan dalam metrik ton, dan perincian jumlah tersebut menurut komposisi limbah</p> <p>Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste</p>	<p>Lihat tabel GRI 306-3a di bawah ini</p> <p>Please see the GRI 306-3a table below</p>	GRI 306-4c	<p>Berat total limbah tidak berbahaya yang dialihkan dari pembuangan akhir dalam metrik ton, dan perincian jumlah tersebut menurut pengerjaan pemulihan seperti persiapan untuk digunakan kembali, daur ulang, pengerjaan pemulihan lainnya</p> <p>Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: Preparation for reuse, Recycling, Other recovery operations</p>	<p>Lihat tabel GRI 306-4c di bawah ini</p> <p>Please see the GRI 306-4c table below</p>
GRI 306-3b	<p>Informasi kontekstual yang diperlukan untuk memahami data dan cara pengumpulan data</p> <p>Contextual information necessary to understand the data and how the data has been compiled</p>	<p>ABM menghimpun seluruh data limbah dengan mengidentifikasi dengan cara bechmarking, mengukur dan mendokumentasikan limbah yang dihasilkan di seluruh operasional ABM.</p> <p>ABM collects all waste data by identifying, comparing, measuring and documenting all waste generated across ABM operations.</p>	GRI 306-4d	<p>Untuk setiap pengerjaan pemulihan yang tertera dalam Pengungkapan 306 4-b dan 306 4-c, sajikan rincian berat total dalam metrik ton dari limbah berbahaya dan limbah tidak berbahaya yang dialihkan dari pembuangan akhir di tempat dan/atau di luar</p> <p>For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal onsite and/or offsite</p>	N/A
GRI 306-4a	<p>Berat total limbah yang dialihkan dari pembuangan akhir dalam metrik ton, dan perincian jumlah tersebut berdasarkan komposisi limbah.</p> <p>Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste</p>	<p>Lihat tabel GRI 306-4a di bawah ini</p> <p>Please see the GRI 306-4a table below</p>	GRI 306-5a	<p>Berat total limbah yang dikirimkan ke pembuangan akhir dalam metrik ton, dan perincian jumlah tersebut menurut komposisi limbah</p> <p>Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste</p>	<p>Lihat tabel GRI 306-5a di bawah ini</p> <p>Please see the GRI 306-5a table below</p>
GRI 306-4b	<p>Berat total limbah berbahaya (B3) yang dialihkan dari pembuangan akhir dalam metrik ton, dan perincian jumlah tersebut berdasarkan pengerjaan pemulihan seperti persiapan untuk digunakan kembali, daur ulang, pengerjaan pemulihan lainnya</p> <p>Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: Preparation for reuse, Recycling, Other recovery operations</p>	<p>Lihat tabel GRI 306-4b di bawah ini</p> <p>Please see the GRI 306-4b table below</p>			



NDAQ E7

Operasional Lingkungan | Environmental Operations

[GRI 103-2][GRI 306][GRI 307-1]



NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
GRI 306-5b	<p>Berat total limbah bahan berbahaya dan beracun yang dikirimkan ke pembuangan akhir dalam metrik ton, dan perincian total ini menurut cara pembuangan:</p> <ul style="list-style-type: none"> • Insinerasi (dengan perolehan energi) • Insinerasi (tanpa perolehan energi) • Penimbunan (TPA) • Cara pembuangan lainnya <p>Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:</p> <ul style="list-style-type: none"> • Incineration (with energy recovery) • Incineration (without energy recovery) • Landfilling • Other disposal operations 	<p>Lihat tabel GRI 306-5b di bawah ini</p> <p>Please see the GRI 306-5b table below</p>	GRI 306-5d	<p>Untuk setiap cara pembuangan yang tertera dalam Pengungkapan 306 5-b dan 306 5-c, perincian berat total dalam metrik ton dari limbah berbahaya dan limbah non bahan berbahaya dan beracun yang dikirimkan ke pembuangan akhir di tempat dan/atau di luar</p> <p>For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal onsite and/or offsite</p>	<p>Lihat tabel GRI 306-5d di bawah ini</p> <p>Please see the GRI 306-5d table below</p>
GRI 306-5c	<p>Berat total limbah non bahan berbahaya dan beracun yang dikirim ke pembuangan akhir dalam metrik ton, dan perincian jumlah tersebut menurut cara pembuangan:</p> <ul style="list-style-type: none"> • Insinerasi (dengan perolehan energi) • Insinerasi (tanpa perolehan energi) • Penimbunan (TPA) • Cara pembuangan lainnya <p>Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:</p> <ul style="list-style-type: none"> • Incineration (with energy recovery); • Incineration (without energy recovery); • Landfilling; • Other disposal operations. 	<p>Lihat tabel GRI 306-5c di bawah ini</p> <p>Please see the GRI 306-5c table below</p>	GRI 307-1	<p>Denda yang signifikan dan sanksi non-moneter karena ketidakpatuhan terhadap undang-undang dan/atau peraturan tentang lingkungan hidup dalam hal:</p> <ul style="list-style-type: none"> • Nilai moneter total dari denda yang signifikan • Jumlah total sanksi non-moneter • Kasus yang diajukan ke mekanisme penyelesaian sengketa <p>Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:</p> <ul style="list-style-type: none"> • Total monetary value of significant fines • Total number of non-monetary sanctions • Cases brought through dispute resolution mechanisms 	<p>ABM tidak memiliki denda maupun sanksi non-moneter terkait ketidakpatuhan terhadap undang-undang</p> <p>ABM has no record of fines or non-monetary sanctions for non-compliance with the law.</p>



GRI 306-2 Timbulan Limbah dan Dampak-dampak yang Signifikan Terkait Limbah

Waste Generation and Significant Waste-Related Impacts

Lini Bisnis Business Line	Tahapan Kegiatan Activity Stage	Bentuk Timbulan Limbah Form of Waste Generation	Pengaruh Terhadap Lingkungan Influence on the Environment	Pengelolaan Timbulan Limbah Waste Generation Management
Mining Value Chain (TIA, MIFA, CK)	Pembukaan lubang tambang (pit) Open pit mining	Tanah pucuk, lapisan tanah penutup Top soil, Overburden	Perubahan rona lanskap, potensi erosi Landscape changes, erosion potential	Perusahaan melaksanakan reklamasi dan revegetasi kawasan untuk meminimalkan lubang bekas tambang. The Company reclaims & revegetates the mining area to minimize the ex-mining pits.
	Operasi alat berat dan perawatan Heavy equipment operation and maintenance	Limbah yang mengandung bahan berbahaya dan beracun (B3) Hazardous and toxic waste	Potensi pencemaran tanah dan air Potential soil and water pollution	Diserahkan kepada pihak ketiga berizin untuk dikelola/diolah lebih lanjut Sent to licensed third parties for further management/processing.
	Perkantoran dan administrasi Offices and administration	Limbah non-B3 Non-hazardous and toxic waste	Potensi mencemari tanah dan air Potential soil and water pollution	Diolah menjadi kompos, dan sebagian diserahkan ke bank sampah Processed into compost, with some sent to waste banks.
Services (SSB)	Fabrikasi peralatan pertambangan; Perawatan dan perbaikan alat berat; Pengecatan Fabrication of mining equipment; Heavy machinery repair and maintenance; Painting	Limbah B3 Toxic & Hazardous Waste	Potensi pencemaran tanah dan air Potential soil and water pollution	Diserahkan kepada pihak ketiga berizin untuk dikelola/diolah lebih lanjut Sent to licensed third parties for further management/processing.
Logistic (CKB)	Transportasi produk Product Transportation	Limbah B3 dan Non-B3 Toxic & Hazardous Waste Non-hazardous and toxic waste	Potensi pencemaran tanah dan air Potential soil and water pollution	Diserahkan kepada pihak ketiga berizin untuk dikelola/diolah lebih lanjut Handed over to a licensed third party for further management/processing

GRI 306-3a, 306-4a, 306-5a Limbah Menurut Komposisi

Waste by Composition

Komposisi Limbah Waste Composition	Satuan Unit	MVC			Services			Logistic		
		2019	2020	2021	2019	2020	2021	2019	2020	2021
Limbah non B3 Non Hazardous Waste										
Sampah domestik Domestic trash	ton	121.934,94	76.300,38	36.796,60	not reported	not reported	0	not reported	not reported	536
Scrap Besi dan logam bekas Scrap Iron and scrap metal	ton	73,42	356,14	30.073,96	not reported	not reported	24,683	not reported	not reported	0
Kertas Paper	ton	380,19	858,53	0	not reported	not reported	0	not reported	not reported	0
Ban bekas Used tires	ton	494,40	709,34	441,87	not reported	not reported	0	not reported	not reported	0
Limbah B3 Hazardous Waste										
Oli Bekas Used Oil	ton	1.659,12	2.217,35	3.544,37	not reported	not reported	4,904	not reported	not reported	0
Filter Oli Bekas Used Oil Filter	ton	148,18	254,36	306,49	not reported	not reported	0	not reported	not reported	0
Aki/Baterai bekas Used Battery	ton	86,86	52,52	118,08	not reported	not reported	0,2	not reported	not reported	0

Komposisi Limbah Waste Composition	Satuan Unit	MVC			Services			Logistic		
		2019	2020	2021	2019	2020	2021	2019	2020	2021
Bahan padatan terkontaminasi (besi scrap, hose, dll) Contaminated solids (scrap iron, hoses, etc.)	ton	30,18	37,87	24,88	not reported	not reported	0	not reported	not reported	0
Majun bekas dan filter bekas Used majun and Used Filters	ton	67,88	109,73	191,69	not reported	not reported	9,5012	not reported	not reported	0
Barang elektronik bekas Used Electronics	ton	0,07	-	0	not reported	not reported	0	not reported	not reported	0
Air terkontaminasi Contaminated water	ton	50,09	79,02	163,17	not reported	not reported	0	not reported	not reported	0
Kemasan terkontaminasi B3 Hazardous contaminated packaging	ton	15,94	27,11	20,76	not reported	not reported	0	not reported	not reported	0
Selang bekas Use hose	ton	34,93	28,99	44,15	not reported	not reported	0	not reported	not reported	0
Grease bekas Used grease	ton	0	2,2	20,14	not reported	not reported	0	not reported	not reported	0
Limbah medis Medical waste	ton	0	0	0,93	not reported	not reported	0	not reported	not reported	0
Minyak kotor Used oil	ton	0	2,5	1,08	not reported	not reported	0	not reported	not reported	0
Total Limbah non B3 Total Non Hazardous Waste	ton	122.882,95	78.224,38	67.312,53	-	-	24,68	-	-	536,00
Total Limbah B3 Total Hazardous Waste	ton	2.093,84	2.811,63	4.435,92	-	-	14,61	-	-	-

GRI 306-5b, 306-5d Limbah yang Dikirimkan ke Pembuangan Akhir Menurut Cara Pembuangan Waste Sent to Final Disposal According to Disposal Method

Timbulan limbah yang terdiri dari limbah organik dan anorganik dikelola dan dipisahkan sesuai jenisnya. Tersedia tempat sampah yang berbeda untuk memudahkan pemisahan sampah yang sesuai jenisnya.

Generated waste of organic and inorganic waste are managed and separated according to its type. There are different bins available to facilitate the separation of waste according to the type of waste.

Hingga 2021, seluruh Perusahaan di Grup ABM belum memiliki fasilitas insinerasi (pembakaran) pemusnahan sampah.

Up to the end of 2021, all ABM Group's subsidiaries have yet to have our own waste incineration facilities.

Limbah B3 Perusahaan dikumpulkan di TPS dan dipantau secara periodik. Seluruh limbah B3 yang dihasilkan oleh Perusahaan dikirim dan dikelola lebih lanjut oleh pihak ketiga transporter dan pengumpul limbah B3 yang berizin resmi dari Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia.

The Company's hazardous and toxic waste is collected at the local landfill and monitored periodically. All hazardous and toxic waste produced by the Company is sent and further managed by a licensed third party waste transporter and collector who are registered at the Ministry of Environment and Forestry of the Republic of Indonesia.



	UoM	2019	2020	2021
Total Timbulan Limbah B3 Total hazardous waste generated (B3)	ton	2.096,80	2.777,52	3.366,86
Total Limbah B3 yang diolah/dialihkan dari pembuangan akhir yang berada di tempat Total hazardous waste treated/disposed on site	ton	0	0	0
Total Limbah B3 yang diolah/dialihkan dari pembuangan akhir yang berada di luar lokasi Total hazardous waste treated/disposed off site	ton	1.917,52	286,567	3.258,39
Total limbah B3 yang didaur ulang (termasuk perkiraan berat di tempat dan di luar lokasi) Total hazardous waste recycled (includes on site and offsite weight estimates)	ton	0	0	0
Total Timbulan Limbah Non-B3 Total non-hazardous waste generated (Non-B3)	ton	725,03	1.015,61	809,31
Total Limbah Non-B3 yang diolah/dialihkan dari pembuangan akhir yang berada di tempat Total non-hazardous waste treated/disposed in on site landfill	ton	0	0	0
Total Limbah Non-B3 yang diolah/dialihkan dari pembuangan akhir yang berada di luar lokasi Total non-hazardous waste treated/disposed in off site landfill	ton	296,50	368,56	432,02
Total limbah Non- B3 yang didaur ulang (termasuk perkiraan berat di tempat dan di luar lokasi) Total non-hazardous waste recycled (includes on site and offsite weight estimates)	ton	428,53	647,05	292,08

Program 3R Pemanfaatan sampah non-B3 3R Program Utilization of non-B3 waste

Salah satu limbah non-B3 yang paling banyak dimanfaatkan Perusahaan adalah ban bekas truk angkutan batubara. Ban – ban bekas ini dimanfaatkan untuk sarana pengendalian erosi, perkuatan struktur drainase, serta sarana keselamatan di lintasan angkut batubara (jalan hauling). Hingga 2021, Perusahaan mencatatkan pemanfaatan ban bekas sebagai penunjang sarana dan prasarana sebesar 441.865 ton.

One of the non-hazardous and toxic (B3) waste that the Company reutilizes the most is used tires for coal transport trucks. These used tires are used for erosion control facilities, strengthening drainage structures, and safety facilities on coal hauling routes (hauling roads). Until 2021, the Company recorded the use of used tires as supporting facilities and infrastructure of 441,865 tons.



Perusahaan juga memanfaatkan limbah organik berupa sisa makanan dari kantin dan mess sebagai bahan baku pupuk kompos. Proses produksi pupuk menggunakan metode alami dengan bantuan enzim dan bakteri pengurai dalam bentuk cair. Pupuk kompos nantinya dikonsumsi Perusahaan untuk kegiatan reklamasi dan revegetasi. Hasil olahan kompos saat ini berkisar antara 1 – 2 ton per bulan.

The company also uses organic waste in the form of food scraps from the canteen and mess as raw material for compost. The fertilizer production process uses natural methods with the help of enzymes and decomposing bacteria in liquid form. Compost fertilizer will be consumed by the Company for reclamation and revegetation activities. Compost processed products currently range from 1 – 2 tonnes per month.





NDAQ E8, E9, E10

Pengawasan Iklim/Direksi | Climate Oversight/Board
 Pengawasan Iklim/Manajemen Senior | Climate Oversight/Management
 Pengawasan Iklim/Manajemen | Climate Oversight/Management

[GRI 102-19][GRI 102-20][GRI 102-29][GRI 102-30][GRI 102-31]

NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
NDAQ E8	Apakah Dewan Direksi mengawasi dan/atau mengelola risiko terkait iklim? Does your Board of Directors oversee and/or manage climate-related risks?	Ya Yes	NDAQ E10	Total biaya investasi tahunan terkait iklim, infrastruktur, ketahanan, dan pengembangan produk Total amount invested, annually, in climate-related infrastructure, resilience, and product development.	US\$3.047.004* *Rate US\$: 14.329
NDAQ E9	Apakah tim manajemen senior mengawasi dan/atau mengelola risiko terkait iklim? Does your Senior Management Team oversee and/or manage climate-related risks?	Ya, untuk penjelasan tentang tim manajemen yang mengelola risiko dapat dilihat di bab Tata Kelola di Laporan ini. Yes, please see the Governance chapter of this Report for an explanation of the management team that manages risk.			



Jaga Biota Perairan Laut, ABM Berinisiatif Rehabilitasi Kawasan Terumbu Karang

Terumbu karang merupakan habitat hidup dari berbagai biota perairan laut dan memiliki fungsi-fungsi hayati yang sangat penting. Sebagai upaya melestarikan terumbu karang, ABM melalui anak usaha TIA melakukan inisiatif transplantasi terumbu karang untuk memulihkan kondisi terumbu karang sejak 2010. Transplantasi dilakukan dengan metode kubus beton di mana kubus beton disusun membentuk piramida serta dalam formasi yang membentuk singkatan nama perusahaan yang terdiri atas huruf T, I, dan A.

Melalui transplantasi ini, ABM telah berpartisipasi dalam rehabilitasi kawasan terumbu karang Kecamatan Sungai Loban, khususnya terumbu karang Bajangan Sebamban melalui transplantasi 136 fragmen karang sehingga diharapkan terjadi penambahan tutupan karang seluas 20 m². Sejak Desember 2010 hingga Juni 2021, rata-rata pertumbuhan tinggi transplan pada karang Bajangan Sebamban berkisar antara 8.512,4 cm atau 67,6 cm per bulan (*Acropora nobilis*) sampai 10.402,6 cm atau 82,6 cm per bulan (*Acropora muricata*). Sedangkan Rata-rata pertumbuhan panjang transplan antara 12.135,4 cm atau 96,3 cm per bulan (*Acropora clathrata*) sampai 14.024,1 cm atau 111,3 cm perbulan (*Seriatopora caliendrum*).





ABM Initiates the Rehabilitation of Coral Reef Areas for the Protection of Marine Biota

Coral reefs are a living habitat for various marine biota and have very important biological functions. As an effort to conserve coral reefs, ABM through its subsidiary TIA has carried out a coral reef transplant initiative to assist the restoration of coral reefs since 2010. Transplantation is carried out using the concrete cube method where the concrete cubes are arranged in a pyramid formation, which is an abbreviation of the company name which consists of the letters T, I, and A.

Through this transplant, ABM has participated in the rehabilitation of the coral reef area of Sungai Loban Regency, especially the Bajangan Sebamban coral reef. Through 136 of coral fragment transplantation, it is expected that an additional 20 m² of coral will cover the area. From the data from December 2010 to June 2021, the average growth of transplantation height on Bajangan Sebamban corals ranged from 8,512.4 cm or 67.6 cm per month (*Acropora nobilis*) to 10,402.6 cm or 82.6 cm per month (*Acropora muricata*). Meanwhile, the average growth of transplant length was between 12,135.4 cm or 96.3 cm per month (*Acropora clathrata*) to 14,024.1 cm or 111.3 cm per month (*Seriatopora caliendrum*).





GRI 301

Material | Materials

[GRI 301-1][GRI 301-2][GRI 301-3]



NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
GRI 301-1	Material yang digunakan berdasarkan berat atau volume Materials used by weight or volume	Tabel 301-1 dibawah ini, dan kami tidak menghitung material yang tidak terbarukan. Presented in Table 301-1 below, and we do not count non-renewable materials.	GRI 301-3	Produk reclaimed dan material kemasannya Reclaimed products and their packaging materials	Tidak ada produk yang di reclaimed karena produk kami dijual dalam jumlah besar tanpa ada spesifik merek tertentu dan tidak memerlukan kemasan dalam menjualnya. There are no reclaimed products because the products we sell are in large quantities, without specific brands and do not require packaging to sell them.
GRI 301-2	Material input dari daur ulang yang digunakan Recycled input materials used	100% material terbarukan ABM digunakan kembali 100% ABM renewable materials are reused			

[GRI 301-1] Material terbarukan yang digunakan Renewable materials used

Konsumsi Consumption	Satuan Unit	MVC		
		2019	2020	2021
MVC				
Tanah pucuk Top soil	m ³	620.090,00	4.200.750,00	3.455.325,00
Logistic				
Kayu Palet Pallet Wood	m ³	-	-	57,30







GRI 304

Keanekaragaman Hayati | Biodiversity

[GRI 304-1][GRI 304-2][GRI 304-3][GRI 304-4]

NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
GRI 304-1	Lokasi Operasi 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	Dapat dilihat di tabel [GRI 304-1] dibawah ini. It can be seen in the table [GRI 304-1] below.	GRI 304-3	Habitats Protected or Restored Habitat yang Dilindungi atau Dilestarikan	Dapat dilihat di tabel [GRI 304-3] dibawah ini. ABM mengacu dan patuh pada Undang-undang Konservasi Nasional Republik Indonesia selain itu, kami juga mengacu pada The United Nations IUCN Red List yang digunakan untuk penentuan status spesies. It can be seen in the table [GRI 304-3] below. ABM refers to and complies with the National Conservation Law of the Republic of Indonesia, besides that we also refer to The United Nations IUCN Red List which is used to determine species status.
GRI 304-2	Dampak Signifikan dari Kegiatan, Produk, dan Jasa Pada Keanekaragaman Hayati Significant Impacts of Activities, Products, and Services on Biodiversity	ABM kami sedang menidentifikasi dampak signifikansi dari kegiatan, produk, dan jasa pada Keanekaragaman Hayati ABM are identifying the significant impact of our activities, products and services on Biodiversity.	GRI 304-4	Spesies Daftar Merah IUCN dan Spesies Daftar Konservasi Nasional dengan Habitat dalam Wilayah yang Terkena Efek Operasi IUCN Red List Species and National Conservation List Species With Habitats in Areas Affected by Operations	Dapat dilihat di tabel [GRI 304-4] dibawah ini. It can be seen in the table [GRI 304-4] below.

[GRI 304-1] Uraian Luas Lahan Terganggu Description of Disturbed Land Area

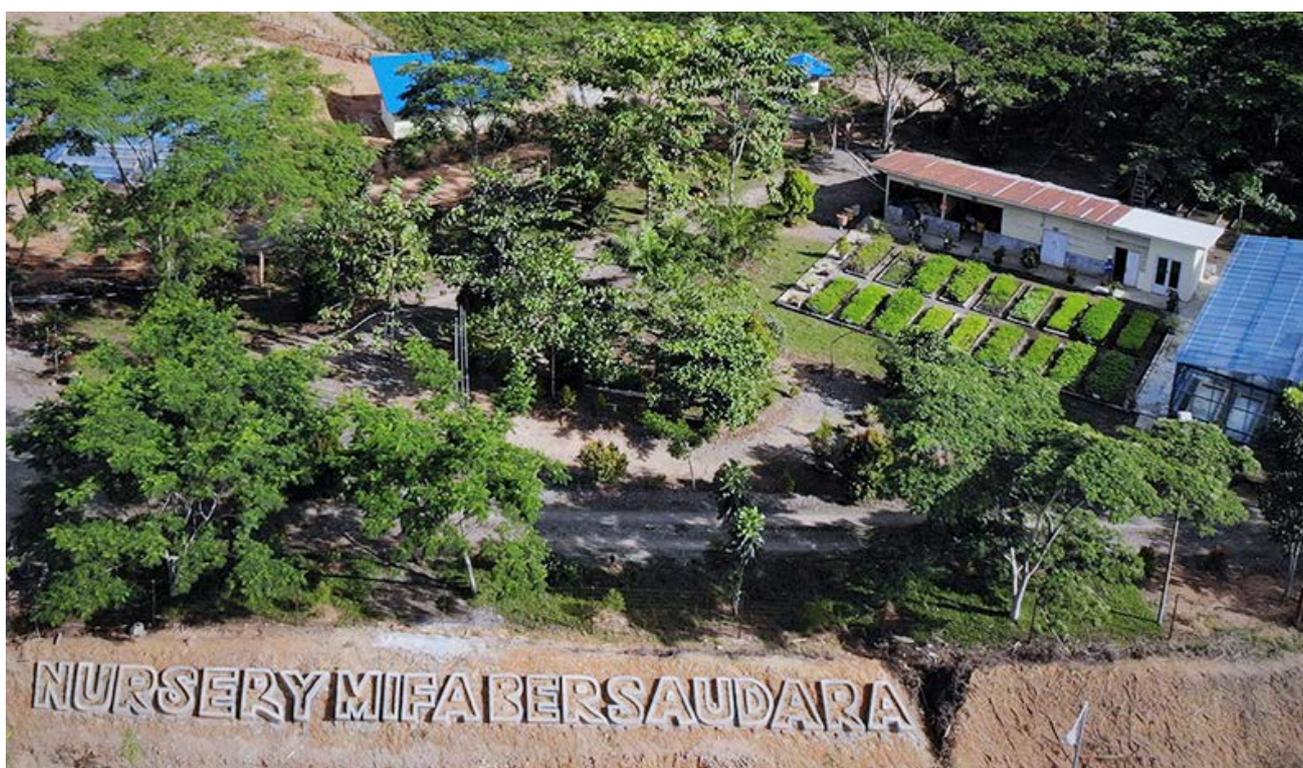
Uraian Lorem	Satuan Unit	2019	2020	2021
Wilayah Izin Usaha Pertambangan (IUP) Kabupaten Tanah Bumbu, Kalimantan Selatan (TIA) Mining Business Permit Area (IUP) Tanah Bumbu Regency, South Kalimantan (TIA)				
Luas bukaan lahan Land opening area	Ha	1.053,18	1.114,38	1.149,56
Luasan area reklamasi di dalam wilayah IUP The size of the reclamation area within the IUP area	Ha	707,07	741,88	788,71
Luasan keberhasilan reklamasi di dalam wilayah IUP Successfully reclaimed areas within the IUP area	Ha	128,80	128,80	240,88
Luasan area rehabilitasi DAS di luar wilayah IUP Watershed rehabilitation area outside the IUP area	Ha	2.017,00	2.017,00	2.017,00
Luasan keberhasilan Rehabilitasi DAS di luar wilayah IUP Successfully rehabilitated watershed areas outside the IUP area	Ha	330,05	388,60	425,13
Wilayah Izin Usaha Pertambangan – Operasi Produksi (IUP-OP) Kabupaten Aceh Barat, Aceh (Mifa) Mining Business License Area – Production Operation (IUP-OP) West Aceh Regency, Aceh (Mifa)				
Luas bukaan lahan Land opening area	Ha	459,54	505,9	645,74
Luasan area reklamasi di dalam wilayah IUP The size of the reclamation area within the IUP area	Ha	78,49	99,52	118,5
Luasan area reklamasi di luar wilayah IUP The size of the reclamation area outside the IUP area	Ha	Tidak menjadi kewajiban Not an obligation		
Luasan keberhasilan reklamasi Successfully reclaimed areas	Ha	Dalam progress verifikasi/penilaian reklamasi oleh pemerintah (ESDM) In progress of verification/assessment of reclamation by the government (ESDM)	Dalam progress verifikasi/penilaian reklamasi oleh pemerintah (ESDM) In progress of verification/assessment of reclamation by the government (ESDM)	Dalam progress verifikasi/penilaian reklamasi oleh pemerintah (ESDM) In progress of verification/assessment of reclamation by the government (ESDM)



Uraian Lorem	Satuan Unit	2019	2020	2021
Wilayah Izin Usaha Pertambangan – Operasi Produksi (IUP-OP) Kabupaten Nagan Raya, Aceh (BEL) Mining Business License Area – Production Operation (IUP-OP) Nagan Raya Regency, Aceh (BEL)				
Luas bukaan lahan Land opening area	Ha	48,85	75,87	89,27
Luasan area reklamasi di dalam wilayah IUP The size of the reclamation area within the IUP area	Ha	7,08	15,58	24,25
Luasan area reklamasi di luar wilayah IUP The size of the reclamation area outside the IUP area	Ha	Tidak menjadi kewajiban Not an obligation		
Luasan keberhasilan reklamasi Successfully reclaimed areas	Ha	1,71	Dalam Proses Penilaian Oleh Team ESDM In the Assessment Process by the ESDM Team	Dalam Proses Penilaian Oleh Team ESDM In the Assessment Process by the ESDM Team

[GRI 304-3] Perkembangan Revegetasi Revegetation Development

Komposisi Limbah Komposisi Limbah	Satuan Unit	2020			2021		
		Mining Value Chain			Mining Value Chain		
		TIA	MIFA	BEL	TIA	MIFA	BEL
Target Target	Ha	34,15	20	8,5	45,30	20,00	8,67
Aktual Actual	Ha	34,81	21,02	8,5	45,31	21,84	8,67
Kumulatif Aktual s/d 2021 Actual Accumulative s/d 2021	Ha	788,71	9951	15,58	787,19	118,5	24,25
Persentase terhadap Target Percentage to Target	%	101,90	105,10	100	100%	109%	100%





On-site Nursery On-site Nursery

ABM Group berupaya untuk melaksanakan pemulihan lahan seoptimal mungkin melalui aktivitas reklamasi dan revegetasi. Reklamasi dilaksanakan dengan mengembalikan material lapisan tanah penutup (*overburden recontouring*) dan penyebaran lapisan tanah pucuk (*top soil spreading*) ke area yang telah selesai ditambang.

ABM Group strives to carry out land restoration as optimally as possible through reclamation and revegetation activities. Reclamation is carried out by returning overburden recontouring and spreading top soil to areas that have been mined.

Aktivitas reklamasi juga disertai dengan revegetasi. Bibit – bibit tanaman baru, terutama yang berjenis cepat tumbuh (*fast growing*) dan endemik, ditanam di atas lahan reklamasi tersebut. Untuk mengoptimalkan upaya ini, perusahaan membangun fasilitas pembibitan (*nursery*). Kapasitas total nursery yang dimiliki perusahaan di tambang Aceh dan tambang Kalimantan hingga 2021 adalah sebesar 1.097.079 bibit per tahun.

Reclamation activities are also accompanied by revegetation. New plant seeds, especially fast growing and endemic varieties, are planted on the reclaimed land. To optimize this effort, the company built a nursery facility. The company's total nursery capacity in the Aceh mine and Kalimantan mine until 2021 is 1,097,079 seedlings per year.

[GRI 304-4] Temuan Spesies Dilindungi Berdasar Daftar Merah IUCN Di Wilayah Pertambangan Findings of the IUCN Red List of Protected Species in Mining Areas

Nama Ilmiah Scientific Name	Nama Lokal Common Name	Status Perlindungan Protection Status	Lokasi Location
Flora Flora			
<i>Eusideroxylon zwageri</i>	Ulin	Rentan Vulnerable	TIA
<i>Aquilaria malaccensis</i>	Gaharu	Kritis Critically endangered	TIA, MIFA
<i>Parashorea globosa</i>	Seumantok	Terancam Endangered	MIFA
<i>Eurycoma apiculata</i>	Pasak Bumi	Kritis Critically endangered	
<i>Rizophora mucronata</i>	Bakau Bini	Risiko Rendah Least Concern	TIA, SSB Balikpapan
<i>Rizophora apiculata</i>	Bakau Laki	Risiko Rendah Least Concern	TIA
Fauna Fauna			
Cervidae/ <i>Rusa unicolor</i>	Rusa		MIFA
<i>Nasalis larvatus</i> / Proboscisz monkey	Bekantan	Rentan Vulnerable	TIA
<i>Elephas maximus sumatrensis</i> / Sumatran elephant	Gajah Sumatera	Hampir Terancam Near threatened	MIFA
<i>Lanthanotus borneensi</i> / Earless monitor lizard	Biawak	Belum Dievaluasi Not evaluated	TIA
<i>Eretmochelys imbricata</i> / Hawksbill sea turtle	Penyu sisik	Kritis Critically endangered	MIFA
<i>Manis javanica</i> / Sunda pangolin	Trenggiling	Kritis Critically endangered	TIA
<i>Helarctos malayanus</i> / Sun bear	Beruang madu	Rentan Vulnerable	TIA
<i>Haliaeetus leucogaster</i>	Elang laut perut putih	Risiko Rendah Least Concern	TIA
Harimau Sumatra	<i>Panthera tigris</i>	Kritis Critically endangered	MIFA

Penyusunan daftar flora dan fauna IUCN berdasarkan observasi dan perjumpaan satwa di lapangan.
Compilation of the IUCN flora and fauna list based on observations and animal encounters in the field





Pemulihan Ekosistem Untuk Merespon Perubahan Iklim Ecosystem Recovery in Respond to Climate Change

Sebagai entitas pertambangan terintegrasi dari mulut tambang hingga pelabuhan khusus (pit to port), Perusahaan menyadari bahwa tanggung jawab pengelolaan lingkungan tidak hanya terbatas pada kawasan hulu pertambangan, namun juga hingga ke kawasan pesisir. Baik fasilitas pengolahan komoditi maupun armada angkutan perusahaan beroperasi di kawasan pelabuhan hingga titik labuh kapal (anchorage point) di lepas pantai.

Melalui entitas anak PT Tunas Inti Abadi yang beroperasi di Provinsi Kalimantan Selatan, kegiatan reklamasi secara intensif dilakukan sesuai dengan sekuen tambang. Pada area reklamasi, terdapat tubuh air yang berasal dari void dan kolam pengendapan (settling pond). Tubuh air ini telah dikelola sehingga baku mutunya berkualitas dan menarik bagi satwa liar. Studi keanekaragaman hayati yang dilakukan bersama dengan universitas Lambung Mangkurat Kalimantan Selatan berhasil mencatat temuan fauna endemik.

Kategori fauna aves terdiri dari 28 famili dan 46 spesies. Sedangkan kategori non-aves berupa mamalia dan reptil terdiri dari 5 famili dan 5 spesies. Pengukuran indeks keanekaragaman hayati fauna dilakukan di akhir 2019, menggunakan metode nilai indeks keanekaragaman hayati Shannon-Wiener (H'). Hasil perhitungan menunjukkan nilai indeks (H') sebesar nilai 3,8 atau baik untuk kategori aves, sedangkan non-aves memperoleh nilai 1,20 atau sedang.

Untuk meningkatkan nilai keanekaragaman hayati ini, Perusahaan melakukan sosialisasi secara berkelanjutan kepada seluruh karyawan, kontraktor, dan mitra kerja untuk mencegah perburuan serta eksploitasi flora dan fauna di seluruh wilayah operasi Perusahaan. Selain itu, Perusahaan juga melakukan pengkayaan tanaman dengan pola sisipan berupa tanaman kayu murni, Multi Purpose Tree Species, maupun tanaman buah-buahan untuk habitat satwa.

As an integrated mining entity from the mouth of the mine to the pit to port, the Company realizes that its responsibility for environmental management is not only limited to upstream mining areas, but also to coastal areas. Both the commodity processing facilities and the company's transportation fleet operate in the port area to the offshore anchorage point.

Through its subsidiary PT Tunas Inti Abadi which operates in South Kalimantan Province, intensive reclamation activities are carried out according to the mining sequence. In the reclamation area, there are bodies of water originating from voids and settling ponds. This body of water has been managed so that the quality standards are high quality and attractive to wild animals. A biodiversity study conducted in collaboration with the University of Lambung Mangkurat, South Kalimantan, succeeded in recording the findings of endemic fauna.

The aves fauna category consists of 28 families and 46 species. While the non-aves category in the form of mammals and reptiles consists of 5 families and 5 species. Measurement of the fauna biodiversity index was carried out at the end of 2019, using the Shannon-Wiener (H') biodiversity index value method. The results of the calculation show the index value (H') is 3.8 or good for the Aves category, while non-aves have a value of 1.20 or moderate.

To increase the value of this biodiversity, the Company conducts ongoing socialization to all employees, contractors and business partners to prevent hunting and exploitation of flora and fauna in all areas of the Company's operations. In addition, the Company also enriches plants with insertion patterns in the form of pure wood plants, Multi Purpose Tree Species, and fruit plants for animal habitats.

Konservasi Ekosistem Pesisir Coastal Ecosystem Conservation

Terminal Untuk Kepentingan Sendiri (TUKS) PT Tunas Inti Abadi (TIA) yang terletak di garis pantai angšana berdampingan dengan habitat alami pohon bakau (mangrove) yang menjadi rumah bagi satwa endemik, termasuk salah satu di antaranya adalah bekantan (*Nasalis larvatus* Sp.).

Untuk mendukung pelestarian spesies endemik ini, TIA telah melakukan upaya reklamasi pada 2 lokasi yaitu area reklamasi pantai dengan tanaman yang mendominasi jenis cemara (*Casuarina Equisetifolia*), dan area reklamasi mangrove yang berlokasi di belakang lokasi reklamasi pantai dari tepi pantai dengan luasan area mencapai 5 Hektar. Tanaman pada reklamasi mangrove didominasi oleh jenis famili rizophoraceae, dan telah dilakukan penulaman sebanyak 4.000 pohon di 2019 untuk meningkatkan nilai keanekaragaman dan tingkat pemerataan menurut indeks keanekaragaman hayati Shannon-Wiener.

Selain melestarikan pesisir, TIA juga berinisiatif melakukan transplantasi terumbu karang. Transplantasi dilakukan di dua titik koordinat yaitu Karang Bajangan Semamban dan Karang Bajangan Atak. Transplantasi dilakukan dengan metode kubus beton yang disusun membentuk piramida dan formasi yang membentuk singkatan nama perusahaan yang terdiri atas huruf T, I, dan A. Aktivitas ini telah dilakukan sejak 2010 dan masih berlangsung hingga laporan ini disusun.

Pemantauan terumbu karang dinilai berdasarkan persentase luas tutupan terumbu karang hidup dengan mengacu pada Kriteria Baku Kerusakan Terumbu Karang berdasarkan Keputusan Menteri Lingkungan Hidup dan Kehutanan No. 4 Tahun 2001. Sedangkan untuk menganalisis keanekaragaman jenis (genus) terumbu, digunakan formulasi indeks keanekaragaman hayati Shannon-Wiener.

PT Tunas Inti Abadi (TIA) Terminal for Self Interest (TUKS) which is located on the Angšana coastline adjacent to the natural habitat of mangrove trees which is home to endemic animals, including the proboscis monkey (*Nasalis larvatus* Sp.).

To support the preservation of this endemic species, TIA has carried out reclamation efforts at 2 locations, namely a coastal reclamation area with plants that dominate the cypress species (*Casuarina Equisetifolia*), and a mangrove reclamation area located behind the beach reclamation location from the beach with an area of up to 5 hectares. Plants in mangrove reclamation are dominated by rhizophoraceae family types, and 4,000 trees have been replanted in 2019 to increase the diversity and evenness values according to the Shannon-Wiener biodiversity index.

In addition to preserving the coast, TIA also took the initiative to transplant coral reefs. The transplants were carried out at two coordinate points, namely Karang Bajangan Semamban and Karang Bajangan Atak. The transplantation was carried out using the concrete cube method which was arranged to form a pyramid and the formation that formed the abbreviation of the company name consisting of the letters T, I, and A. This activity has been carried out since 2010 and is still ongoing until this report was compiled.

Monitoring of coral reefs is assessed based on the percentage of live coral reef cover with reference to the Coral Reef Damage Standard Criteria based on the Decree of the Minister of Environment and Forestry No. 4 Year 2001. Meanwhile, to analyze the diversity of species (genus) of reefs, the Shannon-Wiener biodiversity index formulation is being used.



Terdapat 7 spesies yang dibudidayaya sejak Desember 2010 hingga Juni 2021. Rerata persentase luas tutupan terumbu karang di formasi Bajangan Atak dan Bajangan Sembamban berada di kisaran 63 – 76% atau masuk dalam kategori baik. Pertumbuhan karang berjenis bercabang (coral branching) cenderung lebih cepat dibanding karang masif (coral massive).

Kegiatan ini menghasilkan transplantasi 136 fragmen karang. Dengan demikian TIA telah berpartisipasi dalam rehabilitasi kawasan terumbu karang Kecamatan Angsana seluas 29,25 meter persegi.

There are 7 species that have been cultivated from December 2010 to June 2021. The average percentage of coral reef cover in the Bajangan Atak and Bajangan Sembamban formations is in the range of 63 – 76% or in the good category. The growth of coral branching tends to be faster than massive corals.

This activity resulted in the transplantation of 136 coral fragments. Thus TIA has participated in the rehabilitation of the coral reef area of Angsana District covering an area of 29.25 square meters.



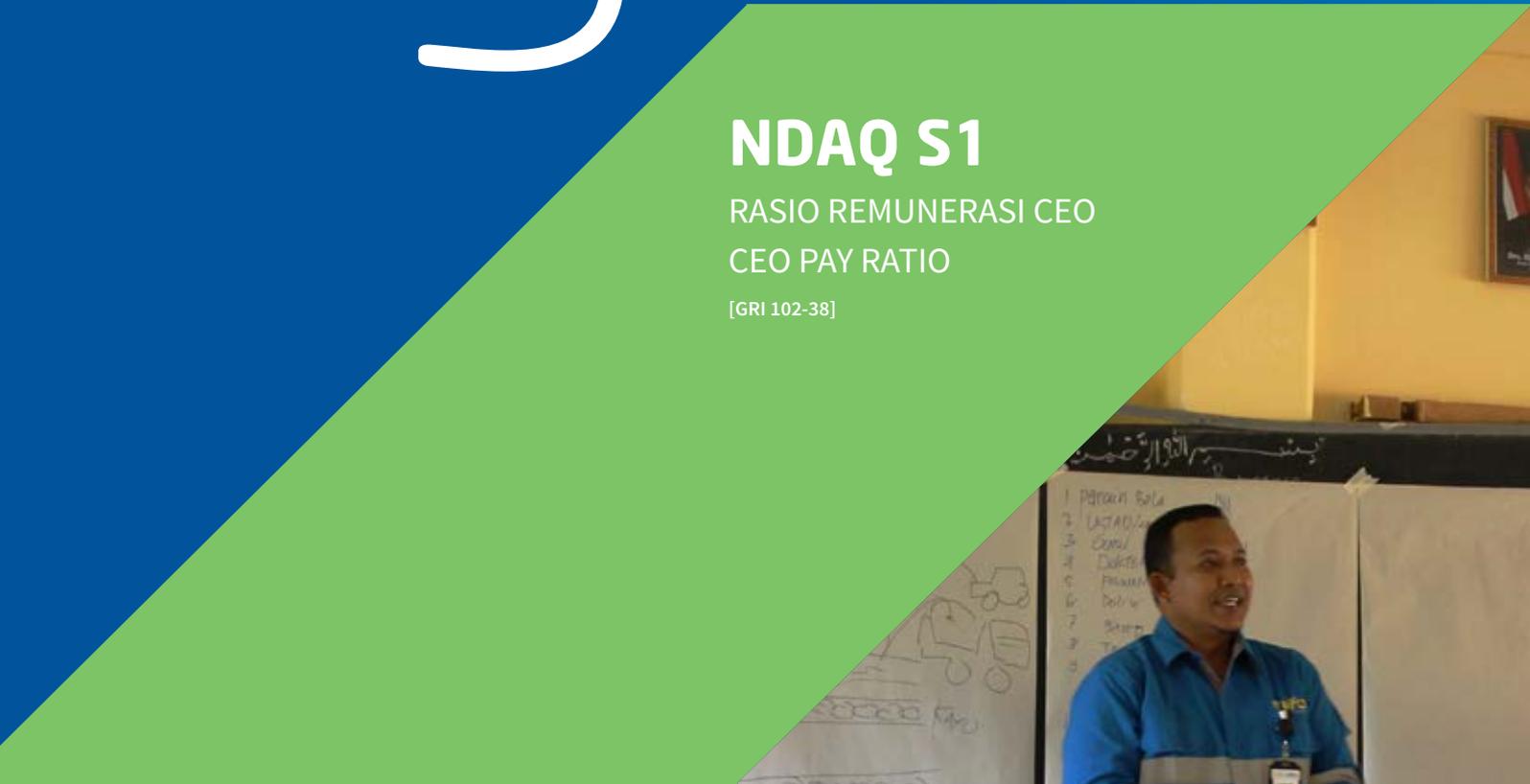


Social

NDAQ S1

RASIO REMUNERASI CEO
CEO PAY RATIO

[GRI 102-38]



Pendekatan Manajemen [GRI 103-2]

Ketentuan mengenai remunerasi Dewan Komisaris dan Dewan Direksi, dan karyawan tercantum dalam Risalah Rapat Komite Remunerasi Perusahaan tertuang di Risalah Rapat Komite Remunerasi Perusahaan tertuang di Risalah Nomor 006/ABM-KNR/X/2020 tertanggal 23 Oktober 2020. Berdasarkan kebijakan tersebut, maka remunerasi Direktur Utama ditentukan oleh beberapa aspek penilaian, yaitu:

1. *Key Performance Indicators* (KPI) atau hasil penilaian kinerja masing-masing anggota Dewan Komisaris dan Direksi;
2. Kinerja Perseroan;
3. Ukuran bisnis; dan
4. Hasil *benchmarking* remunerasi di pasar tenaga kerja.

Mulai tahun 2021, pencapaian Perusahaan di bidang *Environment, Social and Governance* (ESG) menjadi salah satu *Key Performance Indicator* (KPI) dari Direktur Utama kami, dan diturunkan secara terstruktur menjadi KPI dari masing-masing Direktur dan departemen terkait di setiap anak perusahaan ABM. Sehingga, mulai dari 2021 pencapaian KPI di bidang ESG ini akan turut menentukan besaran remunerasi yang diterima oleh Direktur Utama dan para Direktur anak perusahaan ABM.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Filosofi Grup ABM dalam pengelolaan dan pelaksanaan penyusunan Compensation & Benefit (C&B) dan Talent Management untuk Executive ` adalah:

- a. Meningkatkan motivasi & produktivitas Executive.
- b. Mengoptimalkan kinerja perusahaan melalui sinergi antar entitas.
- c. Mendorong mobilisasi bakat utama antar perusahaan.
- d. Pertahankan potensi tinggi dan talenta berkinerja tinggi.
- e. Mendorong pertumbuhan & pengalaman profesional dan pribadi.
- f. Pengoptimalan biaya.

Management Approach [GRI 103-2]

Provisions regarding the remuneration of the Board of Commissioners and the Board of Directors, as well as employees are listed in the Minutes of the Meeting of the Company's Remuneration Committee as stated in the Minutes of Meeting Number 006/ABM-KNR/X/2020 dated 23 October 2020. Based on this policy, the President Director's remuneration is determined through several assessment aspects, namely:

1. Key Performance Indicators (KPI) or the performance assessment results of each member of the Board of Commissioners and Board of Directors;
2. Company Performance;
3. Business size; and
4. Results of remuneration benchmarking in the labor market.

Starting in 2021, the Company's achievements in the field of Environment, Social and Governance (ESG) have become one of the Key Performance Indicators (KPI) of our President Director, and are passed down in a structured manner to the KPIs of each Director and related to their respective departments and ABM subsidiaries. Thus, the achievement of KPIs in the ESG sector starting in 2021 will also determine the amount of remuneration received by the President Director and Directors of ABM's subsidiaries.

Management Approach Evaluation [GRI 103-3]

ABM Group's philosophy in managing and implementing Compensation & Benefit (C&B) and Talent Management for Executives are:

- a. Increase executive motivation & productivity.
- b. Optimizing company performance through synergies between entities.
- c. Encourage the mobilization of key talents between companies.
- d. Retaining high potential and high performing talent.
- e. Drive professional and personal growth & experience.
- f. Cost optimization.

Tujuan dari C&B for Executive di Grup ABM adalah:

- a. Menselaraskan total penghasilan dengan kinerja bisnis dan rekan pasar.
- b. Meningkatkan proporsi remunerasi variabel.
- c. Mengembangkan desain bonus yang mendorong budaya kinerja dan sinergi.
- d. Standarisasi kebijakan remunerasi.
- e. Menjaga tingkat daya saing dengan pasar.
- f. Memberikan manfaat kesejahteraan untuk pencapaian penting Executive.
- g. Membedakan struktur remunerasi berdasarkan peran dan kontribusi

The C&B objectives for Executives in the ABM Group are:

- a. Align total revenue with business performance and market partners.
- b. Increase the proportion of variable remuneration.
- c. Develop designated bonuses that encourage a culture of performance and synergy.
- d. Standardization of remuneration policies.
- e. Maintain the level of competitiveness with the market.
- f. Providing welfare benefits for important Executive achievements.
- g. Differentiating remuneration structure based on roles and contributions

NDAQ S1

Rasio Remunerasi CEO | CEO Pay Ratio

[GRI 102-38]

NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
NDAQ S1.1	Rasio: Remunerasi Direktur Utama dengan Remunerasi Median Karyawan Tetap Ratio: CEO total compensation to median FTE total compensation	14,99 : 1	GRI 102-38	Rasio total kompensasi tahunan untuk individu dengan bayaran tertinggi organisasi di setiap negara dari operasi yang signifikan terhadap median total kompensasi tahunan untuk semua karyawan (tidak termasuk individu dengan bayaran tertinggi) di negara yang sama. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country	14,99 : 1
NDAQ S1.2	Apakah perusahaan melaporkan metrik ini sebagai kewajiban regulasi? Does your company report this metric in regulatory filings?	Ya. Sebagai perusahaan terbuka metrik ini dilaporkan secara berkala (tahunan) ke Otoritas Jasa Keuangan melalui Laporan Tahunan Perusahaan dan Laporan Keberlanjutan. Yes. As a public company, this metric is reported regularly (every year) to the Financial Services Authority through the Annual Report and Company Sustainability Report			



NDAQ S2

RASIO REMUNERASI
BERDASARKAN GENDER
GENDER PAY RATIO

[GRI 405-2]



Pendekatan Manajemen [GRI 102-23]

Kami memiliki kebijakan remunerasi karyawan yang adil dan tidak diskriminatif, tanpa membedakan jenis kelamin antara laki-laki dan perempuan. Remunerasi karyawan ditentukan berdasarkan aspek pengalaman, kinerja atau pencapaian, dan tanggung jawab. Hal ini tercantum dalam Kebijakan Perusahaan mengenai *Employee Remuneration Policy* nomor ABM-PLC-HC-01.

Kebijakan remunerasi ini disusun berdasarkan strategi dan filosofi remunerasi Grup ABM yang bertujuan untuk:

1. Memastikan alignment antara remunerasi dengan kinerja Grup ABM.
2. Meningkatkan motivasi dan produktivitas karyawan.
3. Mengoptimalkan kinerja perusahaan melalui sinergi antar perusahaan.
4. Mendukung mobilitas talent antar perusahaan.
5. Mempertahankan talent terbaik dan berkinerja tinggi.
6. Mendukung perkembangan kehidupan profesional dan personal setiap individu karyawan.
7. Mengoptimalkan biaya.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Kebijakan remunerasi di Grup ABM berlaku bagi seluruh karyawan di seluruh lokasi kerja termasuk tidak membedakan gender, baik karyawan pria maupun wanita dapat mengcover keluarga. Untuk menentukan remunerasi, ABM melibatkan konsultan Fed Insight dalam melakukan proses *employee remuneration alignment*. ABM secara rutin juga melakukan salary survey. Tahun ini kami menggunakan Korn Ferry sebagai konsultan.

Management Approach [GRI 103-2]

We have a fair and non-discriminatory employee remuneration policy, regardless of gender between men and women. Employee remuneration is determined based on aspects of experience, work, achievements and responsibilities. This is stated in the Company's Employee Remuneration Policy number ABM-PLC-HC-01.

This remuneration policy is based on the ABM Group's remuneration strategy and philosophy which aims to:

1. Ensure alignment between remuneration and ABM Group performance.
2. Increase employee motivation and productivity.
3. Optimizing company performance through synergies between companies.
4. Supporting talent mobility between companies.
5. Retain the best and high-performing talent.
6. Support the development of both professional and personal life of each individual employee.
7. Optimizing costs.

Management Approach Evaluation [GRI 103-3]

The remuneration policy in the ABM Group applies to all employees at all work locations, including not discriminating against gender, i.e. the family of both male and female employees can be covered. ABM engages Fed Insight consultants in the employee remuneration alignment process to determine fair remuneration. ABM also regularly conduct salary surveys. This year we used Korn Ferry as our consultant.

Dalam menentukan remunerasi, penyusunan gaji tahunan mempunyai beberapa ketentuan sebagai berikut:

- Penyesuaian gaji akan mempertimbangkan *person quality* yang diukur berdasarkan konsistensi kinerja karyawan, kompetensi, potensi dan attitude yang ditunjukkan.
- Penyesuaian gaji tidak akan mempertimbangkan masa kerja atau senioritas seorang karyawan.
- Untuk menjaga internal equity antar karyawan di dalam grade yang sama, maka besarnya persentase penyesuaian gaji juga akan mempertimbangkan compa ratio karyawan dalam struktur gaji.
- Sesuai dengan filosofi remunerasi dan diatur dalam ketentuan internal yang dikeluarkan setiap melakukan penyesuaian gaji berkala, maka penentuan gaji melihat ke *person quality*, dengan tidak membedakan gender ataupun faktor lain seperti ras, agama, etnis, dan lain-lain.

In determining the remuneration, the preparation of the annual salary has the following provisions:

- Salary adjustments will consider the quality of people as measured by the consistency of employee performance, competence, potential and demonstrated attitudes.
- Salary adjustments will not take into account years of service or seniority of an employee.
- To maintain internal equity among employees at the same level, the percentage of salary adjustments will also take into account the ratio of employees in the salary structure.
- In accordance with the philosophy of remuneration and regulated in internal regulations issued every time there is a periodic salary adjustment, the determination of salary is based on the quality of the person, without discriminating against gender or other factors such as race, religion, ethnicity, and others.

NDAQ S2

Rasio Remunerasi Berdasarkan Gender | Gender Pay Ratio

[GRI 102-38]

NASDAQ & GRI Criteria Checker

NDAQ S2	Rasio: Remunerasi Direktur Utama dengan Remunerasi Median Karyawan Tetap Ratio: CEO total compensation to median FTE total compensation	90,23%* *) Remunerasi: BS + 1x THR + Bonus (1x)
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NASDAQ & GRI Criteria Checker

GRI 405-2	Rasio gaji pokok dan remunerasi karyawan pria dibandingkan dengan karyawan wanita untuk setiap kategori karyawan di tiap-tiap lokasi operasional utama. Ratio of the basic salary and remuneration of women to men for each employee category by significant locations of operations.	Lihat data pada tabel dibawah ini. Please see data presented in the tables below.
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GRI 405-2: Rasio gaji pokok dan total remunerasi - karyawan tetap Ratio of base salary and total remuneration - permanent employees

Lokasi Operasional Operational Location	Rata-rata Gaji Pokok Ratio Basic Salary		Rasio Total Remunerasi Ratio Total Remuneration	
	Pria Male	Wanita Female	Pria Male	Wanita Female
Jakarta	1,02	0,98	1,88	0,53
Non Jakarta*	1,01	0,99	1,99	0,50

Keterangan *: Non Jakarta merupakan daerah lokasi site setiap anak perusahaan
Note *: Non Jakarta is the site location of each subsidiary company



GRI 405-2: Rasio gaji pokok dan total remunerasi - karyawan kontak (temporer)
 Ratio of base salary and total remuneration - contract employee (temporary)

Lokasi Operasional Operational Location	Rata-rata Gaji Pokok Ratio Basic Salary		Rasio Total Remunerasi Ratio Total Remuneration	
	Pria Male	Wanita Female	Pria Male	Wanita Female
Jakarta	1,05	0,95	2,52	0,40
Non Jakarta*	1,38	0,72	1,71	0,58

Keterangan *: Non Jakarta merupakan daerah lokasi site setiap anak perusahaan
 Note *: Non Jakarta is the site location of each subsidiary company

NDAQ S3

PERPUTARAN KARYAWAN EMPLOYEE TURNOVER

[GRI 401-1B]



Pendekatan Manajemen [GRI 103-2]

Perputaran karyawan dikelola oleh departemen Human Resource baik di kantor pusat dan di anak-anak perusahaan ABM senantiasa berupaya untuk memiliki *talent pool* yang sesuai baik dari sisi jumlah dan keahlian, demi mencapai strategic direction perusahaan ke depan.

Untuk tujuan tersebut, ABM memiliki kebijakan menjaga angka turnover karyawan di bawah 5%. Berbagai pendekatan yang dilakukan ABM untuk mencapai angka *turnover* tersebut, antara lain:

- *Strategic Man Power Planning* yang disesuaikan dengan *strategic direction* perusahaan, baik dalam jangka pendek, menengah, dan panjang.
- Pelaksanaan program retensi karyawan dan *Employee Engagement Survey* untuk mempertahankan talenta-talenta terbaik.
- Fokus program pengembangan karyawan melalui program pembelajaran dan pengembangan karir yang terintegrasi.
- Pada tahun 2021, ABM Grup telah melakukan *Employee Engagement Survey* dan berhasil meraih skor 83%.

Management Approach [GRI 103-2]

Employee turnover is managed by the Human Resources department both at the head office and at the subsidiaries. ABM strives to have a pool of talent in terms of numbers and expertise, in order to achieve the company's strategic direction going forward.

Therefore, ABM has a policy to keep employee turnover below 5%. ABM has various approaches to achieve this turnover rate, including:

- *Strategic Man Power Planning* tailored to the company's strategic direction, both in the short, medium and long term.
- Implementation of employee retention program and *Employee Engagement Survey* to can retain the best talents.
- Focus on employee development programs through integrated learning and career development programs.
- In 2021, ABM Group has conducted an *Employee Engagement Survey* with an achievement score 83%

Evaluasi Pendekatan Manajemen [GRI 103-3]

Pendekatan ABM dalam mengelola perputaran karyawan dievaluasi dan diperbaiki bila dibutuhkan berdasarkan benchmark atas best practice turnover management di perusahaan sejenis dan sektor industri.

Management Approach Evaluation [GRI 103-3]

ABM's approach in managing employee turnover is evaluated and improved if needed which based on benchmarks for turnover management best practices in similar companies and industrial sectors.

NDAQ S3 Perputaran Karyawan Employee Turnover [GRI 401-1B]		
NASDAQ & GRI Criteria Checker		NASDAQ & GRI Criteria Checker
NDAQ S3.1	Persentase: Tingkat Perputaran Karyawan Tetap Percentage: YOY change for full time employees (annual)	Lihat tabel data NDAQ S3.1 – S3.2 – S3-3 dibawah ini Please see the tables NDAQ S3.1 – S3.2 – S3-3 below.
NDAQ S3.2	Persentase: Tingkat Perputaran Karyawan Kontrak Percentage: YOY change for part-time employees (annual)	
NDAQ S3.3	Persentase: Tingkat Perputaran Kontraktor atau Konsultan Percentage: YOY change for contractor and/or consultants (annual)	
GRI 401-1b	Total Jumlah dan rate perputaran karyawan berdasarkan kelompok usia, gender, dan lokasi operasional. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	Lihat tabel GRI 401-1b di bawah ini Please see the tables GRI 401-1b below.

S3.1] [S3.2] [S3-3]Perputaran Karyawan Tetap, Karyawan Kontrak dan Kontraktor atau Konsultan Turnover of Permanent Employees, Contract Employees and Contractors or Consultants

NDAQ S3.1, S3.2, S3-3	Karyawan Tetap (PKWTT) Permanent Employees			Karyawan Kontrak (PKWT) Contract employees			Kontraktor/Konsultant Contractor/Consultant		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
Turnover (%)	13%	9%	8%	13%	24%	18%	3%	11%	7%

[GRI 401-1b] Turnover Berdasarkan Kelompok Usia Tahun 2021 Turnover by Age Group in 2021

Kelompok Usia Age Group	Keluar Turnover	
	Jumlah Total	Proporsi Proportion
18-30 Tahun	302	34%
31-45 Tahun	487	55%
46-55 Tahun	85	10%
>55 Tahun	4	0%
TOTAL	878	100%



[GRI 401-1b] Turnover Berdasarkan Gender dan Lokasi Operasional Tahun 2021
Turnover by Gender and Location of Operations in 2021

Lokasi Location	Turnover Karyawan Employee Turnover			
	Laki-laki Male		Perempuan Female	
	Jumlah Total	Proporsi Proportion	Jumlah Total	Proporsi Proportion
ABM – Kantor Pusat Head Office				
Jakarta	17	2%	4	8%
MVC *				
Jakarta	2	0%	3	6%
Sebamban	9	1%	2	4%
Nagan Raya	1	0%	0	0%
Jakarta & Aceh Barat	9	1%	3	6%
Jakarta & All Site	593	72%	18	34%
Service Service**				
Jakarta & All Site	37	4%	3	6%
Logistic Logistic ***				
Jakarta & All Site	157	19%	20	38%
Total	825	100%	53	100%

Keterangan:

*) Data MVC meliputi PT Tunas Inti Abadi, PT Mifa Bersaudara, PT Bara Energi Lestari, PT Cipta Kridatama, PT Prima Wiguna Parama, dan PT Reswara Minergi Hartama.

**) Data Service meliputi PT Sanggar Sarana Baja.

***) Data Logistic meliputi PT Cipta Krida Bahari

Note:

*) MVC data includes PT Tunas Inti Abadi, PT Mifa Bersaudara, PT Bara Energi Lestari, PT Cipta Kridatama, PT Prima Wiguna Parama, dan PT Reswara Minergi Hartama.

**) Service data includes PT Sanggar Sarana Baja.

***) Logistic data includes PT Cipta Krida Bahari

NDAQ S4

KEBERAGAMAN GENDER GENDER DIVERSITY

[GRI 102-8] [GRI 405-1]



Pendekatan Manajemen [GRI 103-2]

Kami selalu berkomitmen untuk menjunjung tinggi keberagaman. Kami memberikan kesempatan yang setara kepada setiap orang untuk bekerja dan menjadi bagian dari ABM dengan tidak membedakan gender. Setiap talenta, baik laki-laki maupun wanita, memiliki kesempatan dan peluang yang sama untuk bekerja, berinovasi, berkarya, dan tumbuh bersama kami. ABM memastikan bahwa prinsip-prinsip kesetaraan gender telah berlaku mulai sejak awal proses rekrutmen, hingga kepada seluruh SDM Perusahaan yang

Management Approach [GRI 103-2]

We have always been committed to upholding diversity. We provide equal opportunities for everyone to work and be part of ABM regardless of gender. Every talent, both male and female, has the same chance and opportunity to work, innovate, create, and develop with us. ABM ensures that the principle of gender equality has been applied since the beginning of the recruitment process. ABM also applies it to all those who have worked by providing equal treatment between male and female employees as stated in

telah bekerja dengan tetap memberikan perlakuan yang sama antara karyawan laki-laki dan perempuan sebagaimana tercantum dalam kebijakan dan prosedur pengelolaan sumber daya manusia di ABM dan seluruh anak perusahaan.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Kebijakan, prosedur dan implementasi kebijakan Perusahaan mengenai kesetaraan gender dievaluasi secara berkala dengan input yang kami peroleh antara lain dari:

- Pelaporan dari pihak internal terkait tindak diskriminasi gender ataupun dugaan pelecehan seksual di tempat kerja.
- Pelaporan dari pihak eksternal, termasuk dari kontraktor dan vendor terkait dugaan tindak diskriminasi gender di lingkungan kerja Perusahaan.
- Perkembangan terkini mengenai isu dan regulasi terkait gender di tempat kerja oleh regulator terkait.
- Perkembangan terkini mengenai isu gender dan implementasinya di tempat kerja di sektor industri sejenis baik secara nasional ataupun global.

the HR management policies and procedures at ABM and all subsidiaries.

Management Approach Evaluation [GRI 103-3]

The policies, procedures and implementation of the Company's policies regarding gender equality are evaluated regularly from the input we get, namely from:

- Reports from internal parties regarding acts of gender discrimination or allegations of sexual harassment in the workplace.
- Reports from external parties, including from contractors and vendors regarding alleged acts of gender discrimination in the Company's work environment.
- Recent developments on gender-related issues and regulations in the workplace by relevant regulators.
- Recent developments on gender issues and their implementation in the workplace in similar industrial sectors, both nationally and globally.

NDAQ S4

Keberagaman Gender

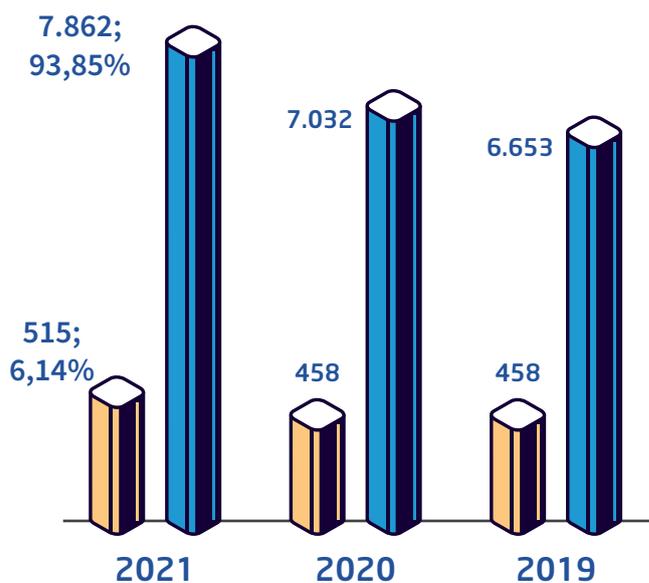
Gender Diversity

[GRI 102-8] [GRI 405-1]

NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
NDAQ S4.1	Persentase: Jumlah karyawan pria dan wanita Percentage: Number of male and female employees	Tabel data [S4.1] Tabel data [S4.1]	GRI 405-1a	Persentase Komisaris dan Direksi berdasarkan gender dan usia Percentage of Commissioners and Directors by gender and age	Tabel data [GRI 405-1a] Tabel data [GRI 405-1a]
NDAQ S4.2	Persentase: Entry dan mid-level karyawan pria dan wanita Percentage: Entry and mid-level male and female employees	Tabel data [S4.2] [S4.3] Tabel data [S4.2] [S4.3]	GRI 405-1b	Persentase karyawan sesuai dengan kategori karyawan berdasarkan gender dan usia. Percentage of employees according to employee category by gender and age.	Tabel data [GRI 405-1b] Tabel data [GRI 405-1b]
NDAQ S4.3	Persentase: senior & executive level karyawan pria dan wanita Percentage: senior & executive level male and female employees				



[S4.1] Jumlah dan Persentase Total Karyawan Berdasarkan Gender
Number and Percentage of Total Employees by Gender



[S4.2][S4.3] Jumlah Dan Persentase Karyawan Berdasarkan Jenjang Manajemen & Gender
Number and Percentage of Employees by Management Level & Gender

Level Level	Jenjang Manajemen Management Level	2019			2020			2021		
		Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Executive Level	Director	14	1	15	13	1	14	14	0	14
Senior Level	General Manager	13	2	15	11	2	13	6	2	8
	Senior Manager	35	4	39	37	4	41	40	6	46
Entry & Mid Level	Manager	154	37	191	156	36	192	119	37	156
	Staff & Non Staff	6.437	414	6851	6.815	415	7.230	7.683	470	8.153
Total		6.653	458	7.111	7.032	458	7.490	7.862	515	8.377

[GRI 401-1a] Karyawan Baru Berdasarkan Gender dan Lokasi Operasional Tahun 2021
New Hires by Gender and Location of Operations in 2021

Lokasi Location	Jumlah Total	Proporsi Proportion
Lokasi Location		
ABM – Kantor Pusat	13	0,16%
MVC	676	8,07%
Service	120	1,43%
Logistic	89	1,06%
Jumlah Total	898	10,72%
Jenis Kelamin Gender		
Male	830	9,91%
Female	57	0,68%
Jumlah Total	887	10,59%

Lokasi Location	Jumlah Total	Proporsi Proportion
Kelompok Usia Age Group		
> 55 years old	0	0,00%
46 - 55 years old	108	1,29%
36 - 45 years old	277	3,31%
25 - 35 years old	409	4,88%
<25 years old	95	1,13%
Jumlah Total	889	10,61%

[GRI 405-1a] Jumlah Dan Persentase Dewan Komisaris Dan Direksi Berdasarkan Gender Dan Usia
Number and Percentage of the Board of Commissioners and Directors by Gender and Age

Top Manajemen Top Management	Kelompok Usia Age Group	2019			2020			2021		
		Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Dewan Komisaris Board of Commissioners	>50 tahun >50 year	2	1	3	2	1	3	4	1	5
	30 – 50 tahun 30 – 50 year	0	0	0	0	0	0	0	0	0
	<30 tahun <30 year	0	0	0	0	0	0	0	0	0
Direksi Board of Directors	>50 tahun >50 year	8	0	8	9	0	9	12	0	12
	30 – 50 tahun 30 – 50 year	7	1	8	6	1	7	2	1	2
	<30 tahun <30 year	0	0	0	0	0	0	0	0	0

[GRI 405-1b] Jumlah Dan Persentase Karyawan Sesuai Kategori Berdasarkan Gender Dan Usia
Number and Percentage of Employees by Gender and Age Categories.

Kategori Karyawan Kategori Karyawan	Kelompok Usia Kelompok Usia	2019			2020			2021		
		Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Karyawan Tetap Permanent employees	>50 tahun >50 tahun	181	10	191	203	7	210	233	8	241
	30 – 50 tahun 30 – 50 tahun	3.637	207	3.844	3.916	235	4.151	4.327	247	4.574
	<30 tahun <30 tahun	1.053	109	1162	1.171	126	1297	1.364	138	1.502
Karyawan Tidak Tetap (Temporer/ Kontrak) Non-Permanent Employees (Temporary/ Contract)	>50 tahun >50 tahun	41	1	42	32	1	33	42	1	43
	30 – 50 tahun 30 – 50 tahun	915	17	932	1.045	22	1.067	1.091	11	1.102
	<30 tahun <30 tahun	826	114	940	665	67	732	805	110	915





NDAQ S5

RASIO JUMLAH
PEKERJA TEMPORER
TEMPORARY WORKER RATIO

[GRI 102-8]



Pendekatan Manajemen [GRI 103-2] [GRI 102-8D]

ABM mendefinisikan pekerja temporer di Perusahaan kami sebagai pekerja kontrak, kontraktor, dan/atau konsultan. Personil-personil tersebut mendukung kegiatan operasional pertambangan dan aktivitas bisnis Perusahaan yang begitu kompleks. ABM berkolaborasi dengan para pekerja kontrak, kontraktor dan konsultan tersebut untuk memenuhi kebutuhan kami akan keahlian/keterampilan khusus dan spesifik. Berdasarkan status hubungan kerjanya, jenis-jenis karyawan yang diatur dalam Peraturan Perusahaan dikelompokkan dalam:

- Karyawan Tetap berdasarkan Perjanjian Kerja Waktu Tidak Tertentu (PKWTT);
- Karyawan Tidak Tetap berdasarkan Perjanjian Kerja Waktu Tertentu (PKWT);
- Karyawan Harian berdasarkan Perjanjian Kerja Harian.

Sebagai bagian dari kebijakan Perusahaan, untuk tahun 2021 ABM menetapkan persentase maksimal pekerja temporer adalah maksimal 24% dari pekerja tetap. Perusahaan juga memastikan bila ada aktivitas utama (*core activity / core process*) yang dilakukan oleh personil non-karyawan (kontraktor/konsultan), maka supervisi dari aktivitas tersebut tetap harus dilakukan oleh karyawan dan personil dari kontraktor dan konsultan tersebut diikat secara kinerja dan hukum melalui sebuah kontrak kerja yang memuat *Service Level Agreement*, target, dan *timeline* perkerjaan yang telah disepakati bersama.

Berdasarkan kebijakan ABM, dengan tetap memperhatikan aturan ketenagakerjaan yang berlaku, maka tipe dan jenis-jenis pekerjaan yang boleh dilakukan oleh pekerja non-karyawan, antara lain:

Management Approach [GRI 103-2] [GRI 102-8D]

ABM defines temporary workers in our Company as contract workers, contractors, and/or consultants. These personnel support the Company's complex mining operations and business activities. ABM works closely with these contract workers, contractors and consultants to meet our needs for specific and specialized skills/expertise, i.e. types of employees regulated in the Company Regulations are grouped into:

- Permanent Employees based on Non-Permanent Time Work Agreements (PKWTT);
- Non-permanent employees based on a certain time work agreement (PKWT);
- Day Employee based on the Daily Work Agreement.

As part of the Company's policy, ABM stipulates that for 2021 the maximum percentage of non-permanent workers is a maximum of 24% of permanent workers. The company also ensures that if there are main activities (*core activity/core process*) carried out by non-employees (contractors/consultants), then supervision of these activities must still be carried out by employees and personnel from contractors and consultants who are bound by performance and law through work contract. This work contract contains a *Service Level Agreement*, targets, and a mutually agreed work schedule.

Based on ABM's policy and applicable labor regulations, the types and kinds of work that can be carried out by non-employees include:

- Tidak berhubungan langsung dengan proses produksi seperti petugas kebersihan
- Tidak berhubungan dengan proses bisnis inti perusahaan seperti staf administrasi

ABM tidak menerapkan opsi pekerja paruh waktu (part time). Namun, kami membuka kesempatan untuk bergabung di program magang (internship), khususnya bagi para fresh graduate yang tertarik untuk menimba pengalaman. Sampai dengan akhir tahun 2021, tercatat 119 orang yang mengikuti program magang (intership) di berbagai area operasional dan anak perusahaan ABM di seluruh Indonesia.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Kebijakan dan prosedur Perusahaan terkait pengelolaan pekerja temporer secara berkala dievaluasi oleh tim Corporate Human Capital dengan mempertimbangkan berbagai input dan *insights*, antara lain *Strategic Man Power Planning* Perusahaan yang disesuaikan dengan *strategic direction* perusahaan, baik dalam jangka pendek, menengah, dan panjang, termasuk kebutuhan untuk personil dengan spesifikasi khusus untuk berbagai rencana Perusahaan ke depan.

- Not directly related to the production process such as cleaning staff
- Not related to the company's core business processes such as administrative staff

ABM does not exercise the part-time option. However, we have created an internship program, especially for recent graduates who are interested in gaining experience. Until the end of 2021, there were 119 people who participated in the internship program in various operational areas and ABM subsidiaries throughout Indonesia.

Management Approach Evaluation [GRI 103-3]

The Company's policies and procedures related to the management of temporary staffs are evaluated periodically by the Corporate Human Capital team. They took various considerations, namely various inputs and insights which including the Company's Strategic Man Power Planning which was adjusted to the company's strategic direction in the short, medium and long term. It also includes the need for personnel with special specifications for various Company needs and future plans.



NDAQ S5

Rasio Jumlah Pekerja Temporer

Temporary Worker Ratio

[GRI 102-8]



NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
NDAQ S5.1	<p>Persentase: Jumlah total karyawan paruh waktu (part-time)</p> <p>Percentage: Total number of part-time employees</p>	21%	GRI 102-8f	<p>Penjelasan bagaimana data dikumpulkan termasuk asumsi yang digunakan dalam pengumpulan dan pengelolaan data.</p> <p>A description of how the data was collected including the assumptions used in the collection and management of the data.</p>	<p>Seluruh data terkait ketenagakerjaan di ABM dikumpulkan sampai akhir Desember 2021 oleh Departemen <i>Corporate Human Capital</i> dengan berkoordinasi dengan tiap-tiap Departemen Human Capital di masing-masing anak perusahaan.</p> <p>All data related to employment at ABM are collected until end of december 2021 by the Corporate Human Capital Department in coordination with each Human Capital Department in each subsidiary</p>
NDAQ S5.2	<p>Persentase Jumlah total kontraktor dan/atau konsultan</p> <p>Percentage Total number of contractors and/or consultants</p>	14%	GRI 102-8a	<p>Tunjangan yang diberikan kepada karyawan purnawaktu yang tidak diberikan kepada karyawan sementara atau paruh waktu</p> <p>Benefits Provided to Full-Time Employees That are Not Provided to Temporary or Part-Time Employees</p>	<p>Cakupan program manfaat untuk karyawan tetap yang ditetapkan dan diwajibkan dalam ABM, meliputi asuransi jiwa, asuransi kesehatan dan kecelakaan, pengobatan, santunan bagi karyawan disabilitas, cuti kelahiran anak, pengobatan untuk anak, tunjangan pensiun, tunjangan makan, tunjangan transportasi, dan Alat Pelindung Diri (APD).</p> <p>The coverage of the benefits program for permanent employees is regulated in ABM rules and regulations, including life insurance, health and accident insurance, medical treatment, compensation for disabled employees, maternity leave, child care, pension benefits, meal allowances, transportation allowances, and personal protective equipment (PPE).</p>
GRI 102-8b	<p>Total karyawan tetap dan temporer (kontrak) berdasarkan gender</p> <p>Total permanent and temporary (contract) employees by gender</p>	<p>Lihat tabel</p> <p>Lihat tabel</p> <p>[GRI 102-8a] [GRI 102-8b][GRI 102-8c]</p> <p>Distribusi Karyawan Tetap, Temporer dan Kontraktor di ABM</p> <p>Distribution of Permanent, Temporary and Contractor Employees at ABM</p>			
GRI 102-8c	<p>Total karyawan tetap dan temporer (kontrak) berdasarkan area operasional</p> <p>Total permanent and temporary (contract) employees by operational area</p>		<p>Tidak ada karyawan paruh waktu (part-time) di ABM.</p> <p>There are no part-time employees at ABM.</p>	GRI 401-2	<p>Cuti melahirkan</p> <p>Parental leave</p>
GRI 102-8d	<p>Apakah aktivitas utama dari Perusahaan dilakukan oleh personil yang bukan karyawan. Jika ya, jelaskan jenis dan skala pekerjaan yang dilakukan oleh personil non-karyawan tersebut.</p> <p>Are the main activities of the Company carried out by personnel who are not employees? If yes, please describe the type and scale of work performed by non-employee personnel.</p>	<p>Lihat penjelasan pada bagian pendekatan manajemen GRI 102-8d</p> <p>See the description of the management approach section of GRI 102-8d</p>		GRI 102-8e	

[GRI 102-8a] [GRI 102-8b][GRI 102-8c]

Distribusi Karyawan Tetap, Temporer dan Kontraktor di ABM

Distribution of Permanent, Temporary and Contractor Employees at ABM

Kategori Karyawan Employee Category	Area Operasional Operational Area	2019			2020			2021		
		Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Tetap (PKWTT) Permanent	ABM – Kantor Pusat	53	30	83	58	28	86	61	39	100
	MVC	3296	99	3395	3667	126	3793	450	128	4469
	Service	1.075	53	1.128	1.057	55	1.112	1.026	55	1.081
	Logistic	446	145	591	508	159	667	496	171	667
(a) TOTAL KARYAWAN TETAP (PKWTT) (a) TOTAL PERMANENT EMPLOYEES		4.870	327	5.197	5.290	368	5.662	5.924	393	6.317
Kontrak (PKWT) Contract	ABM – Kantor Pusat	3	4	7	1	3	4	0	3	3
	MVC	813	50	863	1013	19	1032	983	38	1021
	Service	442	16	458	356	22	378	507	22	529
	Logistic	524	62	586	372	46	418	448	59	507
(b) TOTAL KARYAWAN KONTRAK (PKWT) (b) TOTAL CONTRACT EMPLOYEES		1.782	132	1.914	1.742	90	1.828	1.938	122	2.060
Kontraktor dan/ atau Konsultant Contractor and/or Consultant	ABM – Kantor Pusat	28	5	33	17	4	21	15	1	16
	MVC	328	62	390	418	51	469	712	58	770
	Service	672	35	707	657	45	702	553	37	590
	Logistic	28	5	33	17	4	21	15	1	16
(c) TOTAL KONTRAKTOR / KONSULTAN (c) TOTAL CONTRACTOR / CONSULTANT		1.028	102	1.130	1.092	100	1.192	1.280	96	1.376
(d) TOTAL KARYAWAN (a+b) (d) TOTAL EMPLOYEES		6.652	459	7.111	7.032	458	7.490	7.862	515	8.377
(e) TOTAL KARYAWAN + KONTRAKTOR (a+b+c) (e) TOTAL EMPLOYEES + CONTRACTOR (a+b+c)		7.680	561	8.241	8.124	558	8.682	9.142	611	9.753
% KARYAWAN KONTRAK (PKWT) ((b/e)*100%) % CONTRACT EMPLOYEES ((b/e)*100%)		23%	24%	23%	21%	16%	21%	21%	20%	21%
% KONTRAKTOR/KONSULTAN ((c/e)*100%) % CONTRACTOR/CONSULTANT ((c/e)*100%)		13%	18%	14%	13%	18%	14%	14%	16%	14%

Keterangan:

*) Data MVC meliputi PT Tunas Inti Abadi, PT Mifa Bersaudara. PT Bara Energi Lestari, PT Cipta Kridatama, PT Prima Wiguna Parama, dan PT Reswara Minergi Hartama.

**) Data Service meliputi PT Sanggar Sarana Baja.

***) Data Logistic meliputi PT Cipta Krida Bahari

Note:

*) MVC data includes PT Tunas Inti Abadi, PT Mifa Bersaudara. PT Bara Energi Lestari, PT Cipta Kridatama, PT Prima Wiguna Parama, dan PT Reswara Minergi Hartama.

**) Service data includes PT Sanggar Sarana Baja.

***) Logistic data includes PT Cipta Krida Bahari







NDAQ S6

NON-DISKRIMINASI NON-DISCRIMINATION

[GRI 103-2] [GRI 406-1]



ABM memiliki mekanisme untuk penyampaian laporan insiden tindak diskriminatif, termasuk pelecehan seksual di tempat kerja melalui Whistleblowing System. Seluruh laporan bersifat rahasia dan akan ditindaklanjuti sesuai dengan peraturan Perusahaan dan hukum yang berlaku.

Sampai dengan akhir tahun 2021, tidak menerima laporan tindak ataupun insiden diskriminasi dan pelecehan seksual di tempat kerja. Selain itu ABM memiliki kebijakan khusus mengenai *sexual harassment* dan diskriminasi yang diatur dalam Peraturan Perusahaan, yaitu pada Pasal yang terkait Etika di Tempat Kerja serta Larangan dan Kewajiban Karyawan. Masa berlaku PP tersebut selama 5 tahun dimana versi terakhir diterbitkan pada tahun 2018 yang secara berkelanjutan akan terus diperbaharu mengikuti perkembangan industri. [GRI 406-1]

Evaluasi Pendekatan Manajemen [GRI 103-3]

Kebijakan dan prosedur serta perangkat mekanisme pelaporan tindak diskriminasi dan pelecehan seksual di tempat kerja dievaluasi secara berkala keefektifannya, antara lain dengan:

- Melakukan sosialisasi kepada seluruh karyawan dan kontraktor mengenai tindakan apa-apa saja yang termasuk dalam tindakan diskriminatif dan pelecehan seksual di tempat kerja.
- Memastikan kebijakan dan prosedur Perusahaan terkait non-diskriminasi dan pelecehan seksual tetap update dengan perkembangan terbaru dari regulasi nasional dan norma-norma yang berlaku secara internasional, termasuk dari International Labor Organization (ILO).

ABM has a mechanism for submitting reports of incidents of discriminatory actions, including sexual harassment in the workplace through the Whistleblowing System. All reports are confidential and will be followed up in accordance with Company regulations and applicable laws.

As of the end of 2021, there have been no reports of acts or incidents of sexual discrimination and harassment in the workplace. In addition, ABM has a specific policy regarding sexual harassment and discrimination which is regulated in the Company Regulations, which are contained in articles related to Workplace Ethics and Employee Prohibitions and Obligations. This Company Regulation is valid for 5 years with the last version published in 2018 which will continue to be updated following industry developments. [GRI 406-1]

Management Approach Evaluation [GRI 103-3]

Policies and procedures as well as mechanisms for reporting acts of discrimination and sexual harassment in the workplace are regularly evaluated for their effectiveness, by:

- Conducting socialization to all employees and contractors in regards to all actions that are included in discriminatory acts and sexual harassment in the workplace.
- Ensuring that the Company's policies and procedures in regards to non-discrimination and sexual harassment are kept up to date with the latest developments in national regulations and internationally accepted norms, including those from the International Labor Organization (ILO).





NDAQ S6

Non-Diskriminasi | Non-Discrimination

[GRI 103-2] [GRI 406-1]

NASDAQ & GRI Criteria Checker

NDAQ S6	<p>Apakah perusahaan memiliki kebijakan mengenai non-diskriminasi dan pelecehan seksual?</p> <p>Does the company have a non-discrimination and sexual harassment policy?</p>	<p>Ya. Kebijakan non-diskriminasi dan perlindungan karyawan dari tindak pelecehan seksual di tempat kerja menjadi bagian dari kebijakan manajemen sumber daya manusia yang dikelola oleh Corporate Human Capital.</p> <p>Yes. The non-discrimination policy and the protection of employees from acts of sexual harassment in the workplace are part of the human resource management policy managed by Corporate Human Capital.</p>
GRI 406-1a	<p>Total jumlah insiden diskriminasi sepanjang periode pelaporan</p> <p>Total number of discrimination incidents during the reporting period</p>	<p>0 (nihil) 0 (nihil)</p>

NDAQ S7

TINGKAT KECELAKAAN KERJA INJURY RATE

[GRI 403-9]



Pendekatan Manajemen [GRI 103-2]

ABM senantiasa berupaya untuk memperbaiki implementasi dari sistem pengendalian potensi bahaya dan penilaian risiko kecelakaan kerja di seluruh area operasional dan anak perusahaan.

Seluruh pendekatan ABM untuk mengelola risiko dan potensi insiden kecelakaan kerja demi menekan tingkat kecelakaan dan insiden K3 mengikuti hierarchy of control sesuai dengan standar internasional ISO 45000 dan OSHA sebagai berikut:

Management Approach [GRI 103-2]

ABM continues to improve the implementation of the potential hazard control system and work accident risk assessment in all operational areas and subsidiaries.

All of ABM's approaches in managing risks and potential incidents of work accidents in order to reduce the level of accidents and OHS incidents follow the control hierarchy according to ISO 45000 and OSHA international standards as follows:

HIERARCHY OF CONTROLS



Evaluasi Pendekatan Manajemen [GRI 103-3]

Pengelolaan dan pengendalian bahaya dan risiko K3 di ABM terus dievaluasi secara berkala, antara lain dengan melakukan pemantauan pencapaian KPI terkait K3 di masing-masing area operasional dan anak perusahaan, pelaksanaan audit internal dan audit eksternal terhadap implementasi sistem manajemen K3 minimal satu tahun sekali, dan melakukan studi banding antar anak perusahaan sebagai platform knowledge sharing di aspek implementasi K3 di ABM.



Management Approach Evaluation [GRI 103-3]

The management and control of OHS hazards and risks at ABM continues to be evaluated periodically. This is done by monitoring the achievement of KPIs related to K3 in each operational area and subsidiaries, conducting internal audits and external audits on the implementation of the OHS management system at least once a year, and conducting comparative studies between subsidiaries as knowledge sharing platform in the aspect of OHS implementation at ABM.



NDAQ S7

Tingkat Kecelakaan Kerja | Injury Rate

[GRI 403-9]

NASDAQ & GRI Criteria Checker

NDAQ S7	<p>Persentase: Frekuensi terjadinya kecelakaan kerja dibandingkan dengan jumlah total pekerja</p> <p>Percentage: The frequency of accidents at work compared to the total number of workers</p>	<p>Lihat tabel [NDAQ S7] Tingkat Kecelakaan Kerja</p> <p>Please see the table [NDAQ S7] Injury Rate</p>
GRI 403-9a	<p>Untuk seluruh karyawan:</p> <ul style="list-style-type: none"> Frekuensi dan tingkat fatalities Frekuensi dan tingkat kecelakaan kerja yang signifikan Frekuensi dan tingkat recordable injuries Tipe/kategori kecelakaan kerja di perusahaan Total jam kerja <p>For all employees:</p> <ul style="list-style-type: none"> The number and rate of fatalities as a result of work-related injury; The number and rate of high-consequence work-related injuries (excluding fatalities); The number and rate of recordable work-related injuries; The main types of work-related injury; The number of hours worked. 	<p>Lihat tabel [GRI 403-9a][GRI 403-9b] Tingkat Kecelakaan Kerja Karyawan dan Kontraktor</p> <p>Please see the table [GRI 403-9a][GRI 403-9b] Employee and Contractor Work Accident Rate</p>
GRI 403-9b	<p>Untuk seluruh pekerja kontraktor:</p> <ul style="list-style-type: none"> Frekuensi dan tingkat fatalities Frekuensi dan tingkat kecelakaan kerja yang signifikan Frekuensi dan tingkat recordable injuries Tipe/kategori kecelakaan kerja di perusahaan Total jam kerja <p>For all contractor:</p> <ul style="list-style-type: none"> The number and rate of fatalities as a result of work-related injury; The number and rate of high-consequence work-related injuries (excluding fatalities); The number and rate of recordable work-related injuries; The main types of work-related injury; The number of hours worked. 	

NASDAQ & GRI Criteria Checker

GRI 403-9c	<p>Potensi bahaya di tempat kerja dengan risiko dampak K3 dan cedera yang signifikan:</p> <ul style="list-style-type: none"> Bagaimana potensi bahaya ini diidentifikasi Potensi bahaya mana yang telah menyebabkan insiden kecelakaan kerja tertinggi selama periode pelaporan Tindak lanjut yang diambil / direncanakan oleh Perusahaan untuk mengeliminasi atau meminimasi potensi bahaya signifikan tersebut menggunakan hierarchy of control. <p>The work-related hazards that pose a risk of high-consequence injury, including:</p> <ul style="list-style-type: none"> how these hazards have been determined; which of these hazards have caused or contributed to high-consequence injuries during the reporting period; actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. 	<p>Lihat bagian [GRI 403-9c] Daftar Potensi/Risiko Bahaya Kecelakaan Kerja Signifikan Tahun 2021</p> <p>Please see the part [GRI 403-9c] [GRI 403-9d] List of Potential/Risk Hazards for Significant Work Accidents in 2021</p>
GRI 403-9d	<p>Tindak lanjut lain yang diambil / direncanakan oleh Perusahaan untuk mengeliminasi atau meminimasi potensi bahaya lain menggunakan <i>hierarchy of control</i>.</p> <p>Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p>	
GRI 403-9e	<p>Tingkat kecelakaan kerja di ABM apakah dihitung menggunakan denominator 200.000 atau 1.000.000 jam kerja</p> <p>Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.</p>	<p>Tingkat Total Recordable Injury Rate (TRIR) dihitung menggunakan denominator 200.000 sesuai dengan Occupational Health and Safety Administration (OSHA).</p> <p>The Total Recordable Injury Rate (TRIR) is calculated using a denominator of 200,000 according to the Occupational Health and Safety Administration (OSHA).</p>
GRI 403-9f	<p>Apakah ada insiden K3 oleh pekerja yang tidak dihitung dalam perhitungan kinerja K3 Perusahaan? Jika ada, jelaskan tipe pekerja tersebut.</p> <p>Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p>	<p>Tidak. Data kinerja K3 dan tingkat kecelakaan kerja dalam laporan ini mencakup seluruh karyawan dan kontraktor yang bekerja di dalam area operasional ABM di tiap-tiap anak perusahaan.</p> <p>No. The OHS performance data and work accident rates in this report cover all employees and contractors who work within ABM's operational areas in each of its subsidiaries.</p>
GRI 403-9g	<p>Informasi lain mengenai data tingkat kecelakaan kerja: Standar, Metodologi, Asumsi</p> <p>Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>Tercantum pada catatan di masing-masing tabel yang disajikan dalam Laporan ini.</p> <p>Listed in the notes in each table presented in this Report.</p>

[NDAQ S7] Tingkat Kecelakaan Kerja Injury Rate

Tipe/Kategori Insiden Incident Category	Tingkat / Frekuensi Tingkat / Frekuensi		
	2019	2020	2021
Fatality	-	2,00	-
Lost Time Injury (LTI)	1,00	3,00	5,00
Total Injury Frequency Rate (TIFR) (LTI+ Fatality)	0,13	2,38	4,67
Total Injury Saverity Rate (TISR)	0,39	296,95	55,39
Property Damage (PD)	123	159	146
Total Manhours (Karyawan + Kontraktor)	34.362.188	40.744.144	49.447.484
Total Safe Hours	50.170.373	24.510.527	57.615.834

[GRI 403-9a][GRI 403-9b] Tingkat Kecelakaan Kerja Karyawan dan Kontraktor Employee and Contractor Work Accident Rate

Tipe/Kategori Insiden Incident Category	2019			2020			2021		
	Karyawan Employee	Kontraktor Contractor	Total	Karyawan Employee	Kontraktor Contractor	Total	Karyawan Employee	Kontraktor Contractor	Total
Fatality	0	0	0	1	1	2	0	0	0
Lost Time Injury (LTI)	1,00	0,00	1,00	3,00	1,00	4,00	4,00	1,00	5,00
Total Injury Frequency Rate (TIFR) (LTI+ Fatality)	0,20	0,00	0,20	0,54	10,48	11,02	4,82	0,23	5,04
Total Injury Saverity Rate (TISR)	0,39	0,00	0,39	442,39	7,61	450,00	32,46	53,05	85,51
Property Damage (PD)	72	60	132	112	58	170	98	48	146
Total Manhours (Karyawan + Kontraktor)	20.217.647	14.144.541	34.362.187	23.017.482	16.810.376	39.827.858	25.097.558	17.857.423	42.954.982
Total Safe Hours	30.454.057	19.716.315	50.170.372	13.389.839	10.204.401	23.594.240	32.639.368	18.582.824	51.222.193

Note:

- Data tingkat kecelakaan kerja pada tabel diatas mencakup seluruh area operasional dan anak perusahaan ABM, yakni: Kantor Pusat, PT Bara Energi Lestari, PT Cipta Kridatama, PT Cipta Krida Bahari, PT Mifa Bersaudara, PT Prima Wiguna Parama, PT Sanggat Sarana Baja, dan PT Tunas Inti Abadi. The work accident rate data in the table above covers all operational areas and ABM's subsidiaries, which includes: Head Office, PT Bara Energi Lestari, PT Cipta Kridatama, PT Cipta Krida Bahari, PT Mifa Brothers, PT Prima Wiguna Parama, PT Sanggat Sarana Baja, and PT Tunas Inti Abadi.
- Data tingkat kecelakaan kerja mencakup seluruh karyawan dan kontraktor yang bekerja di dalam area operasional ABM di masing-masing anak perusahaan pada point a. Work accident rate data includes all employees and contractors working in ABM's operational areas in each subsidiary in point a.
- Tingkat Total Recordable Injury Rate (TRIR) dihitung menggunakan denominator 200.000 sesuai dengan Occupational Health and Safety Administration (OSHA). The Total Recordable Injury Rate (TRIR) is calculated using a denominator of 200,000 according to the Occupational Health and Safety Administration (OSHA).

Note:

- Data tingkat kecelakaan kerja pada tabel diatas mencakup seluruh area operasional dan anak perusahaan ABM, yakni: Kantor Pusat, PT Bara Energi Lestari, PT Cipta Kridatama, PT Cipta Krida Bahari, PT Mifa Bersaudara, PT Prima Wiguna Parama, PT Sanggat Sarana Baja, dan PT Tunas Inti Abadi. The work accident rate data in the table above covers all operational areas and ABM's subsidiaries, which includes: Head Office, PT Bara Energi Lestari, PT Cipta Kridatama, PT Cipta Krida Bahari, PT Mifa Brothers, PT Prima Wiguna Parama, PT Sanggat Sarana Baja, and PT Tunas Inti Abadi.
- Data tingkat kecelakaan kerja mencakup seluruh karyawan dan kontraktor yang bekerja di dalam area operasional ABM di masing-masing anak perusahaan pada point a. Work accident rate data includes all employees and contractors working in ABM's operational areas in each subsidiary in point a.
- Tingkat Total Recordable Injury Rate (TRIR) dihitung menggunakan denominator 200.000 sesuai dengan Occupational Health and Safety Administration (OSHA). The Total Recordable Injury Rate (TRIR) is calculated using a denominator of 200,000 according to the Occupational Health and Safety Administration (OSHA).



[GRI 403-9c] [GRI 403-9d] Daftar Potensi/Risiko Bahaya Kecelakaan Kerja Signifikan Tahun 2021
 List of Potential/Risk Hazards for Significant Work Accidents in 2021

ABM melakukan identifikasi potensi bahaya dan penilaian risiko sesuai dengan standar internasional manajemen kesehatan dan keselamatan kerja ISO 45000:2018 dan standar Occupational Safety & Health Administration (OSHA) dengan mempertimbangkan sejumlah aktivitas dan potensi bahaya, antara lain:

- Aktivitas rutin dan non-rutin di tempat kerja
- Aktivitas semua pihak yang memasuki tempat kerja termasuk kontraktor, pemasok, pengunjung, dan tamu
- Perilaku manusia, kemampuan, dan faktor manusia lainnya
- Bahaya dari luar lingkungan tempat kerja
- Bahaya yang timbul di tempat kerja, meliputi Infrastruktur, peralatan dan material, baik yang disediakan perusahaan maupun pihak lain yang berhubungan dengan perusahaan
- Perubahan pada organisasi, aktivitas atau material yang digunakan
- Perubahan pada sistem manajemen K3 termasuk perubahan yang bersifat sementara dan berdampak terhadap operasi, proses, dan aktivitas kerja
- Kewajiban perundangan-undangan terkait penilaian risiko dan tindakan pengendalian
- Desain tempat kerja, proses, instalasi mesin/peralatan, prosedur operasional, dan organisasi kerja.

Berdasarkan hasil identifikasi bahaya, penilaian risiko, pemantauan dan tindak lanjut yang dilakukan oleh tim K3 di masing-masing area operasional dan anak perusahaan, berikut ini potensi bahaya dan risiko K3 signifikan di ABM yang telah menyebabkan insiden K3 tertinggi selama tahun 2021:

ABM carries out hazard identification and risk assessment in accordance with international occupational health and safety management standards ISO 45000:2018 and Occupational Health & Safety (OSHA) standards by considering a number of activities and potential hazards, including:

- Routine and non-routine activities at work
- Activities of all parties entering the workplace including contractors, suppliers, visitors and guests
- Human behavior, abilities and other human factors
- Hazards from outside the workplace
- Hazards that arise in the workplace, including infrastructure, equipment and materials, both provided by the company and other parties related to the company
- Changes to the organization, activities or materials used
- Changes to the OHS management system including changes that are temporary and have an impact on operations, processes and work activities
- Legal obligations related to risk assessment and control measures
- Design of workplaces, processes, machine/equipment installation, operational procedures, and work organization.

Based on the results of hazard identification, risk assessment, monitoring and follow-up carried out by the OHS team in each operational area and its subsidiaries, the following are the potential significant OHS hazards and risks at ABM that cause the highest OHS incidents during 2021:

[NDAQ S7] Tingkat Kecelakaan Kerja | Injury Rate (Belum termasuk PWP 2019- 2021)

Tingkat Kecelakaan Kerja | Injury Rate (Belum termasuk PWP 2019- 2021)

Jenis Bahaya / Sumber Insiden K3 Hazard Type / OHS Incident Source	Kategori Insiden yang ditimbulkan (*) Category of incidents caused (*)	Tindak Lanjut Berdasarkan Hierarchy of Control (**) Follow Up Based on Control Hierarchy (**)	
<ul style="list-style-type: none"> Mengoperasikan di luar prosedur yang ditentukan (<i>unsafe behaviour</i>) Berada pada posisi/ daerah tidak aman Alat/peralatan kurang memadai Pemeliharaan/ perawatan kurang memadai <ul style="list-style-type: none"> Operate outside the specified procedure (<i>unsafe behavior</i>) Being in an unsafe position/area Inadequate tools/equipment Inadequate maintenance 	<ul style="list-style-type: none"> Kerusakan property Pertolongan pertama Property Damage First Aid 	<ul style="list-style-type: none"> Engineering Control Administrasi Praktek Kerja Engineering Control Administration Practical Work 	
<p>Bahaya Mekanik (bahaya yang timbul dari penggunaan mesin atau alat kerja seperti terpotong, terjepit, tersayat, dsb)</p> <p>Mechanical Hazards (hazards arising from the use of machines or work tools such as cuts, pinches, cuts, etc.)</p>	LTI / RWC / MTC	<ul style="list-style-type: none"> Pemasangan Safety Guard Pelatihan (keselamatan jari & tangan); Prosedur hand tools; Inspeksi tools; Safety sign. Install Work Platform (scaffolding) Medical Pass sebelum bekerja; Pelatihan; Prosedur; Inspeksi; Scaff Tag & Safety sign. Minimal PPE Standard (safety Helmet, respirator / masker, safety glove, safety shoes, etc) & Full Body Harness dilengkapi 2 lanyard 	<ul style="list-style-type: none"> Safety Guard Installation Training (finger and hand safety); Hand tools procedure; Inspection tools; Safety sign. Install Work Platform (scaffolding) Medical Pass before work; Training; Procedure; Inspection; Scafftag & Safety sign. Minimum PPE standards (safety helmet, respirator/mask, safety glove, safety shoes, etc.) & Full Body Harness equipped with 2 lanyards
<p>Bahaya Terjatuh (Bekerja di Ketinggian)</p> <p>Danger from Falling (Working at Height)</p>	FAT	<ul style="list-style-type: none"> Install Work Platform (scaffolding) Medical Pass sebelum bekerja; Gas Atmosphere Test sebelum dan selama kegiatan; Personal Gas detector; Pelatihan; Prosedur Izin Kerja; Man way watch/standby person; Inspeksi; Safety sign; Rencana emergency pekerjaan diruang terbatas tersedia. Minimal PPE Standard (safety Helmet, respirator / masker, safety glove, safety shoes, etc) 	<ul style="list-style-type: none"> Install Work Platform (scaffolding) Medical Pass before work; Gas Atmosphere Test before and after the activity; Personal Gas detector; Training; Work Permit Procedures; Man way watch/standby person; Inspection; Safety sign; Extra space work emergency plans are available. Minimum PPE Standard (safety helmet, respirator/mask, safety glove, safety shoes, etc)
<p>Bahaya kekurangan oksigen / keracunan gas di ruang terbatas (Pekerjaan perbaikan dan pembuatan tangki)</p> <p>Danger of lack of oxygen / gas poisoning in confined spaces (Repair work and tank construction)</p>	FAT	<ul style="list-style-type: none"> Membersihkan dan Memasang Exhaust/Blower Fan (in & out) Medical Pass sebelum bekerja; Gas Atmosphere Test sebelum dan selama kegiatan; Personal Gas detector; Pelatihan; Prosedur Izin Kerja; Man way watch/standby person; Inspeksi; Safety sign; Rencana emergency pekerjaan diruang terbatas tersedia. Minimal PPE Standard (safety Helmet, respirator / masker, safety glove, safety shoes, etc) 	<ul style="list-style-type: none"> Purging and Install exhaust / blower fan (in & out) Medical Pass before work; Gas Atmosphere Test before and after the activity; Personal Gas detector; Training; Work Permit Procedures; Man way watch/standby person; Inspection; Safety sign; Extra space work emergency plans are available. Minimum PPE Standard (safety helmet, respirator/mask, safety glove, safety shoes, etc)



Jenis Bahaya / Sumber Insiden K3 Hazard Type / OHS Incident Source	Kategori Insiden yang ditimbulkan (*) Category of incidents caused (*)	Tindak Lanjut Berdasarkan Hierarchy of Control (**) Follow Up Based on Control Hierarchy (**)	
Bahaya Tertimpa dan Tertabrak peralatan mekanis (Pekerjaan pengangkatan & pengikatan / pengoperasian forklift / Crane) Danger of being crushed and hit by mechanical equipment (lifting & strapping work / forklift / crane operation)	FAT / MTC / LTI	<ul style="list-style-type: none"> Operator Angkat angkut Wajib SIO, Lifting & Rigging Plan; Prosedur; Inspeksi; Area lifting barikade. 	<ul style="list-style-type: none"> SIO Mandatory Lift Operators, Lifting & Rigging Plan; Procedures; Inspection; barricade area lifting.
Berkendara Drive	Kematian Fatality	Sebelum Aktifitas: <ul style="list-style-type: none"> Memberikan detail persyaratan yang diperlukan kepada vendor terkait unit dan <i>Driver</i>. Pembuatan guideline penyediaan kendaraan dan pengemudi <i>call out</i> Memastikan untuk <i>callout unit</i> dengan perjalanan lebih dari 5 jam harus 2 driver dan dibawah lima jam 1 driver. Memastikan kondisi kesehatan dari driver berdasarkan surat keterangan dokter yang dapat dipertanggung jawabkan. Melengkapi dan mereview JMP sebelum pemberangkatan kendaraan termasuk istirahat dan laporan setiap 2-4 jam. Melakukan verifikasi dokumen yang diberikan oleh vendor terkait dengan kendaraan, JMP, <i>driver</i> dan kondisi driver sebelum <i>call out</i>. Saat Aktivitas: <ul style="list-style-type: none"> Briefing kepada <i>driver call out</i> termasuk <i>campaign</i> penggunaan <i>seat belt</i> dan larangan kendaraan berjalan sebelum <i>seat belt</i> digunakan Melakukan <i>checklist</i> harian pada kendaraan <i>call out</i> selama disewa. Menyediakan GPS yang dapat dipantau oleh berbagai pihak dengan mudah. Trip hanya dilakukan pada siang hari. Sosialisasi kejadian kepada <i>team</i> sebagai <i>lesson learn</i> dan <i>preventive action</i> 	Before Activity : <ul style="list-style-type: none"> Provide details of required requirements to vendors regarding units and Drivers. Make vehicle provision guidelines and call-out driver Make sure callout units with trips of more than 5 hours must have 2 drivers and 1 driver for under five hours Ensure the driver's health condition based on a doctor's certificate that is accounted for. Complete and review the JMP prior to vehicle departure including breaks and condition reports every 2-4 hours. Verify the documents provided by the vendor regarding the vehicle, JMP, driver and driver's condition before call-out. During Activity : <ul style="list-style-type: none"> Briefing to call out drivers including seat belt use campaigns and a ban of driving vehicles before seat belts are used Do a daily checklist on call-out vehicles during the rental. Provides GPS that can be monitored by various parties easily. The trip is only made during the day. Incident socialization to the team as a lesson and preventive measure
<ol style="list-style-type: none"> Mengoperasikan di luar prosedur yang ditentukan (<i>unsafe behaviour</i>) Operate outside the specified procedure (<i>unsafe behavior</i>) Berada pada posisi/ daerah tidak aman Being in an unsafe position/area Pemeliharaan/ perawatan kurang memadai Inadequate maintenance Bahaya Mekanik Mechanical Hazard 	Property Damage LTI / RWC / MTC	<ul style="list-style-type: none"> Safety Guard Installation Pelatihan (keselamatan jari & tangan); Prosedur hand tools; Inspeksi tools; Safety sign. Minimal PPE Standard (safety Helmet, respirator / masker, safety glove, safety shoes, etc) 	<ul style="list-style-type: none"> Safety Guard Installation Training (finger & hand safety); Hand tools procedure; Inspection tools; Safety sign. Minimum PPE standards (safety helmets, respirators/masks, safety gloves, safety shoes, etc.)

Note:

* Kategori insiden | incident category:

- NM: Near Miss or First Aid
- PD: Property Damages (cedera ringan / non-recordable)
- RI: Recordable Injuries (LTI – menyebabkan hilangnya hari kerja | cause lost workdays)
- MI: Major Incident (cedera serius menyebabkan kecacatan | serious injury causes disability)
- F: Fatalities

** Tindak lanjut berdasarkan hierarchy of control
Follow up based on hierarchy of control:

- PPE: Personal protective equipment
- AC: Administrative Control
- EC: Engineering Control
- SU: Substitution
- EL: Elimination

Kinerja K3L Tahun 2021

K3L Performance in 2021

Deskripsi Description	MINING VALUE CHAIN (MVC)							Services	Logistic
	TIA	MIFA	BEL	CK	PWP	BDD	DDE	SSB	CKB
Fatality	0	0	0	0	0	-	-	0	-
Lost Time Injury (LTI)	0	1	0	1	0	-	1	1	1
Total Injury Frequency Rate (TIFR) (LTI+ Fatality)	0	0,81	0	0,04	0,00	-	4	0,25625	-
Total Injury Saverity Rate (TISR)	0	50,33	0	0,41	0,00	-	4	1,281248	-
Property Damage (PD)	14	29	7	51	0	4	8	11	20
Total Manhours (Karyawan + Kontraktor)	3.742.627	4.947.218	1.055.299	24.643.665	80.648	681.216	276.972	3.902.445	8.498.708
Total Safe Hours	3.742.627	3.852.159	1.055.299	29.217.473	80.648	3.458.186	467.594	2.850.845	11.289.152

Note:

a. TIA = PT Tunas Inti Abadi
b. MIFA = PT Mifa Bersaudara

c. BEL = PT Bara Energi Lestari
d. CK = PT Cipta Kridatama

e. PWP = PT Prima Wiguna Parama
f. SSB = PT Sanggar Sarana Baja

NDAQ S8

STANDAR KESEHATAN DAN KESELAMATAN KERJA GLOBAL
GLOBAL HEALTH & SAFETY
[GRI 103-2] [GRI 403]



Pendekatan Manajemen Sistem Manajemen K3 di ABM [GRI 103-2]

ABM berupaya menerapkan standar tertinggi di aspek Kesehatan dan Keselamatan Kerja (K3) demi terciptanya budaya K3 yang akan mendorong keberhasilan Perusahaan dalam mewujudkan lingkungan kerja yang aman, sehat, dan nyaman bagi seluruh pekerja.

Pengelolaan K3 di ABM menjadi tanggung jawab fungsi Safety, Health and Environmental (SHE), dan untuk operational Perseroan terkait pertambangan implementasi sistem manajemen dan monitoring program K3 diperkuat oleh

Management Approach OHS Management System at ABM [GRI 103-2]

ABM strives to implement the highest Occupational Health and Safety (OHS) standards in order to create an OHS culture that will drive the Company's success in creating a safe, healthy, and comfortable work environment for all employees.

OHS management at ABM is the responsibility of the Occupational Safety, Health and Environment (SHE) function, and reported regularly to regulators, namely the Ministry of Energy and Mineral Resources and the Ministry of Manpower



Kepala Teknik Tambang. Untuk di bisnis lain, fungsi Safety, Health and Environmental (SHE) diperkuat oleh Ahli K3 Umum sesuai dengan regulasi yang berlaku di masing-masing sektor. Kinerja pengelolaan K3 kemudian dievaluasi oleh Direksi melalui mekanisme penilaian laporan kinerja dan pencapaian *key performance indicators* (KPI) terkait aspek K3, utamanya pencapaian *zero fatalities* dan menekan angka *Lost Time Injury* (LTI) dan *Recordable Incident* di seluruh lini bisnis dan anak perusahaan.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Penerapan sistem manajemen K3 berdasarkan SMK3, ISO 45000, dan OSHA di seluruh operasional ABM terus dievaluasi secara berkala, antara lain dengan:

- Pemantauan pencapaian KPI terkait K3 di masing-masing area operasional dan anak perusahaan.
- Pelaksanaan audit internal dan audit eksternal terhadap implementasi sistem manajemen K3 minimal satu tahun sekali.
- Melaksanakan sertifikasi dan re-sertifikasi ISO 45000
- Melakukan *update* berkala terhadap KPI K3 dan prosedur K3 berdasarkan hasil audit internal dan eksternal, serta bila ada perubahan pada standar dan regulasi terkait K3.

Sistem Manajemen K3 di ABM [GRI 403-1]

Pengelolaan K3 di ABM dan anak perusahaan mengacu pada standar nasional dan internasional K3, yakni SMK3 dari Kementerian Ketenagakerjaan, SMKP dari Kementerian ESDM, dan ISO 45001 – Occupational Health and Safety Management System, dan Occupational Safety and Health Administration (OSHA).

and Transmigration of the Republic of Indonesia. The performance of OHS management is then evaluated by the Board of Directors through reports using a performance evaluation mechanism and key performance indicators (KPI) related to OHS aspects, especially achieving zero fatality, decreasing the number of Lost Time Injury (LTI) and Recordable Incidents in all business lines and subsidiaries.

Management Approach Evaluation [GRI 103-3]

The implementation of the OHS management system based on SMK3, ISO 45000, and OSHA throughout ABM's operations continues to be evaluated periodically by:

- Monitoring of KPI achievement related to OHS in each operational area and subsidiaries.
- Implementing internal audits and external audits of the implementation of the OHS management system at least once a year.
- Implementing ISO 45000 certification and re-certification
- Conducting periodic updates on OHS KPI and OHS procedures based on the results of internal and external audits, as well as if there are some changes in the standards and regulations related to OHS.

OHS Management System at ABM [GRI 403-1]

OHS management at ABM and its subsidiaries refers to national and international OHS standards, namely SMK3 from the Ministry of Manpower, ISO 45000 – Occupational Health and Safety Management System, and Occupational Safety and Health Administration (OSHA).

	SMK3 NASIONAL	OHSAS 18000 / ISO 45000
ABM - Kantor Pusat	▲	●
PT Sanggar Sarana Baja	▲	●
PT Cipta Kridatama	▲	●
PT Cipta Krida Bahari	▲	●
PT Mifa Bersaudara	▲	●
PT Prima Wiguna Parama	▲	●
PT Sanggar Sarana Baja	▲	●
PT Tunas Inti Abadi	▲	●

▲ Implementasi | Implementation ● Sertifikasi | Certification

Pendekatan Manajemen Sistem Manajemen K3 di ABM [GRI 103-2]

Dengan sistem manajemen tersebut, ABM terus melaksanakan perbaikan berkesinambungan dan evaluasi berkala dari implementasi berbagai program K3 untuk meminimalisasi dan mengeliminasi potensi-potensi insiden dan bahaya kecelakaan di tempat kerja yang bisa membahayakan keselamatan kerja karyawan kami maupun mitra kerja.

Identifikasi Bahaya, Penilaian Risiko, dan Investigasi Insiden [GRI 403-2]

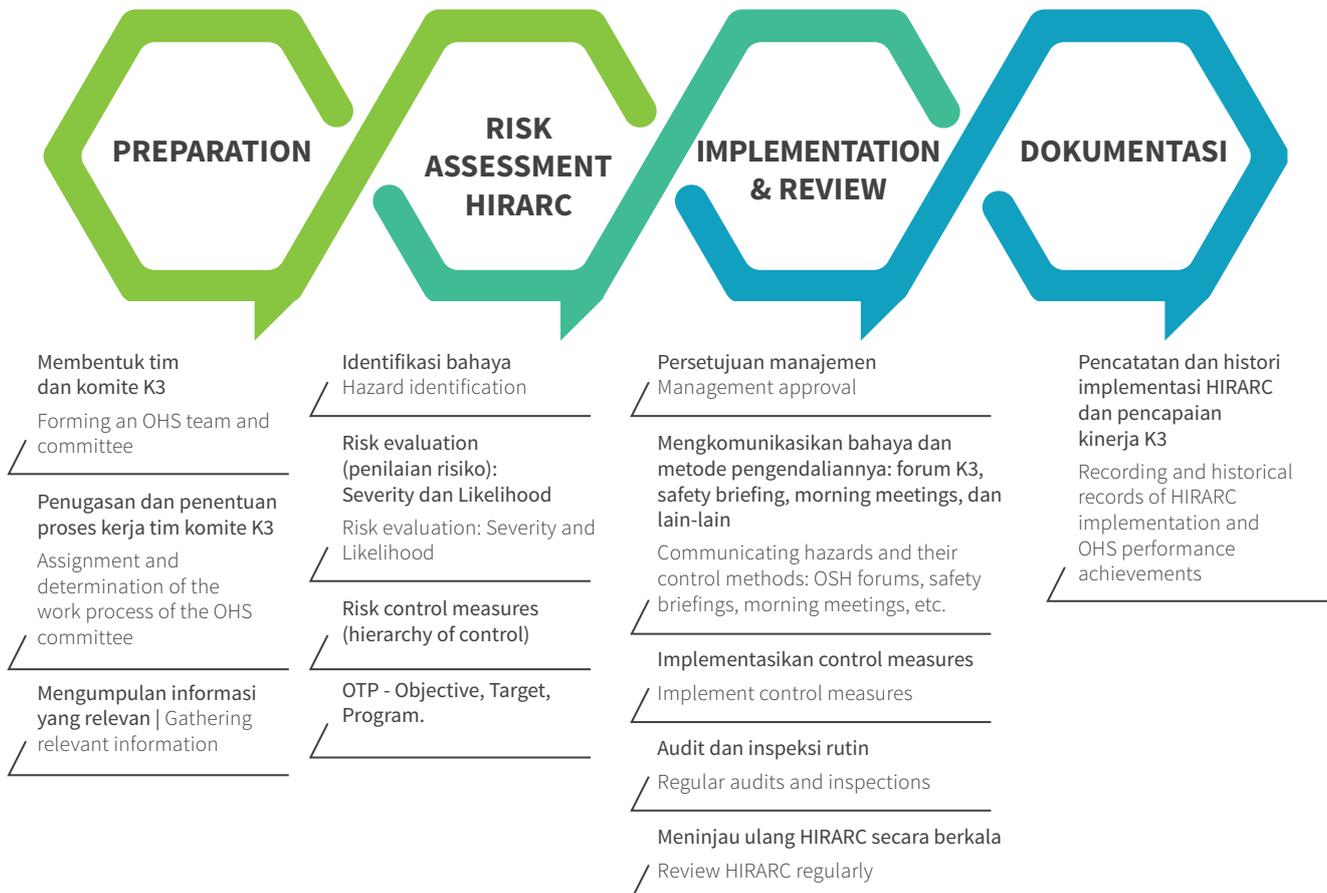
Identifikasi bahaya, penilaian risiko dan investigasi insiden dilakukan sesuai dengan standar sistem manajemen K3 berbasis ISO 45000 dan Peraturan. Berdasarkan standar tersebut proses identifikasi bahaya, penilaian risiko dan investigasi insiden di ABM dan anak perusahaan adalah sebagai berikut:

Management Approach OHS Management System at ABM [GRI 103-2]

With this management system, ABM continues to make continuous improvements and periodic evaluations of the implementation of various OHS programs to minimize and eliminate potential incidents and accidents in the workplace that can endanger the safety of our employees and partners.

Hazard Identification, Risk Assessment, and Incident Investigation [GRI 403-2]

Hazard identification, risk assessment and incident investigation are carried out in accordance with ISO 45000 and regulation based OHS management system standards. Based on this standard, the hazard identification, risk assessment and incident investigation processes at ABM and its subsidiaries are as follows:



Dalam melakukan identifikasi bahaya, penilaian risiko dan investigasi insiden K3, ABM mengacu pada regulasi-regulasi berikut ini:

- Undang-undang No. 1 Tahun 1970 tentang Keselamatan Kerja
- Peraturan Pemerintah No. 50 Tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja
- Peraturan Menteri ESDM No. 26 Tahun 2018 tentang Pelaksanaan Kaidah Pertambangan Yang Baik dan Pengawasan Pertambangan Mineral dan Batubara
- Keputusan Menteri ESDM No. 1827 Tahun 2018 tentang Pedoman Pelaksanaan Kaidah Teknik Pertambangan Yang Baik
- Kepdirjen Minerba No. 185 Tahun 2019 tentang Pelaksanaan Keselamatan Pertambangan dan Pelaksanaan, Penilaian, dan Pelaporan SMKP Minerba.
- Keputusan Menteri tenaga Kerja No. 187 tahun 1999 tentang Pengendalian Bahan Kimia Berbahaya di Tempat Kerja
- Peraturan Menteri Tenaga Kerja No. 03 tahun 1998 tentang Tata Cara Pelaporan dan Pemeriksa Kecelakaan
- Peraturan Menteri Tenaga Kerja No. 15 tahun 2008 tentang P3K di Tempat Kerja
- Peraturan Menteri Ketenagakerjaan No. 12 Tahun 2015 jo Peraturan Menteri Ketenagakerjaan No. 33 Tahun 2015 tentang Keselamatan dan Kesehatan Kerja Listrik di Tempat Kerja
- Peraturan Menteri Ketenagakerjaan No. 9 Tahun 2016 tentang Keselamatan dan Kesehatan Kerja Dalam Pekerjaan Ketinggian
- Peraturan Menteri Kesehatan No. 48 tahun 2016 tentang Standar Keselamatan dan Kesehatan Kerja Perkantoran
- Peraturan Menteri Kesehatan No. 70 Tahun 2016 tentang Standar Kesehatan Lingkungan Kerja Industri
- Peraturan Menteri Ketenagakerjaan No. 37 Tahun 2016 tentang Keselamatan dan Kesehatan Kerja Bejana Tekanan dan Tangki Timbun
- Peraturan Menteri Ketenagakerjaan No. 38 Tahun 2016 tentang Keselamatan dan Kesehatan Kerja Pesawat Tenaga dan Produksi
- Peraturan Menteri Ketenagakerjaan No. 5 Tahun 2018 tentang Keselamatan Kesehatan Kerja Lingkungan Kerja.

In conducting hazard identification, risk assessment and investigation of OHS incidents, ABM refers to the following regulations:

- Law No. 1 of 1970 concerning Occupational Safety
- Government Regulation no. 50 of 2012 concerning the Implementation of Occupational Health and Safety Management Systems
- Regulation of the Minister of Energy and Mineral Resources No. 26 of 2018 concerning Implementation of Good Mining Rules and Supervision of Mineral and Coal Mining
- Decree of the Minister of Energy and Mineral Resources No. 1827 of 2018 concerning Guidelines for Implementing Good Mining Engineering Principles
- Kepdirjen Minerba No. 185 of 2019 concerning the Implementation of Mining Safety and the Implementation, Assessment, and Reporting of Minerba SMKP.
- Decree of the Minister of Manpower No. 187 of 1999 concerning Control of Hazardous Chemicals in the Workplace
- Regulation of the Minister of Manpower No. 03 of 1998 concerning Procedures for Reporting and Investigation of Accidents
- Regulation of the Minister of Manpower No. 15 of 2008 concerning First Aid in the Workplace
- Minister of Manpower Regulation No. 12 of 2015 in conjunction with the Minister of Manpower Regulation No. 33 of 2015 concerning Electrical Occupational Safety and Health in the Workplace
- Minister of Manpower Regulation No. 9 of 2016 concerning Occupational Safety and Health at Work at Height
- Minister of Health Regulation No. 48 of 2016 concerning Office Occupational Safety and Health Standards
- Minister of Health Regulation No. 70 of 2016 concerning Industrial Work Environment Health Standards
- Minister of Manpower Regulation No. 37 of 2016 concerning Occupational Health and Safety of Pressure Vessels and Storage Tanks
- Minister of Manpower Regulation No. 38 of 2016 concerning Occupational Safety and Health of Power and Production Aircraft
- Minister of Manpower Regulation No. 5 of 2018 concerning Occupational Health and Safety in the Work Environment.

- Peraturan Menteri Ketenagakerjaan No. 8 Tahun 2020 tentang Keselamatan dan Kesehatan Kerja Pesawat Angkat dan Angkut
- Peraturan Menteri ESDM No. 10 tahun 2021 tentang Keselamatan Ketenagalistrikan
- Keputusan Direktur Jenderal Mineral dan Batubara No. 309K tahun 2018 tentang Petunjuk Teknis Keselamatan Bahan Peledak serta Fasilitas Penimbunan Bahan Bakar cair

Layanan Kesehatan Bagi Pekerja [GRI 403-3]

ABM dan seluruh anak perusahaan telah melengkapi area operasi dengan fasilitas kesehatan berupa klinik kesehatan dan dokter Perusahaan. Pemeriksaan kesehatan rutin untuk seluruh karyawan dilakukan guna memastikan kondisi karyawan senantiasa dalam keadaan fit dan sehat, sehingga dapat mendukung upaya pencegahan kecelakaan kerja maupun Penyakit Akibat Kerja (PAK).

Selama pandemi COVID, Perusahaan juga menerapkan perlindungan secara ketat dan menyeluruh kepada seluruh karyawan, terutama bagi karyawan operasional yang tidak bekerja dengan skema *work from home*. Salah satunya dengan mewajibkan karyawan untuk melakukan tes antigen dan reaksi rantai polimerase (PCR) saat akan memasuki area kerja. Kebijakan bekerja di tempat (*Work From Office*) ini hanya diberlakukan pada kegiatan operasi tertentu dengan penerapan protokol kesehatan ketat. Aktivitas *testing* (uji), *tracing* (lacak) dan *treatment* (terapi) serta pelaksanaan 5M di tempat kerja dikawal ketat oleh Satuan Tugas COVID-19 yang dibentuk di setiap lokasi operasional ABM Group.

Sebagai upaya meningkatkan kualitas kesehatan karyawan, ABM Group secara rutin menyelenggarakan kampanye K3. Kampanye K3 adalah salah satu promosi kesehatan yang dilakukan oleh divisi *Health, Safety, and Environmental* (HSE), yang bertujuan untuk melakukan pencegahan baik terhadap penyakit akibat kerja, bahaya keselamatan, hingga gaya hidup sehat. Dengan demikian diharapkan karyawan mampu menerapkan gaya hidup sehat sepanjang waktu. Sepanjang tahun 2021, *toolbox meeting* dilakukan secara rutin setiap hari, sedangkan *health talk* dilaksanakan minimal 1x di setiap minggu.

- Minister of Manpower Regulation No. 8 of 2020 concerning Occupational Safety and Health of Lift and Transport Aircraft
- Regulation of the Minister of Energy and Mineral Resources No. 10 of 2021 concerning Electrical Safety
- Decree of the Director General of Mineral and Coal No. 309K of 2018 concerning Technical Guidelines for the Safety of Explosives and Liquid Fuel Stockpiling Facilities.

Health Services for Workers [GRI 403-3]

ABM and its all subsidiaries have equipped our operational areas with the Company's health clinics and doctors. Routine health checks for all employees are carried out to ensure that employees are always fit and healthy. This is also done in order to support efforts to prevent work accidents and occupational diseases (PAK).

Throughout the COVID-19 pandemic, the Company has also implemented strict and comprehensive protection for all employees, especially for operational employees who cannot work from home. One of them is by requiring employees to carry out antigen and/or polymerase chain reaction (PCR) tests when entering the work area. This Work From Office policy only applies to certain operations with the implementation of strict health protocols. Testing, tracing and treatment activities as well as the implementation of 5M in the workplace are closely monitored by the COVID-19 Task Force formed at each ABM Group operational location.

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Partisipasi, Konsultasi, dan Komunikasi K3 [GRI 403-4]

Kami menyadari, tidak sedikit kecelakaan kerja yang terjadi di dunia tambang dan rantai pasokannya karena para pekerjanya menganggap sepele penggunaan alat keselamatan kerja. Atau, beberapa kasus kecelakaan lain yang terjadi adalah para pekerja ternyata tidak menggunakan alat keselamatan kerja dengan benar dan lengkap, sehingga masih bisa membahayakan mereka. Oleh karena itu, sebagai bagian dari pengelolaan K3 di ABM, sosialisasi prosedur K3 dan pelatihan K3 terus rutin dilakukan. Lebih dari itu, *safety briefing* dilakukan setiap hari dan setiap *shift* di seluruh lini operasional ABM. Melalui *safety briefing* ini, semua karyawan berpartisipasi, konsultasi ataupun komunikasi mengenai hal-hal yang terkait Kesehatan dan keselamatan kerja.

Berbagai program, sosialisasi, kampanye, forum komunikasi k3, dan pelatihan K3 pun rutin dilaksanakan secara berkelanjutan dan menyeluruh bagi para karyawan dan kontraktor kami. Di samping itu, pengawasan dan *monitoring* yang intens agar para pekerja benar-benar mematuhi prosedur K3 terus dilakukan sampai K3 benar-benar membudaya di seluruh insan ABM dan para kontraktor kami.

Sosialisasi K3 yang dilakukan secara rutin, antara lain:

- Pembuatan buletin SHE setiap 1 bulan sekali yang diinformasikan melalui *email* dan majalah dinding
- Pertemuan bulanan & *safety talk* bersama kontraktor dan seluruh mitra kerja
- Pemasangan *banner* dan spanduk K3 setiap tiga bulan satu kali
- Pemasangan stiker K3
- *Tool box meeting* atau P5M (pembicaraan lima menit)
- Kegiatan bulan K3 Nasional
- *Safety & Health talk*
- Sosialisasi prosedur K3 (Radio Komunikasi, aplikasi Chat)
- *Online Hazard observation*
- Inspeksi rutin K3 pada area kerja
- *Online Work Permit*
- Induksi K3 setiap kembali dari Cuti

OHS Participation, Consultation and Communication [GRI 403-4]

We recognize that many workplace accidents occur in the mining world and its supply chain because workers use safety equipment in a trivial manner. In some cases, accidents occur because workers do not use proper and complete safety equipment, thereby endangering themselves. Therefore, socialization of OHS procedures and OHS training continues need to be carried out periodically as part of OHS management at ABM. Moreover, safety briefings must always be carried out every day and every shift in all ABM operational lines. Through this safety briefing, all employees can participate, consult, or communicate on matters related to occupational health and safety.

Various programs, socializations, campaigns, OHS communication forums, and OHS training are routinely carried out on a continuous and comprehensive basis for our employees and contractors. Also, this intense supervision and monitoring is carried out so that workers strictly comply with OHS procedures, and this will continue to be carried out until OSH is truly entrenched in all ABM personnel and our contractors.

OHS Socialization Routine includes:

- Make SHE bulletin once a month which is published via emails and wall magazine
- Monthly meetings & safety talks with contractors and all partners
- Installation of OHS signs and banners every three months
- Installation of OHS stickers
- Tool box meeting or P5M (five minute talk)
- National OHS month activities
- Safety & Health Talk
- Socialization of OHS procedures
- Online Hazard Observation
- Routine OHS Inspection of the work area
- Online Work Permit
- OHS induction applies to every return from Leave

Pelatihan Bagi Pekerja Mengenai Keselamatan dan Kesehatan Kerja [GRI 403-5]

Setiap tahun, kami berkomitmen untuk menyelenggarakan pelatihan K3. Tujuan pelatihan ini adalah untuk meningkatkan kompetensi karyawan, serta memastikan kesiapan mereka dalam menjalankan prosedur penanganan kejadian kecelakaan kerja maupun PAK.

Pada tahun 2021, ABM telah melaksanakan lebih dari 200 kegiatan pelatihan K3. Adapun kegiatan pelatihan K3 yang diselenggarakan antara lain:

- Penanganan pada kecelakaan kerja,
- Manajemen tingkat kelelahan (*fatigue*),
- Workshop LOTO,
- Workshop *Effective Safety Leadership*,
- Refreshment Sistem Manajemen Keselamatan Pertambangan (SMKP),
- Semiloka Dasar-Dasar K3 pertambangan,
- Semiloka Teknik Investigasi Kecelakaan,
- Seminar Zero Accident,
- Diklat dan Uji Kompetensi POP/POM,
- Workshop Life Cycle Assessment (LCA), HIRADC dan CPR.

Training for Workers on Occupational Safety and Health [GRI 403-5]

Every year, we are committed to holding OHS trainings. The purpose of this training is to improve the competence of employees, as well as to ensure their readiness to carry out procedures for handling work accidents and PAK.

In 2021, ABM has carried out a total of 200 OHS trainings. The OHS training activities held include:

- Handling work accidents,
- Fatigue level management,
- LOTO Workshop,
- Effective Safety Leadership Workshops,
- Mining Safety Management System Refreshment (SMKP),
- Basic Mining OHS Workshop,
- Accident Investigation Engineering Workshop,
- Zero Accident Seminar,
- POP/POM Competency Test and Training,
- Life Cycle Assessment (LCA) workshops, HIRADC and CPR.



Program Pelatihan Operator Alat Angkut Crane di Meulaboh

ABM melalui anak usahanya, PT Dianta Daya Embara (DDE) dan PT Mifa Bersaudara (Mifa) menghadirkan Program Pelatihan Operator Peralatan Angkut Crane di Meulaboh guna mendukung peningkatan kemampuan dan pemberdayaan pemuda, khususnya di wilayah Aceh Barat. Model pelatihan yang diimplementasikan dalam program pengembangan operator crane ini telah disesuaikan dengan kebutuhan untuk mendapatkan sertifikasi Surat Izin Operator (SIO) resmi dari Kementerian Tenaga Kerja dan Transmigrasi.

Pelatihan yang dilakukan meliputi serangkaian materi kelas, ujian teori, serta praktek langsung di lapangan. Ricky Nelson, Direktur Utama Mifa menjelaskan, bahwa peran operator peralatan angkat crane sangatlah penting dalam proses penambangan batubara. Setidaknya, operator peralatan angkat harus memenuhi tiga aspek, yaitu posisi kritikal dalam hal kecepatan bongkar muat batubara dan *property damage*, *skill* atau keahlian khusus yang memadai, serta paham dan dapat menerapkan aspek Kesehatan, Keselamatan, Kerja & Lingkungan Hidup (K3LH).

Crane Operator Training Program in Meulaboh

ABM through its subsidiaries, PT Dianta Daya Embara (DDE) and PT Mifa Ber Saudara (Mifa) presented the Crane Lifting Equipment Operator Training Program in Meulaboh to support capacity building and youth empowerment, especially in the West Aceh region. The training model implemented in the crane operator development program has been adapted for obtaining an official Operator License (SIO) certification from the Ministry of Manpower and Transmigration.

The training includes a range of classroom materials, theoretical exams and hands-on practice in the field. Ricky Nelson, President Director of Mifa explained, that the role of crane lifting equipment operators is very important in the coal mining process. Lifting equipment operators must at least fulfill three aspects, namely able to do critical position in terms of loading and unloading speed of coal and property damage, have an adequate special skills or expertise, as well as an understanding and being able to apply aspects of Health, Safety, Work & Environment (K3LH).



Mempromosikan Gaya Hidup Sehat Bagi Para Pekerja [GRI 403-6]

Pada saat yang sama, ABM juga melaksanakan berbagai kegiatan untuk mempromosikan gaya hidup sehat kepada seluruh pekerja. Kami senantiasa memastikan para karyawan dapat memulai pekerjaan dalam kondisi fit dan bugar. Berbagai pelaksanaan kegiatan olahraga dan edukasi pola hidup dan makan sehat Kami sosialisasikan kepada para karyawan agar tetap tampil prima, terutama bagi mereka yang bekerja di area pertambangan.

Sejumlah *health talk* dan *health campaign* yang dilakukan sepanjang tahun 2021 adalah sebagai berikut:

- Manajemen tingkat kelelahan (*fatigue*)
- Pemantauan & inspeksi *hygiene* termasuk pemeriksaan air layak minum dan evaluasi menu makanan
- Senam kesegaran jasmani
- Buku sehat karyawan
- Vaksinasi & imunisasi
- Pemeriksaan NAPZA
- Kampanye pencegahan, dan VCT untuk HIV/AIDS
- Health Talk
- Survey ergonomi
- MCU karyawan (prakerja, berkala, khusus)
- sosialisasi tentang kesehatan melalui media spanduk, banner, bulletin, health talk, inhouse training dsb.
- Pemeriksaan GCU (glukosa, kolesterol, Uric acid) secara berkala
- Pengaturan gizi karyawan
- Olahraga bersama
- Pengendalian vektor penyakit (pemantauan jentik, fogging, dll)
- Inspeksi *hygiene* dan sanitasi kantin, mess dan kantor
- Pemantauan lingkungan kesehatan kerja seperti pengukuran debu, getaran, bising, ergonomi dll
- Program P2COVID-19

Promoting Healthy Lifestyles for Workers [GRI 403-6]

At the same time, ABM carries out various activities to promote a healthy lifestyle to all employees. We always want to ensure that our employees are able to work in a healthy and fit condition. We also hold various sporting and educational activities about healthy eating and lifestyle to employees to maintain their fitness, especially for those who work in mining areas.

A number of health talks and campaigns carried out throughout 2021 are as follows:

- Fatigue level management
- Hygiene monitoring & inspection including drinking water inspection and food menu evaluation
- Physical fitness
- Employee health book
- Vaccinations & immunizations
- Drug Examination
- Prevention campaigns, and VCT for HIV/AIDS
- Health Talk
- Ergonomic survey
- Employee MCU (pre-employment, periodic, special)
- Socialization about health through the media of banners, banners, bulletins, health talk, inhouse training, etc.
- Regular GCU (glucose, cholesterol, uric acid) health check-up
- Employee nutrition management
- Joined Sports
- Control of disease vectors (monitoring of larvae, fogging, etc.)
- Inspection on the cleanliness and sanitation of the canteen, mess and office
- Monitoring of occupational health environment such as measurement of dust, vibration, noise, ergonomics etc.
- P2COVID-19 Program

Pencegahan dan Mitigasi Kesehatan dan Keselamatan Kerja yang Berdampak Langsung dalam Hubungan Bisnis [GRI 403-7]

Demi memastikan Kesehatan dan Keselamatan Kerja (K3) juga diimplementasikan dengan efektif dan konsisten di keseluruhan rantai nilai ABM, Perusahaan mewajibkan para kontraktor kami untuk menerapkan Contractor Safety Management System (CSMS). Persyaratan CSMS ini tercakup dalam proses seleksi dan evaluasi kontraktor.

Bagi kontraktor Perusahaan yang sudah bekerjasama, ABM bersama-sama dengan para kontraktor kami rutin mengadakan sejumlah program dan aktivitas untuk membudayakan K3 kepada seluruh pekerja yang dirumuskan bersama-sama dalam forum komunikasi K3.

Pekerja yang Tercakup dalam Sistem Manajemen Keselamatan dan Kesehatan Kerja [403-8]

Perusahaan dan entitas anak menyertakan seluruh karyawan dalam Jaminan Kecelakaan Kerja (JKK) yang diselenggarakan Badan Penyelenggara Jaminan Sosial (BPJS) Ketenagakerjaan. Kami dapat melaporkan bahwa 100% karyawan dan 100% pekerja dari kontraktor yang bekerja di dalam area operasional kami tercakup dalam sistem manajemen K3.

Prevention and Mitigation of Occupational Health and Safety that have a Direct Impact on Business Relationships [GRI 403-7]

In order to ensure that Occupational Health and Safety (OHS) is also implemented effectively and consistently throughout ABM's value chain, the Company requires our contractors to implement a Contractor Safety Management System (CSMS). These CSMS requirements are included in the contractor selection and evaluation process.

ABM together with collaborated contractors routinely hold a number of programs and activities to cultivate OHS for all workers which are formulated together in an OHS communication forum.

Workers Covered in Occupational Health and Safety Management System [403-8]

The Company and its subsidiaries involve all employees in the Work Accident Insurance (JKK) program organized by the Employment Social Security Administration (BPJS). We can report that 100% of employees and 100% of contractor workers working in our operational areas are covered by the OHS management system.



Penyakit Akibat Kerja [403-10]

Occupational Diseases [403-10]

ABM telah melakukan identifikasi Penyakit Akibat Kerja (PAK) utama yang menjadi perhatian Perusahaan, yaitu:

ABM has identified the main Occupational Diseases (PAK) that are of concern to the Company, namely:

[S4.2][S4.3] Kategori Pekerjaan yang Berpotensi Menyebabkan PAK Works that Potentially Cause PAK

Pekerjaan yang Berpotensi Menyebabkan PAK Works that Potentially Cause PAK	Langkah Mitigasi Mitigation Steps
<p>Pekerja <i>Crusher</i> , Genset dan <i>Stockpile</i> Crusher, Generator and Stockpile Workers</p>	<p>Pengukuran Lingkungan Kerja, Pemasangan Dust Net, Penyiraman dengan watertruck, Penanaman Pohon Penggunaan APD, Meminimalkan penggunaan Genset dengan menggunakan listrik PLN Measurement of the work environment, installation of dust nets, watering with water trucks, planting trees using PPE, and minimizing the use of generators using PLN electricity</p>
<p>Mengendarai unit, <i>service unit</i> dan pengisian bahan bakar minyak Driving unit, service unit and fuel refueling</p>	<p>Pengukuran Lingkungan Kerja, Pemasangan Dust Net, Penyiraman dengan watertruck, Penanaman Pohon, Penggunaan APD yang sesuai, senam ergonomi Measurement of the Work Environment, Installation of Dust Nets, Watering with a watertruck, Tree Planting, Use of appropriate PPE, and ergonomic exercise.</p>
<p>Pekerja <i>Welding / Gouging / Cutting / Grinding</i> Welding / Gouging / Cutting / Grinding Workers</p>	<p>Pelatihan & Awareness; Pengukuran sinar UV setahun sekali; Rehat sejenak setelah 20 menit kerja selama 20 detik melihat 20 feet; melakukan perengangan otot. MCU (audiometri dan spirometri) dan Biomonitoring berkala kadar logam berat pada darah/urin. Training & Awareness; UV light measurement once a year; Take a break after 20 minutes of work for 20 seconds looking at 20 feet; do muscle stretches. MCU (audiometry and spirometry) and periodic biomonitoring of heavy metal levels in blood/urine.</p>
<p><i>Painting</i> Painting</p>	<p>Administratif: Pelatihan & Awareness; Pengukuran BTX (Benzene, Toluene, Xylene); Preventive Maintenance & penggantian filter LEV; MCU Administrative: Training & Awareness; BTX measurement (Benzene, Toluene, Xylene); Preventive Maintenance & LEV filter replacement; MCU</p>
<p>Operator Forklift (material preparation) Forklift Operators (material preparation)</p>	<p>Pelatihan & Awareness; Pengukuran getaran 1 tahun sekali; melakukan PM secara berkala; Rehat sejenak 10-15 menit setiap 2 jam bekerja; melakukan perengangan otot. Training & Awareness; Vibration measurement once a year; conduct PM periodically; Take a 10-15 minute break every 2 hours of work; do muscle stretches.</p>
<p><i>Officer / Administration</i> Officer / Administration</p>	<p>Pelatihan & Awareness; Memposisikan monitor lebih tinggi agar mata sejajar, rehat sejenak 10-15 menit setiap 2 jam bekerja, melakukan perengangan otot; pengukuran pencahayaan; Rehat setelah 20 menit kerja selama 20 detik dengan melihat 20 feet; Melakukan pengukuran indoor air quality; ventilasi udara dibuka rutin setiap hari pagi dan sore. Training & Awareness; Position the monitor higher so that the eyes are level, take a break for 10-15 minutes every 2 hours of work, do muscle stretches; lighting measurement; Take a break after 20 minutes of work for 20 seconds by looking at 20 feet; Carry out measurements of indoor air quality; Air vents are opened regularly every morning and evening.</p>
<p>Mengendarai LV, <i>Service</i> Fasilitas dan Pengisian bahan bakar minyak LV driving, Facility Service and Refueling</p>	<p>Pengukuran Lingkungan Kerja, , Penyiraman dengan watertruck, Penanaman Pohon, Penggunaan APD yang sesuai) Measurement of the Work Environment, Watering with a watertruck, Planting trees, Use of appropriate PPE)</p>

POSKO BANTUAN LOGIS RSUD PASAR MINGGU

ABM human initiative



ABM human initiative

ABM INVESTAMA BANTU TENAGA KESEHATAN LAMBA COVID-19

Secara khusus, Kami juga memberikan perhatian lebih pada pencegahan dan penanganan COVID-19 di tempat kerja. Langkah pencegahan dan penanganan COVID-19 di ABM mencakup:

- a. sosialisasi tentang Covid-19 dan pencegahannya ke semua karyawan, selama tahun 2021 ada 8 kali pertemuan melalui safety talk dan inhouse training, pemasangan spanduk, banner, poster, bulletin, group wa komunikasi, dll
- b. Menerapkan operasional terbatas, dengan membatasi keluar masuk karyawan dan mengatur sedemikian rupa diatas standar dari yang pemerintah berlakukan, seperti :
 - Pemeriksaan PCR dan atau antigen bagi semua karyawan yang masuk area site tia,
 - masa karantina bagi karyawan pasca cuti, dinas dan kegiatan lain yang berpotensi terpapar covid-19,
 - monitoring kesehatan karyawan sebelum masuk site
 - komitmen bersama untuk menjaga protokol kesehatan (5M)
- c. pembagian vitamin dan masker untuk karyawan
- d. program pengaturan gizi karyawan dan juga olahraga untuk karyawan di site.

Sampai dengan akhir tahun 2021, zero PAK diseluruh area operasional kami dan mampu menekan COVID-19 recovery rate di tempat kerja ke 99.31% dengan total kasus positif 3.052 karyawan dan total kasus sembuh 3.031 karyawan.

We pay particular attention to the prevention and handling of COVID-19 in the workplace. Measures to prevent and handle COVID-19 at ABM include:

- a. Socialization about Covid-19 and its prevention to all employees. There were 8 meetings throughout 2021 using: safety talk and inhouse training, installation of banners, banners, posters, bulletins, group wa communication, etc.
- b. Implementing limited operations, by limiting the entry and exit of employees and arranging in such a way above the standards set by the government, such as:
 - PCR and or antigen examination for all employees who enter the site areas,
 - quarantine period for employees after leave, service and other activities that have the potential to be exposed to COVID-19,
 - monitoring employee health before entering the site
 - shared commitment to maintain health protocols (5M)
- c. distribution of vitamins and masks for employees
- d. employee nutrition program as well as exercise for employees on site.

Until the end of 2021, zero PAK in all our operational areas and was able to reduce the COVID-19 recovery rate in the workplace to 99.31% with a total positive case of 3,052 employees and a total recovered case of 3,031 employees.

% Karyawan yang telah di Vaksin
% Vaccinated Employees



ABM	100,0%
MVC	98,9%
Service	98,6%
Logistic	99,2%

Penghargaan Penanggulangan COVID-19
 Penghargaan Penanggulangan COVID-19



NDAQ S9

PEKERJA ANAK & KERJA PAKSA CHILD & FORCED LABOR

[GRI 103-2] [GRI 408]
[GRI 409] [GRI 414]



Pendekatan Manajemen

[S9.1] [S9.2] [GRI 103-2] [GRI 408-1]

ABM berkomitmen penuh untuk mencegah pekerja anak di bawah umur di seluruh wilayah operasional Perusahaan. Kami selalu mematuhi regulasi ataupun ketentuan yang berlaku sesuai dengan Undang-Undang tentang Ketenagakerjaan Konvensi 138 ILO 'Konvensi Usia Minimum' (Konvensi 138 ILO) dan 182 'Konvensi Bentuk Terburuk Pekerja Anak' (Konvensi 182 ILO), dimana setiap perusahaan dilarang untuk memperkerjakan anak di bawah umur. Sesuai Peraturan Perusahaan, umur minimal calon karyawan ABM dan anak usahanya adalah 18 tahun.

Management Approach

[S9.1] [S9.2] [GRI 103-2] [GRI 408-1]

ABM is fully committed to preventing child labor in all areas of the Company's operations. We always comply with applicable laws or regulations in accordance with the Manpower Act, ILO Convention 138 'Minimum Age Convention' (ILO Convention 138) and 'Worst Forms of Child Labor Convention' 182 (ILO Convention 182), which state that every company prohibited from employing children and underage workers. According to our Company regulations, the minimum age for prospective employees of ABM and its subsidiaries is 18 years.

NDAQ S9

Pekerja Anak & Kerja Paksa | Child & Forced Labor

[GRI 103-2] [GRI 408] [GRI 409] [GRI 414]

NASDAQ & GRI Criteria Checker

NDAQ S9.1	Apakah perusahaan Anda mengikuti kebijakan anak dan/atau kerja paksa? Does your company adhere to a child and/or forced labor policy?	Ya Perusahaan kami mengikuti kebijakan hak asasi manusia Yes Our company follows the human rights policy
NDAQ S9.2	Apakah kebijakan anak Anda dan/atau kerja paksa. Lihat juga: mencakup pemasok dan vendor? Does your company have a child and/or forced labor policy? See also: including suppliers and vendors?	Ya Mencakup pemasok dan vendor yang dapat dilihat di bagian [S9.2][GRI 409-1] Operasi dan Pemasok yang Berisiko Signifikan Terhadap Insiden Kerja Paksa atau Wajib Kerja dan Operasi dan [S9.2][GRI 408-1] Pemasok yang Berisiko Signifikan Terhadap Insiden Pekerja Anak Yes Includes suppliers and vendors which can be seen in sections [S9.2] [GRI 409-1] Operations and Suppliers at Significant Risk of Forced or Compulsory Labor Incidents and Operations and [S9.2][GRI 408-1] Suppliers at Risk Significant to Child Labor Incidents

NASDAQ & GRI Criteria Checker

GRI 408-1	Operasi dan pemasok yang berisiko signifikan terhadap insiden pekerja anak Operations and suppliers that are at significant risk of child labor incidents.	Seluruh operasional kami tidak berisiko dalam insiden pekerja anak karena ABM mengikuti kebijakan hak asasi manusia. Our all operations are not at risk of child labor incidents because ABM follows human rights policies.
GRI 409-1	Operasi dan pemasok yang berisiko signifikan terhadap insiden kerja paksa atau wajib kerja Operations and suppliers at significant risk of forced or compulsory labor incidents	Seluruh operasional kami tidak berisiko dalam insiden kerja paksa karena ABM mengikuti kebijakan hak asasi manusia. Our all operations are not at risk of forced labor incidents because ABM follows a human rights policy.



Operasi dan Pemasok yang Berisiko Signifikan Terhadap Insiden Kerja Paksa atau Wajib Kerja [S9.2][GRI 409-1]

Dalam upaya mencegah insiden kerja paksa di lingkungan operasional, Perusahaan menerapkan sistem kerja giliran (shift work). Kami memastikan shift karyawan diatur sesuai dengan kebutuhan operasional Perusahaan dengan berpedoman pada peraturan yang berlaku. ABM memberlakukan Peraturan Perusahaan yaitu jumlah waktu kerja wajib bagi seluruh karyawan Perusahaan adalah 8 (delapan) jam sehari dan 40 (empat puluh) jam seminggu. Perusahaan memberikan kompensasi bagi setiap kelebihan jam kerja berupa upah lembur, sesuai ketentuan UU Ketenagakerjaan dan Perjanjian Kerja Bersama (PKB).

Dalam melaksanakan rekrutmen, promosi, dan mutasi karyawan selalu berlandaskan azas kesepakatan antara kedua belah pihak. Hal ini merupakan bagian dari kebijakan perusahaan untuk memastikan tidak ada unsur pemaksaan ataupun ancaman dalam hubungan kerja antara karyawan dan perusahaan. Sehingga tidak terdapat pekerja yang dipaksa untuk bekerja di seluruh operasional perusahaan maupun di rantai pasokan perusahaan ABM.

Operations and Suppliers with Significant Risk from having Forced or Compulsory Labor Incidents [S9.2][GRI 409-1]

As an effort to prevent forced labor in the operational environment, the Company implements a shift work system. We ensure that employee shifts are arranged according to the Company's operational needs and in accordance with applicable regulations. ABM enforces Company Regulations, one of which is mandatory working hours. This regulates the working hours of all Company employees, namely 8 (eight) hours a day and 40 (forty) hours a week. In addition, the company provides compensation for excess working hours in the form of overtime pay, which is in accordance with the provisions of the Manpower Act and Collective Labor Agreement (PKB).

In conducting recruitment, promotion and transfer of employees, it is always based on the principle of agreement between the two parties. This is part of the company's policy to ensure that there are no elements of coercion or threats in the working relationship between employees and the company. Thus, there are no forced laborers throughout the company's operations or in the supply chain of ABM companies.



NDAQ S10

Hak Asasi Manusia | Human Rights

[GRI 103-2] [GRI 412] [GRI 414]

NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
NDAQ S10.1	<p>Apakah perusahaan Anda mengikuti kebijakan hak asasi manusia?</p> <p>Does your company follow a human rights policy?</p>	<p>Ya Perusahaan kami mengikuti kebijakan hak asasi manusia</p> <p>Yes Our company follows the human rights policy</p>	GRI 412-2	<p>Pelatihan karyawan mengenai kebijakan atau prosedur hak asasi manusia</p> <p>Employee training on human rights policies or procedures.</p>	<p>Dalam hal hak asasi manusia baik di tempat kerja maupun di rantai pasokanm, ABM secara umum diatur dalam kode etik dan peraturan perusahaan yang berlaku bagi seluruh karyawan serta klausul-klausul perjanjian kontrak dan pakta intergritas yang disepakati oleh pemasok kami menjadi pendekatan ABM untuk memastikan perlindungan hak asasi manusia. untuk penilaian dan prosedur khusus terkait hak asasi manusia sampai 2021, perusahaan belum menerbitkannya.</p> <p>ABM's human rights both in the workplace and in the supply chain are generally regulated in a code of ethics and company regulations that apply to all employees. In addition, the contractual clauses and integrity pacts agreed by our suppliers are ABM's approach to ensuring the protection of human rights. The company has not published anything for specific human rights related assessments and procedures in 2021 or earlier.</p>
NDAQ S10.2	<p>Apakah kebijakan hak asasi manusia Anda Lihat juga: mencakup pemasok dan vendor ?</p> <p>Does your human rights policy cover suppliers and vendors?</p>	<p>Ya Mencakup pemasok dan vendor yang dapat dilihat di bagian [GRI 412-1]</p> <p>Yes Including suppliers and vendors which can be seen in section [GRI 412-1]</p>	GRI 412-3	<p>Perjanjian dan kontrak investasi signifikan yang memasukkan klausul-klausul hak asasi manusia atau yang telah melalui penyaringan hak asasi manusia.</p> <p>Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.</p>	
GRI 411 -1a	<p>Jumlah total insiden pelanggaran yang teridentifikasi yang melibatkan hak-hak masyarakat adat selama periode pelaporan.</p> <p>Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.</p>	<p>Tidak ada, untuk penjelasan lebih lengkap dapat dilihat pada bagian Hak Masyarakat Adat</p> <p>None, For futher information can be seen in section Rights of Indigenous Peoples. on below</p>			
GRI 411 -1b	<p>Status insiden dan tindakan yang dilakukan berdasarkan rujukan berikut:</p> <p>i. insiden yang ditinjau oleh organisasi;</p> <p>ii. Rencana remediasi yang sedang dilaksanakan;</p> <p>iii. Rencana remediasi yang telah diterapkan, dengan hasil yang ditinjau melalui proses kajian manajemen internal rutin;</p> <p>iv. Insiden yang tidak lagi menjadi subjek tindakan.</p> <p>Status of the incidents and actions taken with reference to the following:</p> <p>i. Incident reviewed by the organization;</p> <p>ii. Remediation plans being implemented;</p> <p>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;</p> <p>iv. Incident no longer subject to action.</p>	<p>Lihat penjelasan pada bagian Hak Masyarakat Adat</p> <p>See explanation in section Rights of Indigenous Peoples on below</p>			
GRI 412-1a	<p>Jumlah total dan persentase operasi yang telah melewati tinjauan hak asasi manusia atau penilaian dampak hak asasi manusia</p> <p>Total number and percentage of operations that have passed a human rights review or human rights impact assessment.</p>	<p>Seluruh operasional kami telah melewati tinjauan Hak Asasi Manusia.</p> <p>All of our operations have passed human rights review</p>			

Hak Masyarakat Adat

[GRI 103-1][GRI 103-2] [GRI 103-3][GRI 411-1]

ABM berkomitmen penuh untuk selalu menghormati budaya dan hak masyarakat adat maupun masyarakat sekitar wilayah operasional perusahaan, jika area penambangan ABM bersinggungan dengan wilayah tersebut. ABM menyadari bahwa pemenuhan hak-hak dari masyarakat adat maupun lokal merupakan faktor penting keberlanjutan. Untuk itu, Kami secara konsisten melakukan pendampingan yang disesuaikan dengan kebutuhan masyarakat terutama program yang dijalankan berkaitan dengan mata pencaharian yang sudah turun-temurun (*local livelihoods*). Hal ini bertujuan untuk menjaga keharmonisan hubungan antara ABM dan komunitas masyarakat setempat, terutama untuk menjaga nilai-nilai kearifan lokal.

Sepanjang tahun 2021, tidak terdapat insiden pelanggaran yang berkaitan dengan hak-hak masyarakat adat atau masyarakat setempat dimana perusahaan beroperasi. Hal ini dibuktikan dengan nihilnya laporan pelanggaran, baik dari kanal WBS, media massa, maupun penyampaian secara langsung dari para pemangku kepentingan. Selain itu, ABM juga senantiasa memastikan bahwa setiap karyawan mendapatkan pelatihan dan pengetahuan memadai mengenai aspek-aspek perlindungan hak asasi manusia. Yang diharapkan, setiap karyawan senantiasa menerapkan tindakan yang tepat dan terukur sesuai prinsip hak asasi manusia dalam menjalankan tugasnya sehari-hari.

Area Dilindungi

ABM memastikan seluruh wilayah operasionalnya saat ini tidak berada di dalam kawasan masyarakat adat, kawasan lindung baik berdasarkan Kategori Manajemen Kawasan Lindung IUCN, Konvensi Ramsar, maupun legislasi nasional. Namun demikian, ABM berkomitmen terhadap kelestarian lingkungan dengan menerapkan kawasan perlindungan keanekaragaman hayati di beberapa wilayah operasionalnya. Hingga 2021, ABM telah mengupayakan upaya pemulihan lingkungan dengan luas kurang lebih 2.000 Ha yang tersebar di beberapa area operasional.

Rights of Indigenous Peoples

[GRI 103-1][GRI 103-2] [GRI 103-3][GRI 411-1]

ABM is fully committed to always respecting the culture and rights of indigenous peoples and communities around the company's operational areas, especially if ABM's mining areas intersect with these areas. ABM realizes that the fulfillment of the rights of indigenous and local communities is an important factor for sustainability. For this reason, we consistently provide assistance that is tailored to the needs of the community, especially the programs that are implemented related to local livelihoods. Our goal is to maintain a harmonious relationship between ABM and the local community, especially to maintain the values of this local wisdom.

Throughout 2021, there were no incidents of violations related to the rights of indigenous peoples or local communities where the company operates. Our zero violation report is proof of that. There were no violations from the WBS channel, mass media, or direct submissions from stakeholders. In addition, ABM always ensures that every employee receives adequate training and knowledge regarding aspects of human rights protection. We expect every employee to always implement appropriate and measurable actions in accordance with human rights principles in carrying out their daily duties.

Protected Area

ABM ensures that all of its operational areas are not currently on indigenous peoples' territory, protected areas under the IUCN Protected Area Management Category, Ramsar Convention, or national law. However, ABM is committed to environmental sustainability by implementing biodiversity protection areas in several of its operational areas. ABM has carried out environmental conservation covering an area of approximately 2,000 hectares until 2021 which is spread over several operational areas.



NDAQ S11

KEGIATAN CSR
CORPORATE SOCIAL RESPONSIBILITY

[GRI 103-2] [GRI 412] [GRI 414]



Pendekatan Manajemen [GRI 103-2]

Kami senantiasa secara berkelanjutan mengembangkan potensi dan memberdayakan masyarakat, melalui kebijakan pelaksanaan tanggung jawab sosial perusahaan (CSR) dan dokumen Rencana Induk Pemberdayaan Masyarakat (RI-PPM). Dalam pelaksanaan kegiatannya, dilakukan oleh fungsi CSR pada masing-masing anak perusahaan dan dievaluasi oleh Direksi.

Dalam pelaksanaan program CSR, Perusahaan berkolaborasi dengan Pemerintah dan pemangku kepentingan setempat demi mewujudkan keselarasan dengan komitmen pembangunan berkelanjutan

Kami juga senantiasa mengedepankan prinsip-prinsip hak asasi manusia serta menjunjung tinggi aturan/peraturan yang dikeluarkan pemerintah daerah maupun pemerintah pusat. Lebih lanjut, berbagai program yang dijalankan perusahaan selaras dengan tujuan pembangunan berkelanjutan / *Sustainable Development Goals* (SDGs) baik itu di bidang ekonomi, kesehatan, infrastruktur, pendidikan, lingkungan, budaya, dan sosial.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Kami berkomitmen dalam setiap proses penambangan selalu mengutamakan *best practice* demi memberikan kontribusi sosial secara berkelanjutan untuk masyarakat dimana pun kami beroperasi. ABM secara rutin melakukan komunikasi ke seluruh pemangku kepentingan untuk membicarakan seputar aspek sosial, ekonomi dan budaya lokal agar keberadaan ABM di wilayah operasional memberikan manfaat positif yang sesuai dengan harapan, kebutuhan, dan kearifan lokal masyarakat di setiap daerah operasional kami.

Management Approach [GRI 103-2]

We always continue to develop the potential and empower the community, through the implementation of corporate social responsibility (CSR) policies and Community Empowerment Blueprint (RI-PPM). CSR function in each subsidiary responsible for the implementation and is evaluated by the Board of Directors.

In implementing CSR programs, the Company collaborate with the Government and local stakeholders in harmonization with sustainable development commitments

We also always prioritize human rights principles and uphold the rules/regulations issued by the regional and central governments. Furthermore, various programs run by the company are in line with the Sustainable Development Goals (SDGs) in the fields of economy, health, infrastructure, education, environment, culture, and social.

Management Approach Evaluation [GRI 103-3]

We are committed to always prioritizing best practice in every mining process in order to make a sustainable social contribution to the communities wherever we operate. ABM regularly communicates to all stakeholders to discuss social, economic, and local cultural aspects so that ABM's presence in the operational area provides positive benefits in accordance with the expectations, needs, and local wisdom of the community in each of our operational areas.

Kami secara rutin melakukan penilaian laporan kinerja dan pencapaian *key performance indicators* (KPI) terkait pelaksanaan CSR perusahaan setiap tahunnya. Dari hasil evaluasi tahun 2021, Perusahaan telah dapat merealisasikan program CSR sehingga seluruh kegiatan entitas anak dapat berlangsung sesuai rencana yang telah ditetapkan.

Kami juga membuka akses kepada masyarakat untuk menyampaikan keluhan maupun pengaduan, serta membuka dialog dengan masyarakat guna mendapatkan solusi yang saling menguntungkan di kedua belah pihak. Keluhan atau pengaduan dapat disampaikan ke kantor pusat Perusahaan di Jakarta maupun kantor anak usaha yang ada di berbagai daerah. Setiap keluhan atau pengaduan didokumentasikan dengan baik oleh fungsi hubungan eksternal dan diteruskan kepada fungsi terkait untuk mendapatkan solusi.

Operasi dengan Keterlibatan Masyarakat Lokal, Penilaian Dampak, dan Program Pengembangan [S11][GRI 413-1]

Kami yakin bahwa berkembangnya perusahaan dapat dilihat dari seberapa maju masyarakat di wilayah sekitar operasional perusahaan, hal itu merupakan salah satu wujud keberhasilan perusahaan. Dalam merancang dan menjalankan program pemberdayaan dan pengembangan masyarakat, Kami selalu bersinergi dan berkomunikasi aktif dengan para pemangku kepentingan demi mewujudkan pembangunan yang berkelanjutan.

Setiap anak perusahaan ABM di tiap daerah operasionalnya melaksanakan program CSR yang telah disesuaikan dengan masukan, kebutuhan, dan harapan dari pemangku kepentingan di masing-masing daerah tersebut.

Berikut ini ringkasan flagship CSR program unggulan dari masing-masing anak perusahaan ABM di tahun 2021:

We routinely evaluate performance reports and key performance indicator (KPI) achievements related to the company's CSR implementation every year. Based on the results of the 2021 evaluation, the Company has been able to realize the CSR program so that all subsidiary activities can run according to the predetermined plan.

We also open public access to submit grievances and complaints, as well as open a dialogue with the community to find solutions that are mutually beneficial to both parties. Any grievances or complaints can be submitted to the Company's head office in Jakarta or to subsidiary offices in various regions. Each grievance or complaint is properly documented by the external relations function and forwarded to the relevant function to find a solution.

Operations with Local Community Engagement, Impact Assessment and Program Development [S11][GRI 413-1]

As a manifestation of the Company's success, we believe that the company's development can be seen through the progress of the community around the company's operational areas. We always synergize and communicate actively with stakeholders in designing and implementing community empowerment and development programs in order to realize sustainable development.

Each ABM subsidiary in each of its operational areas carries out a CSR program that has been adapted to the inputs, needs, and expectations of the stakeholders in each of these areas.

The following is a summary of the flagship CSR programs of each of ABM's subsidiaries in 2021:



Pilar CSR CSR Pillar	Objective Objective	Program Program	GRI / SDG Linkage GRI / SDG Linkage
Education	ELEVATING LOCAL TALENT CAPABILITY ELEVATING LOCAL TALENT CAPABILITY	<ol style="list-style-type: none"> 1. Fresh Green Operator & Fresh Green Mechanic, Crane Operator, Welder Development Program 2. Teacher Skill Improvement, School (SMK) lecture cooperation & internship, Training of Trainers (TOT) 3. Kejar Paket A-B-C <ol style="list-style-type: none"> 1. Fresh Green Operator & Fresh Green Mechanic, Crane Operator, Welder Development Program 2. Teacher Skill Improvement, School (SMK) lecture cooperation & internship, Training of Trainers (TOT) 3. Kejar Paket A-B-C 	<p>GRI 202, 204, 404, 406</p>   
Environment & Ecological Impact	ENGAGE BIODIVERSITY PRESERVATION	<ol style="list-style-type: none"> 1. Mangrove Conservation 2. Coral Reef Replantation 3. Watershed Rehabilitation 4. Biodiversity Conservation 5. Kampung Iklim <ol style="list-style-type: none"> 1. Mangrove Conservation 2. Coral Reef Replantation 3. Watershed Rehabilitation 4. Biodiversity Conservation 5. Kampung Iklim 	<p>GRI 202, 203, 204</p>    
Economic Empowerment	BUILDING WELFARE COMMUNITIES	<ol style="list-style-type: none"> 1. Perikanan Darat “Kalimbuhan” 2. Desa Wisata KTH “Alimpung” 3. One Village One Product (OVOP) <ol style="list-style-type: none"> 1. Perikanan Darat “Kalimbuhan” 2. Desa Wisata KTH “Alimpung” 3. One Village One Product (OVOP) 	<p>GRI 202, 204, 404, 406</p>    
Public Health & Infrastructure	DEVELOP COMMUNITY LIVELIHOOD	<ol style="list-style-type: none"> 1. Support 1st Degree health facility (Puskesmas & Posyandu) 2. Stunting Prevention Program, Women Health 3. Village and sanitation facility development <ol style="list-style-type: none"> 1. Support 1st Degree health facility (Puskesmas & Posyandu) 2. Stunting Prevention Program, Women Health 3. Village and sanitation facility development 	<p>GRI 202, 203, 204</p>    
Eco-footprint management	DEVELOP COMMUNITY LIVELIHOOD	<ol style="list-style-type: none"> 1. Science Based Target Initiative on climate respond 2. PROPER 3. ESG Assessment: MSCI <ol style="list-style-type: none"> 1. Science Based Target Initiative on climate respond 2. PROPER 3. ESG Assessment: MSCI 	<p>GRI 302, 303, 304</p>  

Program Pendidikan Masyarakat [S11]

Sesuai dengan komitmen ABM dalam mewujudkan kesejahteraan masyarakat, maka pemenuhan kebutuhan dasar dalam bidang pendidikan senantiasa menjadi salah satu perhatian utama pada pelaksanaan program CSR. ABM sangat memahami bahwa pendidikan merupakan komponen strategis untuk membangun berbagai aspek kehidupan dalam masyarakat. Latar belakang pendidikan masyarakat dinilai mampu mempengaruhi perilaku ekonomi, sosial, budaya dan adat istiadat masyarakat, menuju keberhasilan pengembangan masyarakat itu sendiri

Community Education Program [S11]

In accordance with ABM's commitment to realizing community welfare, meeting the basic needs of education has always been one of the main concerns in implementing CSR programs. ABM deeply understands that the education is a strategic component to develop various aspects of community life. The educational background is considered capable of influencing the economic, social, cultural and customs behavior of the community, towards the succession of the community development itself.



Grup ABM Hadirkan Program Pelatihan Operator Alat Angkut Crane



ABM melalui anak usahanya, yaitu PT Dianta Daya Embara (DDE) dan PT Mifa Bersaudara (Mifa) menghadirkan Program Pelatihan Operator Peralatan Angkat Crane di Meulaboh guna mendukung peningkatan kemampuan dan pemberdayaan pemuda, khususnya di wilayah Aceh Barat.



Selain itu, program ini dilatarbelakangi oleh komitmen berkelanjutan perusahaan dalam mendukung pengembangan serta ketersediaan SDM di profesi operator peralatan angkat crane. Para peserta diberikan pelatihan berupa posisi kritis dalam hal kecepatan bongkar muat batubara dan property damage, skill atau keahlian khusus yang memadai, serta paham dan dapat menerapkan aspek Kesehatan, Keselamatan, Kerja & Lingkungan Hidup (K3LH). Program pengembangan operator crane disesuaikan dengan kebutuhan untuk mendapatkan sertifikat Surat Izin Operator (SIO) resmi dari Kementerian Tenaga Kerja dan Transmigrasi, meliputi serangkaian materi kelas, ujian teori, serta praktek langsung di lapangan. Pada tahun 2021, total sebanyak 45 orang mendapatkan pelatihan yang dilakukan oleh ABM.

ABM Group Presents Crane Operator Training Program

ABM through its subsidiaries, namely PT Dianta Daya Embara (DDE) and PT Mifa Bersaudara (Mifa) presented the Crane Lifting Equipment Operator Training Program in Meulaboh to support capacity building and youth empowerment, particularly in the Aceh Barat region.

In addition, this program is motivated by the company's ongoing commitment to support the development and availability of human resources in the crane lifting profession. The participants were given training in the form of critical positions in terms of speed of loading and unloading coal and damage to property, adequate special skills or expertise, and off course understanding and being able to apply aspects of Health, Safety, Work & Environment (K3LH). This crane operator development program is tailored to the need to obtain an official Operator License (SIO) certification from the Ministry of Manpower and Transmigration, covering a series of lecture materials, theoretical exams, and hands-on practice in the field. A total of 45 people have received training conducted by ABM in 2021.





ABM Grup Latih Guru untuk Anak Berkebutuhan Khusus

PT ABM Investama Tbk (ABM) melalui anak entitas anak usaha PT Cipta Krida Bahari (CKB Group), menggelar pelatihan guru dan relawan Rumah Autis bekerja sama dengan Cipta Aliansi Edukasi (CAE) dan Yayasan Cahaya keluarga Fitrah (CAGAR) yang mengelola Rumah Autis.

Sebanyak 50 guru dan relawan yang berasal dari daerah Bekasi, Bogor, Depok, Karawang, Gunung Putri, Tangerang dan Tanjung Priok terlibat dalam kegiatan yang bertujuan memberikan pemahaman yang lebih baik mengenai Autism Spectrum Disorder (ASD), potensi permasalahan yang timbul beserta cara mengelolanya sehingga mampu menyusun program belajar individu ASD secara terukur dan efektif.

Pelatihan secara virtual yang digelar serentak di tujuh lokasi Rumah Autis ini merupakan salah satu bentuk kepedulian perusahaan terhadap dunia pendidikan khususnya pendidikan anak berkebutuhan khusus. Selain kegiatan pelatihan secara online, CKB Group juga memberikan bantuan operasional berupa peralatan yang dapat digunakan untuk mendukung kegiatan belajar-mengajar secara daring.

ABM Group Trains Teachers for Children with Special Needs

PT ABM Investama Tbk (ABM) through its subsidiary PT Cipta Krida Bahari (CKB Group), held trainings for teachers and volunteers from Rumah Autis in collaboration with Cipta Aliansi Edukasi (CAE) and the Cahaya Keluarga Fitrah Foundation (CAGAR) which manages Rumah Autis.

As many as 50 teachers and volunteers from Bekasi, Bogor, Depok, Karawang, Gunung Putri, Tangerang and Tanjung Priok areas were involved in the activity to provide a better understanding of Autism Spectrum Disorder (ASD), potential problems that arise and how to handle them. So they are able to develop individual ASD learning programs in a measurable and effective manner.

The virtual training, which was held simultaneously in seven locations of the Rumah Autis, is a form of the company's concern for the world of education, especially the education of children with special needs. In addition to these online training activities, CKB Group also provides operational assistance in the form of equipment that can be used to support online teaching and learning activities.

Lingkungan dan Dampak Ekologis

Isu terkait lingkungan dan perubahan iklim merupakan tantangan nyata yang harus dihadapi oleh masyarakat global saat ini. Sebagai salah satu perusahaan terkemuka di tanah air, ABM menyadari tanggung jawab untuk berperan aktif mendorong terwujudnya berbagai upaya pelestarian lingkungan serta menghindari dampak ekologis yang mungkin ditimbulkan dari kegiatan operasional Perusahaan. Berangkat dari kesadaran tersebut, ABM menjadikan aspek lingkungan sebagai salah satu fokus Perusahaan untuk dikelola secara berkelanjutan dalam pelaksanaan program CSR. Komitmen tersebut merupakan salah satu upaya ABM untuk menghasilkan kegiatan bisnis yang berjalan secara berkelanjutan selaras dengan target pencapaian yang terangkum dalam Sustainable Development Goals (SDGs).

Environment & Ecological Impact

Issues related to the environment and climate change are real challenges that the global community must face today. As one of the leading companies in the country, ABM realizes its responsibility to play an active role in encouraging the realization of various environmental conservation efforts and avoiding ecological impacts that may arise from the Company's operational activities. Based on this awareness, ABM makes environmental aspects one of the Company's focuses that need to be managed sustainably throughout the implementation of the CSR program. This commitment is one of ABM's efforts to produce sustainable business activities in accordance with the achievement targets summarized in the Sustainable Development Goals (SDGs).



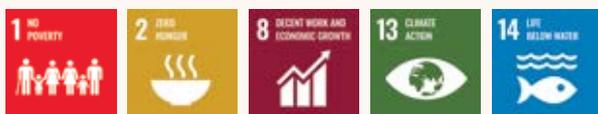
Penanaman Mangrove

ABM melalui anak usahanya PT Tunas Inti Abadi (TIA) berkomitmen untuk menciptakan lingkungan yang hijau dan mitigasi perubahan iklim. Komitmen tersebut diwujudkan dengan program penanaman pohon mangrove sebagai upaya pelestarian lingkungan dan memitigasi perubahan iklim bersama dengan masyarakat lokal. Bentuk kegiatannya berupa penanaman 4.000 bibit pohon di lahan seluas 5 hektar. Program ini juga berdampak pada bertambahnya populasi hewan berjenis aves (burung) sebanyak 18 jenis, dan non-aves berupa reptil dan mamalia sebanyak 5 jenis. Beberapa di antaranya merupakan satwa dilindungi burung elang perut putih (*Haliaeetus leucogaster*), bekantan (*Nasalis larvatus*) dan biawak (*Varanus salvator*).

Mangrove Planting

ABM through its subsidiary PT Tunas Inti Abadi (TIA) is committed to creating a green environment and mitigating climate change. This commitment is realized through a mangrove tree planting program as an effort to preserve the environment and mitigate climate change with the local community. The activities includes planting of 4,000 tree seedlings in a 5-hectares area. This program also had contributed to the increase of birds population of 18 species, also 5 species of reptiles and mammals. Some of them are identified as protected species White-bellied Eagle (*Haliaeetus leucogaster*), Proboscis Monkey (*Nasalis larvatus*) and Monitor Lizard (*Varanus salvator*).





Program Konservasi Terumbu Karang ABM Dongkrak Ekonomi Masyarakat Pesisir

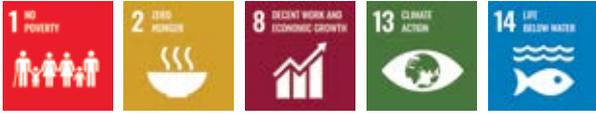
Sebagai upaya Perusahaan melakukan pelestarian lingkungan sekaligus meningkatkan pendapatan ekonomi masyarakat. PT ABM Investama melalui salah satu anak usaha PT Mifa Bersaudara berkolaborasi dengan Pusong Diving Club (PDC) Pesisir pantai Pulau Gosong di Kecamatan Susoh, Kabupaten Abdya, Nangroe Aceh Darussalam (NAD) melakukan Program konservasi terumbu karang.

Pada tahun 2021, program yang telah dijalankan yaitu penanaman terumbu karang di 2 spot yang kaya akan keanekaragaman hayati seluas 24 meter persegi. Dari hasil penanaman tersebut berhasil memberikan dampak ekonomi bagi lebih dari 2.000 nelayan dan total ekonomi mencapai Rp 250 juta per tahun.

ABM' s Coral Reef Conservation Program Boosts the Economy of Coastal Communities

PT ABM Investama through one of its subsidiaries, namely PT Mifa Brothers in collaboration with the Pusong Diving Club (PDC) on the coast of Pulau Gosong in Susoh District, Abdya Regency, Nangroe Aceh Darussalam (NAD) conducts a coral reef conservation program as part of the Company's efforts to preserve the environment. while increasing the economic income of the community.

In 2021, the program that has been implemented is the planting of coral reefs in 2 biodiversity-rich points of 24 square meters. It has succeeded in providing an economic impact for more than 2,000 fishermen and the total economy reaches IDR 250 million per year from the results of these plantings alone.



Rehabilitasi Lahan Kritis Daerah Aliran Sungai (DAS)

Tunas Inti Abadi (TIA) sebagai pemegang hak konsesi wilayah pertambangan di Kabupaten Tanah Bumbu, Kalimantan Selatan, melakukan program rehabilitasi Daerah Aliran Sungai (Rehab DAS) di atas lahan kritis Desa Waringin Lama, areal waduk Riam Kanan, Kabupaten Banjar, Kalimantan Selatan. Kegiatan tersebut menjadi bukti komitmen Perusahaan dalam mendukung upaya Pemerintah terkait pencapaian Sustainable Development Goals (SDGs). Program ini dilakukan melalui kerja sama dengan Pemerintah Provinsi Kalimantan Selatan, Kementerian Kehutanan melalui Dirjen BP-DAS Barito, serta masyarakat lokal yaitu 50 anggota Kelompok Tani Hutan (KTH). Lebih lanjut, dari program yang dijalankan ABM, masyarakat mendapatkan manfaat ekonomi melalui hasil dari tanaman kemiri, jengkol, cempedak, dan durian.

Kegiatan penanaman dalam rangka Rehabilitasi DAS yang telah dilaksanakan oleh TIA sejak 2013. Pada tahun 2021, Program ini melibatkan 3 desa dan lebih dari 400 orang mendapatkan manfaat ekonomi termasuk para petani yang tergabung dalam KTH Alimpung. Hingga saat ini TIA telah menyelesaikan Penanaman dalam rangka Rehabilitasi DAS lebih dari 1.000 Ha dengan 1,8 juta pohon ditanam. Melalui kegiatan rehabilitasi DAS akan berdampak pada peningkatan serapan air di kawasan perbukitan dan aliran sungainya, sehingga membantu terciptanya pemulihan air di daerah sekitar wilayah rehabilitasi.



Rehabilitation of Critical Lands for Watersheds (DAS)

Tunas Inti Abadi (TIA) as the concession holder of a mining area in Tanah Bumbu Regency, South Kalimantan, has implemented a watershed rehabilitation program (DAS Rehab) on critical land in Waringin Lama Village, Riam Kanan area, Banjar Regency, South Kalimantan. This activity is proof of the Company's commitment to support the Government's efforts for the Sustainable Development Goals (SDGs). In addition, this program is implemented in collaboration with the Provincial Government of South Kalimantan, the Ministry of Forestry through the Director General of BP-DAS Barito, and the surrounding community consisting of 50 Forest Farmer Groups (KTH). Furthermore, it is these communities who get economic benefits through the results of the candlenut, jengkol, cempedak, and durian plants from the ongoing ABM program.

Planting activities in the context of Watershed Rehabilitation which have been carried out by TIA since 2013. Throughout 2021, this program has involved 3 villages and more than 400 communities who have experienced economic benefits, including farmers who are members of KTH Alimpung. TIA has completed more than 1,000 Ha of Planting for Watershed Rehabilitation by planting 1.8 million trees. Through this watershed rehabilitation activity, it has had an impact on increasing air absorption in the hilly area and its river flow, thus helping the restoration of air in the area around the rehabilitation area.





Konservasi Keanekaragaman Hayati

ABM beserta entitas anak telah berkomitmen untuk menerapkan praktik-praktik terbaik dalam melakukan kegiatan pertambangan sesuai dengan aturan dan kaidah yang berlaku. Salah satu bentuk upaya Perusahaan untuk menghasilkan kegiatan bisnis secara berkelanjutan adalah melalui konservasi keanekaragaman hayati. Kegiatan yang dilakukan berupa reklamasi, sesuai Peraturan Pemerintah No. 78 Tahun 2010 tentang Reklamasi dan Pascatambang. Pelaksanaan kegiatan meliputi penanaman pohon, dengan komposisi antara tanaman cepat tumbuh dan tanaman lokal berdaun panjang 60:40 persen. Tujuannya, meningkatkan probabilitas keberhasilan reklamasi dan revegetasi. Hingga tahun 2021, luasan lahan revegetasi yang sudah ditanami mulai dari awal tambang terbuka mencapai 787,19 Ha di Kabupaten Tanah Bumbu, Kalimantan Selatan (TIA).

Biodiversity Conservation

ABM and its subsidiaries have committed to implementing best practices in our mining activities in accordance with applicable rules and regulations. One of the Company's efforts to produce sustainable business activities is through biodiversity conservation. Activities carried out include reclamation which is in accordance with Government Regulation no. 78 of 2010 concerning Reclamation and Post-mining. The implementation of this activity includes tree planting, with a 60:40 composition between fast-growing plants and local long-leaved plants. Our goal is to increase the chances of successful reclamation and revegetation. Until 2021, the area of revegetated land that has been planted since the beginning of the open pit mine will reach 787.19 Ha in Tanah Bumbu Regency, South Kalimantan (TIA).

Pemberdayaan Ekonomi [GRI 203-1][GRI 203-2]

Bagi ABM, pemberdayaan ekonomi masyarakat sekitar lingkungan operasional ABM merupakan salah satu hal penting yang harus dijalankan secara berkelanjutan. Berangkat dari hal tersebut, ABM berkomitmen melaksanakan beberapa program pemberdayaan ekonomi masyarakat yang sejalan dengan target pencapaian yang terangkum dalam *Sustainable Development Goals* (SDGs).

Economic Empowerment [GRI 203-1][GRI 203-2]

For ABM, the economic empowerment of the communities around ABM's operational environment is one of our important things that must be carried out in a sustainable manner. Based on this, ABM is committed to implementing several community economic empowerment programs that are in line with the achievement targets summarized in the Sustainable Development Goals (SDGs).



Program *Saya Senang Belajar* Dukung Milenial Tumbuhkan Wirausaha

PT Sanggar Sarana Baja (PT SSB) merupakan anak perusahaan PT ABM Investama Tbk (IDX: ABMM), yang bergerak di bidang rekayasa teknik dan manufaktur, menjalankan program *Saya Senang Belajar*, SSB mendorong peningkatan kualitas sumber daya manusia sekaligus menumbuhkan jiwa wirausaha (*entrepreneurship*) masyarakat.

Pelaksanaan program terbagi menjadi dua aspek pembelajaran, yaitu teori *technical skills* dan *soft skill*. Materi pembelajaran pada aspek *technical skills* meliputi pengenalan dan teori pengelasan, teori pengoperasian *cutting tools* dan *hand tools machining*, hingga teori pengaplikasian mesin CNC. Sementara pembelajaran *soft skill* meliputi pengenalan *core values* perusahaan, penerapan 5S, pedoman keselamatan kerja, hingga praktik pemanfaatan teknologi otomasi di industri manufaktur. Penerapan 5S adalah Seiri, Seiton, Seiso, Seiketsu, dan Shitsuke atau dalam bahasa Indonesia 'ringkasi', 'rapi', 'resik', 'rawat.' dan 'rajin'.

Pada tahun 2021, Program CSR “*Saya Senang Belajar*” telah diselenggarakan di SMKN 1 Balikpapan, SMKN 6 Samarinda & Balai Besar Pelatihan Latihan Kerja Serang Banten dengan total penerima manfaat (beneficiaries) sebanyak 491 orang.

“*Saya Senang Belajar*” Program Supports Millennials to Grow Entrepreneurs

PT Sanggar Sarana Baja (PT SSB), which is a subsidiary of PT ABM Investama Tbk (IDX: ABMM) which is engaged in engineering and manufacturing, has implemented the “*Saya Senang Belajar*” program. This SSB program encourages the improvement of the quality of human resources while at the same time fostering the entrepreneurial spirit of the community.

The implementation of the program is divided into two aspects of learning, namely the theory of technical skills and soft skills. The technical skills learning materials include the introduction and theory of welding, the theory of operating cutting tools and machining of hand tools, and finally the theory of applying CNC machines. Meanwhile, soft skills learning includes the introduction of the company's core values, the application of 5S, work safety guidelines, and the practice of using automation technology in the manufacturing industry. 5S implementations are Seiri, Seiton, Seiso, Seiketsu, and Shitsuke or in English 'neat', 'tidy', 'clean', 'take-care' and 'diligent'.

In 2021, our CSR program “*Saya Senang Belajar*” was conducted in SMKN 1 Balikpapan, SMKN 6 Samarinda and Serang Banten Job Training Center with total beneficiaries of 491 participants.



PROTOKOL KESEHATAN

COVID-19 pada Era New Normal di lingkungan Rumah Autis

Cek Suhu Tubuh Tidak > 37°C

SDM RA, Siswa & Orang Tua yang demam, batuk, flu, tubuh kurang fit, tidak diperkenankan masuk sekolah. Tetap istirahat di rumah dan mengonsumsi makanan bergizi untuk mempercepat proses penyembuhan.

ABM

Berjabat tangan
Saling bersentuhan
Orang Tua dilarang BERKUMPUL

TIK DA

Antar jemput siswa dilakukan sampai area luar sekolah yang sudah ditentukan

Menggunakan Masker

Menggunakan penutup wajah; masker non-medis atau kain yang diganti setiap 4 (empat) jam sekali atau face shield selama mengajar

Membawa Peralatan Sholat dan Alat Makan Pribadi

Selalu bawa sajadah dan rukuana pribadi agar tidak bertukar pakai dengan orang lain. Membawa sendok, garpu, botol minum dari rumah agar lebih higienis.

Mencuci Tangan

Menggunakan sabun dengan mengalir minimal 20 detik atau hand sanitizer



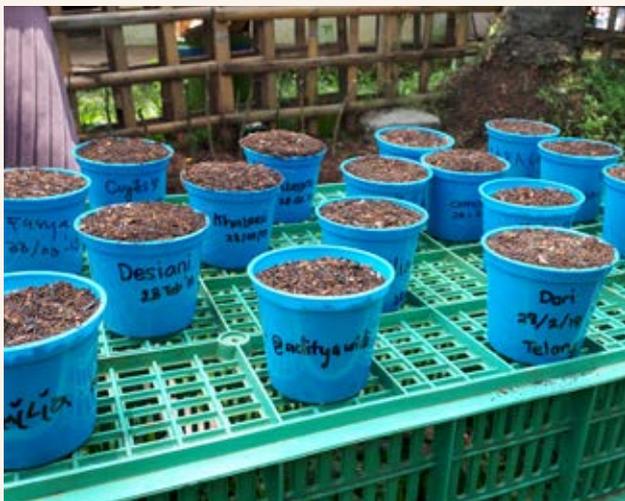


Membangun Masyarakat Madani Pasca Tambang

Lini bisnis pertambangan ABM memiliki rancangan pelaksanaan program-program pemberdayaan masyarakat hingga fase pasca tambang. Hal ini dituangkan dalam dokumen cetak biru (blueprint) program pemberdayaan masyarakat dan dokumen Rencana Penutupan Tambang (RPT) yang disahkan pemerintah provinsi wilayah perusahaan tambang beroperasi. Program-program CSR yang dilaksanakan tersebut sesuai dengan arah strategi dan tujuan menuju kemandirian ekonomi.

Building Post-Mining Civil Society

ABM's mining business line has plans starting from the implementation of community empowerment programs to the post-mining stage. This is stated in the blueprint for the community empowerment program and the Mine Closure Plan (RPT) document that has been approved by the provincial government in the area where the mining company operates. This CSR program is implemented in accordance with strategic directions and objectives towards economic independence.



Program Budidaya Ikan Air Tawar Kelompok Kalimuhang

ABM beserta entitas anak secara aktif menjalankan berbagai program pemberdayaan masyarakat sebagai bentuk dukungan terhadap tujuan pembangunan berkelanjutan. Salah satunya seperti yang dijalankan oleh Tunas Inti Abadi (TIA) dengan program budidaya ikan air tawar di Desa Sebampan melalui kelompok "Kalimuhang". Perusahaan memberikan bantuan modal usaha budidaya kepada 8 (delapan) anggota kelompok yang digunakan untuk bibit ikan, pakan, dan peralatan penunjang budidaya. Adapun jenis ikan yang dibudidayakan adalah ikan lele dengan sistem budidaya konvensional (kolam semen atau kolam tanah) dan ikan nila dengan sistem bioflok.

Kalimuhang Group Freshwater Fish Cultivation Program

ABM and its subsidiaries actively carry out various community empowerment programs as a form of supporting sustainable development goals. One of them is done by Tunas Inti Abadi (TIA) in the freshwater fish cultivation program in Sebampan Village through the "Kalimuhang" group. The company provides aquaculture business capital assistance to 8 (eight) group members for fish seeds, feed, and aquaculture support equipment. The types of fish that are cultivated here are catfish with conventional cultivation systems (cement ponds or soil ponds) and tilapia with biofloc systems.





Melalui Program One Village One Product, Upaya ABM Lakukan Pemberdayaan Ekonomi



Dalam upaya ABM melakukan pemberdayaan ekonomi masyarakat, ABM menginisiasi program One Village One Product. Program ini bertujuan untuk membantu meningkatkan ekonomi masyarakat dengan perluasan kapasitas produk bagi pengusaha lokal melalui berbagai pelatihan, mentoring, dan pendampingan usaha. Program ini dilakukan di 17 desa, sebanyak 216 orang mendapatkan manfaat secara langsung dengan total pendapatan ekonomi secara keseluruhan mencapai Rp3,6 miliar pada tahun 2021.



ABM's Efforts to Empower the Economy Through the One Village One Product Program

In ABM's effort to empower the community's economy, ABM initiated the One Village One Product program. This program aims to help improve the community's economy by expanding product capacity for local entrepreneurs through various training, mentoring, and business assistance. This program has been implemented in 17 villages and as many as 216 people have directly benefited with a total economic income of IDR 3.6 billion in 2021.



Pelaksanaan Pelatihan Produk Olahan Kelapa



Tunas Inti Abadi (TIA) yang merupakan entitas anak ABM, melaksanakan pembentukan kelembagaan komunitas masyarakat untuk menunjang kemandirian dengan upaya pemberdayaan kelompok yang telah ada di masyarakat khususnya kelompok perempuan (PKK). Selain mengadakan pelatihan menjahit bagi PKK Desa Trimartani, TIA juga melaksanakan pelatihan produk olahan kelapa. Pelatihan produk olahan kelapa dilakukan dengan mempertimbangkan bahan baku yang cukup melimpah di Desa Trimartani. Produk yang dikenalkan antara lain minyak kelapa, tepung kelapa dan *virgin coconut oil* (VCO) atau minyak kelapa dara. Hasil pelatihan berupa minyak kelapa perlu diuji terlebih dahulu untuk memastikan mutunya telah sesuai Standar Mutu Minyak Kelapa berdasarkan SNI 01-2902-1992. Potensi pasar produk olahan seperti minyak kelapa, tepung kelapa dan *virgin coconut oil* (VCO) masih sangat menjanjikan. Terlebih VCO yang sedang naik daun di masa pandemi Covid-19 karena digunakan untuk terapi penyembuhan pasien Corona.



Implementation of Coconut Processed Product Training

Tunas Inti Abadi (TIA), which is a subsidiary of ABM, develops community institutions to support self-reliance by empowering existing groups in the community, especially women's groups (PKK). In addition to sewing training for PKK in Trimartani Village, TIA also held training on coconut processed products. This training on coconut processed products is carried out by considering the abundant raw materials in Trimartani Village. Products introduced include coconut oil, coconut flour and *virgin coconut oil* (VCO). Coconut oil produced from training needs to be tested first to ensure its quality and must meet the Coconut Oil Quality Standard based on SNI 01-2902-1992. The market potential for processed products such as coconut oil, coconut flour and *virgin coconut oil* (VCO) is still very promising. Moreover, VCO is on the rise during the Covid-19 pandemic because it is used for healing therapy for Corona patients.

Kesehatan & Infrastruktur Masyarakat

[GRI 203-1][GRI 203-2]

Penting bagi kami memperhatikan dan meningkatkan kesadaran masyarakat tentang kesehatan individu. Kami selalu berkolaborasi dengan pemerintah untuk meningkatkan aksesibilitas dan kualitas kesehatan masyarakat di setiap wilayah operasional ABM. Kami bersama seluruh pemangku kepentingan memberikan baik bantuan langsung maupun program kesehatan yang melibatkan berbagai pihak yang diselaraskan dengan agenda pemerintah. Kami secara rutin menggelar kegiatan program-program kesehatan maupun upaya preventif dan promotif melalui penyuluhan dalam meningkatkan kesehatan masyarakat.

Public Health & Infrastructure

[GRI 203-1][GRI 203-2]

It is important for us to pay attention and increase public awareness about individual health. We always work with the government to improve the accessibility and quality of public health in every ABM operational area. We together with all stakeholders provide direct assistance and health programs that involve various parties that are in line with the government's agenda. Also, we regularly hold health programs as well as preventive and promotive efforts through counseling in improving public health.



Natural Disaster Response- Emergency Response Team

Pada tahun 2021, ABM turut ikut serta dalam membantu wilayah yang terdampak akibat bencana alam. Untuk itu, Perusahaan melakukan berbagai upaya diantaranya mengumpulkan donasi para karyawan dan bekerja sama dengan mitra/LSM dalam penyaluran bantuan. Selain itu ABM juga mengirimkan Emergency Respones Team (ERT) untuk terjun langsung dan terlibat dalam misi kemanusiaan membantu para korban yang terdampak bencana alam. Selama tahun 2021, ABM telah membantu korban bencana alam di wilayah Kalimantan Selatan, Sulawesi Barat dan Jawa Timur.

Natural Disaster Response- Emergency Response Team

In 2021, ABM has participated in helping areas affected by natural disasters. Various efforts have been made by the Company by raising donations from employees and collaborating with partners/NGOs in distributing aid. In addition, ABM also sent an Emergency Response Team (ERT) to go directly and be involved in humanitarian missions to help victims of natural disasters. ABM has assisted victims of natural disasters in the South Kalimantan, West Sulawesi, and East Java region during 2021.





Program Masyarakat di Desa Cisalopa

ABM bekerja sama dengan Greena melakukan program pelestarian lingkungan. Dalam program tersebut, ABM mendorong para karyawan untuk terlibat aktif dalam membangun masyarakat di desa Cisalopa, Bogor, Jawa Barat. Program yang dijalankan berupa kegiatan sukarela untuk *upcycle* sampah plastik, pendidikan dasar untuk mengurangi sampah bagi masyarakat, dan pengeboran pori-pori bio untuk menghemat air bersih. Kegiatan tersebut dimulai pada tahun 2017 dan berjalan secara berkelanjutan. Terdapat 90 karyawan mengikuti program ini dengan total aktivitas selama 720 jam.



Community Program in Cisalopa Village

ABM has collaborated with Greena to implement an environmental conservation program. In this program, ABM encourages employees to be actively involved in community development in Cisalopa village, Bogor, West Java. The program consists of volunteer activities to recycle plastic waste, basic education to reduce waste for the community, and biopori drilling to save clean water. These activities in this program started in 2017 and have been running continuously. There are 90 employees who participate in this program with a total of 720 hours of activity.



FAITH (Food Always In The House Program)

Isu pangan merupakan salah satu topik perhatian yang menjadi tujuan keberlanjutan dalam *Sustainable Development Goals* (SDGs). Sebagai upaya untuk mendorong tujuan tersebut, ABM melakukan *employee volunteering* melalui program F.A.I.T.H (Food Always In The House) yang dijalankan sejak tahun 2019 sampai dengan saat ini. Terdapat 90 karyawan mengikuti program tersebut dengan total *employee volunteering* selama 720 jam dari kegiatan tersebut. Program F.A.I.T.H yang digagas ABM secara berkelanjutan dilakukan melalui kerja sama dengan Kebun Kumara. Program ini bertujuan untuk membantu karyawan ABM, mencapai pemahaman dasar tentang makanan organik sekaligus menghadirkan makanan sehat dari rumah dengan berkebun.



FAITH (Food Always In The House Program)

The issue of food is one of the main topics of concern for the sustainability goals in the Sustainable Development Goals (SDGs). As an effort to achieve this goal, ABM has conducted an *employee volunteering* program called F.A.I.T.H (Food Always In The House) which has been running since 2019. There are 90 employees who have participated in the program with a total of 720 hours they have volunteered for this activity. The F.A.I.T.H program initiated by ABM continues to be carried out in collaboration with Kebun Kumara. This program aims to help ABM employees achieve a basic understanding of organic food while also bringing healthy food from home through gardening.



Kemitraan Strategis

[GRI 203-1][GRI 203-2]

Pelestarian lingkungan dan perubahan iklim sekarang ini telah menjadi concern pemangku kepentingan bahwa Perusahaan tambang memiliki tanggung jawab untuk meminimalkan dampak lingkungan dari kegiatan operasional yang dijalankan dan turut serta membantu dalam usaha pelestarian lingkungan. Dalam upaya ABM menangani isu pelestarian lingkungan dan perubahan iklim, Kami melakukan kerja sama strategis dengan berbagai pihak yang berkompeten untuk menjalankan berbagai program dan kebijakan, salah satunya dengan MSCI terkait penilaian Environmental, Social, & Governance (ESG) di ABM Group.

Pada tahun 2021, Upaya yang Kami lakukan telah membuahkan hasil dengan mendapatkan penghargaan diantaranya:

- PROPER BIRU, 2020 - 2021, site TIA Kalsel & Mifa Aceh
- Penghargaan Penerapan Kaidah Teknik Pertambangan Mineral dan Batubara yang Baik tahun 2021, Kementerian ESDM RI
- Aditama award, kategori Pengelolaan Lingkungan Hidup, site TIA Kalsel
- Utama award, kategori Pengelolaan Lingkungan Hidup, site Mifa Aceh
- Pratama award, kategori Pengelolaan Standarisasi Usaha Jasa Pertambangan Mineral & Batubara, CK site Aceh

Strategic Partnership

[GRI 203-1][GRI 203-2]

Environmental conservation and climate change have now become stakeholder concerns, forcing mining companies to take responsibility for minimizing the environmental impact of their operations and participating in environmental conservation efforts. In ABM's effort to address the issue of environmental conservation and climate change, we have strategic partnerships with various competent parties to implement various programs and policies, one of which is with MSCI regarding the Environmental, Social, & Governance (ESG) assessment in the ABM Group.

In 2021, our efforts have yielded results by receiving awards including:

- BLUE PROPER, 2020 – 2021 for TIA South Kalimantan & Mifa Aceh site
- Award for Good Implementation of Mineral and Coal Mining Technical Rules in 2021 by Ministry of Energy and Mineral Resources RI
- Aditama award in the Environmental Management category for TIA South Kalimantan site
- Main award in the Environmental Management category for Mifa Aceh site
- Pratama award in the category of Standardization Management of Mineral & Coal Mining Services Business for CK site Aceh



Realisasi Dana Pemberdayaan Masyarakat

Sepanjang tahun 2021, realisasi penyaluran dana yang dikeluarkan Perusahaan untuk membiayai program pemberdayaan masyarakat di seluruh wilayah operasinya mencapai Rp32,50 miliar. Realisasi kegiatan yang dilaksanakan selama periode pelaporan meliputi pendidikan, kesehatan, tingkat pendapatan riil atau pekerjaan, kemandirian ekonomi, sosial dan budaya, partisipasi masyarakat dalam pengelolaan lingkungan, kelembagaan komunitas, infrastruktur, serta lingkungan.

Realization of Community Empowerment Fund

Throughout 2021, the realization of the distribution of funds issued by the Company to finance community empowerment programs in all of its operational areas reached Rp. 32.50 billion. The realization of activities carried out during the reporting period includes education, health, real income levels or employment, economic, social and cultural independence, community participation in environmental management, community institutions, infrastructure, and the environment.

Realisasi Dana Pemberdayaan Masyarakat Tahun 2021 Realization of Community Empowerment Fund in 2021

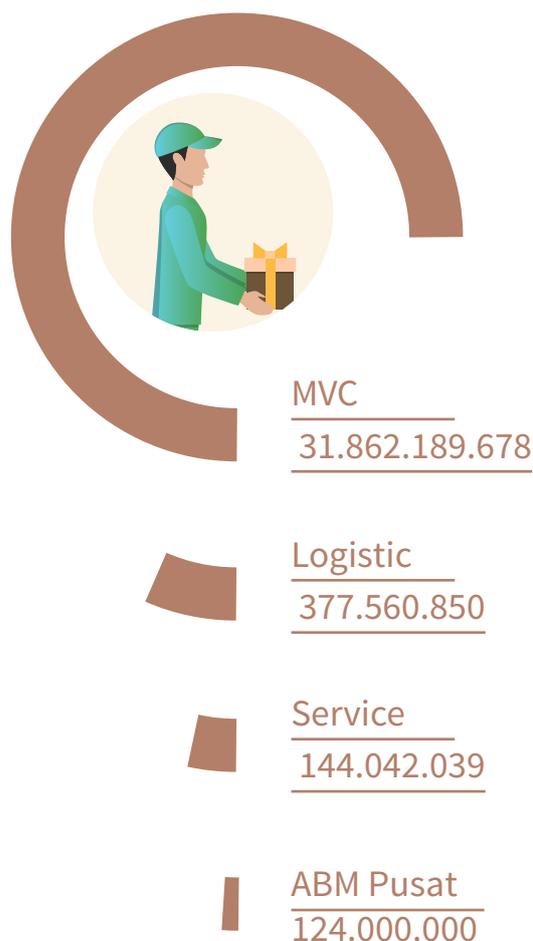
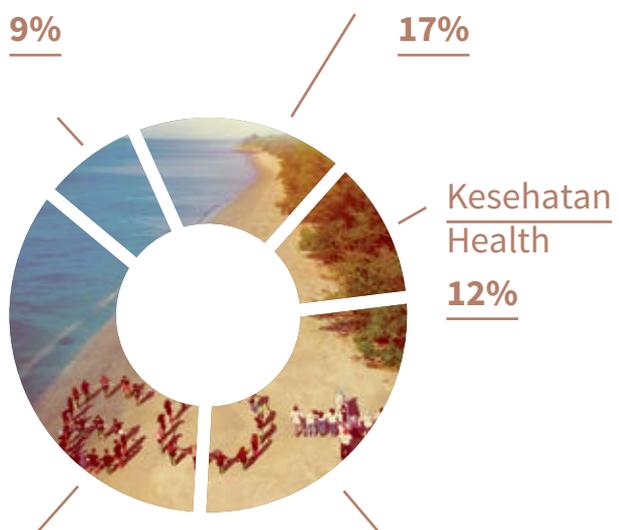
Lingkungan
Environmental
9%

Pendidikan
Education
17%

Kesehatan
Health
12%

Sosial Budaya
Socio Cultural
35%

Pemberdayaan Ekonomi
Economic Empowerment
27%



Operasi yang Secara Aktual dan yang Berpotensi Memiliki Dampak Negatif Signifikan Terhadap Masyarakat Lokal

[GRI 413-2]

Kami menyadari bahwa kegiatan pertambangan batubara yang dijalankan perusahaan akan berdampak secara langsung maupun tidak langsung terhadap masyarakat di sekitar wilayah operasional. Dampak positif dengan keberadaan perusahaan yaitu terbukanya lapangan pekerjaan, baik sebagai karyawan Perusahaan atau entitas anak, maupun sebagai karyawan perusahaan pemasok. Selain itu juga terdapat dampak negatif bagi masyarakat yaitu berdampak pada perubahan budaya masyarakat lokal.

Oleh karena itu, kami memperhatikan hak-hak adat masyarakat setempat, jika wilayah penambangan ABM bersinggungan dengan wilayah adat mereka. Kami secara konsisten melakukan pendampingan yang disesuaikan dengan kebutuhan masyarakat terutama program tanggung jawab sosial dan lingkungan yang dijalankan berkaitan dengan mata pencaharian yang sudah turun menurun. Hal itu dilakukan sebagai upaya peningkatan serta memperkuat ekonomi masyarakat menuju kemandirian wilayah.

Selain itu, aktivitas operasional yang dijalankan juga memberikan dampak kepada masyarakat lokal di sekitar wilayah operasional perusahaan. Berbagai aspek operasional yang ditimbulkan seperti kebisingan, debu operasional, kualitas air maupun lingkungan yang pastinya mendapatkan perhatian masyarakat. Kami memastikan keluhan dan teguran masyarakat terkait dengan kegiatan operasional ABM tertangani dengan baik dan diselesaikan sesuai prosedur yang berlaku.

Untuk itu, ABM melakukan berbagai langkah yaitu melakukan monitoring sosial dan lingkungan secara sistematis pada lokasi-lokasi yang memang memiliki potensi dampak yang tinggi, agar permasalahan di lapangan dapat diantisipasi secara dini. Selain itu, kami juga berkordinasi dan bertemu dengan tokoh masyarakat dan pemerintah (desa, kecamatan, kabupaten) terkait pelaksanaan kegiatan operasional perusahaan. Hal ini kami lakukan agar keberlanjutan perusahaan tetap berjalan dan dampak yang ditimbulkan dari kegiatan operasional dapat ditekan seminimal mungkin.

Operations with Potentially Have Significant Negative Impacts for Local Communities

[GRI 413-2]

We realize that coal mining activities carried out by the company will have a direct or indirect impact on the community around the operational area. The positive impact of the company's existence is the opening of job opportunities, both as employees of the Company and its subsidiaries, as well as employees of supply companies. Meanwhile, there are also negative impacts for the community, namely the impact on changes in the culture of the local community.

Therefore, we pay attention to the customary rights of the local community, especially if ABM's mining area intersects with their customary territory. We consistently provide assistance that is tailored to the needs of the community, especially social and environmental responsibility programs that are carried out related to livelihoods that have been passed down from generation to generation. This is done as an effort to improve and strengthen the community's economy towards regional independence.

In addition, every operational activity carried out will have an impact on the community around the company's operational area. The impact of various operational aspects such as noise, operational dust, water quality and the environment is certainly a public concern. We ensure that complaints and warnings from the public regarding ABM's operational activities are handled properly and resolved according to applicable procedures.

For this reason, ABM has taken various steps, namely conducting systematic social and environmental monitoring in locations that have the potential to cause high impacts, so that problems can be anticipated early on. In addition, we also coordinate and meet with community and government leaders (village, sub-district, district) regarding the implementation of the company's operational activities. We do this so that the sustainability of the company is maintained and the impact of operational activities can be minimized.



Survei Sikap dan Persepsi Masyarakat Atas Kegiatan Pertambangan ABM (GRI 413-2)

Dalam melaksanakan kegiatan operasional pertambangan, ABM senantiasa memerhatikan dan mendahulukan kepentingan dan kebutuhan masyarakat. Dalam hal tersebut, upaya yang dilakukan ABM adalah melalui pelaksanaan survei mengenai sikap dan persepsi masyarakat terkait kegiatan pertambangan yang dilakukan ABM beserta entitas anak.

Survei yang dilakukan mencakup dampak positif aktivitas pertambangan, keluhan terhadap aktivitas pertambangan, efektivitas dari penanganan atas gangguan kegiatan pertambangan, kesempatan kerja dari aktivitas pertambangan, kesempatan berusaha dari aktivitas pertambangan.

ABM memastikan keluhan dari masyarakat terkait kegiatan pertambangan telah tertangani dengan baik dan dapat diselesaikan sesuai dengan standar prosedur operasional yang berlaku. Pada tahun 2021 terdapat sejumlah keluhan masyarakat terkait kegiatan pertambangan, terutama menyangkut debu, kebisingan, pencemaran air, dan pencemaran tanah.

Tunas Inti Abadi (TIA) telah melakukan survei secara berkala per triwulan sepanjang tahun 2021. Survei yang melibatkan 40 orang responden tersebut menunjukkan dampak positif dari aktivitas penambangan TIA terkait kesempatan bekerja, kesempatan berusaha, serta kesempatan kerja dan berusaha.

Survey of Public Attitudes and Perceptions of ABM's Mining Activities (GRI 413-2)

In carrying out mining operations, ABM always pays attention to and prioritizes the interests and needs of the community. Therefore, ABM has made efforts by conducting surveys for both ABM and our subsidiaries about the attitudes and perceptions of the community towards our mining activities.

The survey conducted cover the positive impact of mining activities, complaints against mining activities, the effectiveness of handling disturbances to mining activities, employment opportunities from mining activities, and also business opportunities from mining activities.

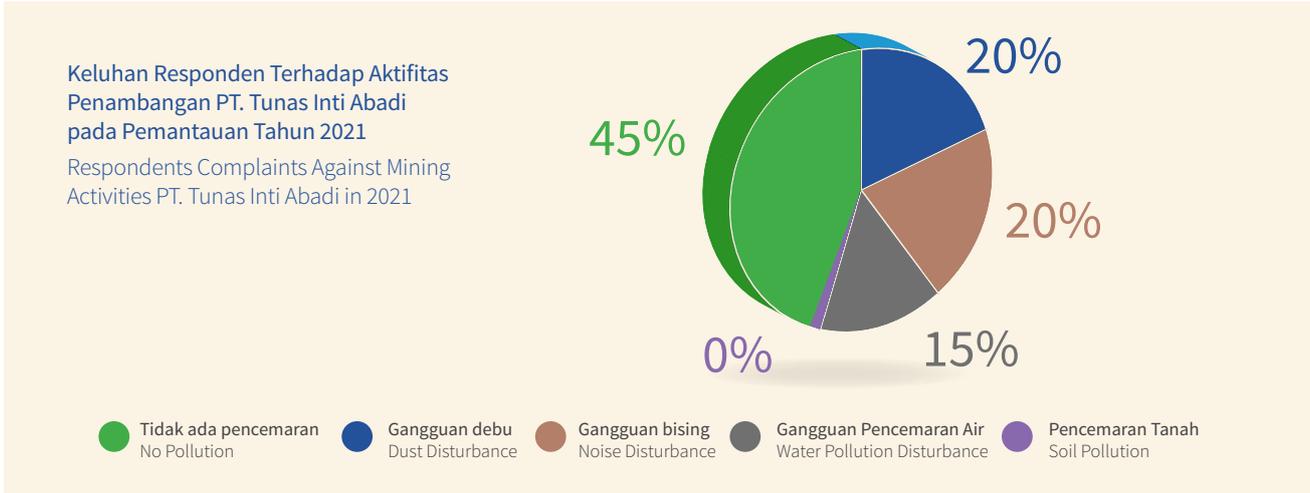
ABM ensures that communities complaints related to mining activities have been handled properly and have been resolved in accordance with applicable standard operating procedures. There have been a number of complaints from the communities in 2021 regarding mining activities, especially regarding dust, noise, water pollution, and soil pollution.

Tunas Inti Abadi (TIA) has conducted a periodic survey every quarter throughout 2021. The survey involved 40 respondents and has shown the positive impact of TIA's mining activities related to job opportunities, business opportunities, and employment and business opportunities.



Sementara itu TIA juga melakukan survei terkait keluhan masyarakat terhadap aktivitas penambangan yang dilakukan sepanjang 2021. Dengan jumlah responden sebanyak 40, persepsi masyarakat mengenai keluhan masyarakat berupa gangguan debu, gangguan bising, gangguan pencemaran air, pencemaran tanah, dan tidak ada pencemaran.

Meanwhile, TIA also conducted a survey related to public complaints regarding mining activities carried out throughout 2021. With a total of 40 respondents, public perceptions of public complaints were in the form of dust disturbance, noise disturbance, water pollution disturbance, soil pollution, and no pollution.



Sebagai bentuk tanggung jawab atas masalah debu di sekitar tambang, TIA melakukan kegiatan penyiraman yang dilakukan secara rutin. Pada tahun 2021, TIA melakukan survei efektivitas penyiraman untuk mengatasi masalah debu tersebut dengan total responden sejumlah 40 orang.

As a form of responsibility for the dust problem around the mine, TIA carries out regular watering activities. In 2021, TIA has conducted a survey on the effectiveness of watering to overcome the dust problem using a total of 40 respondents.



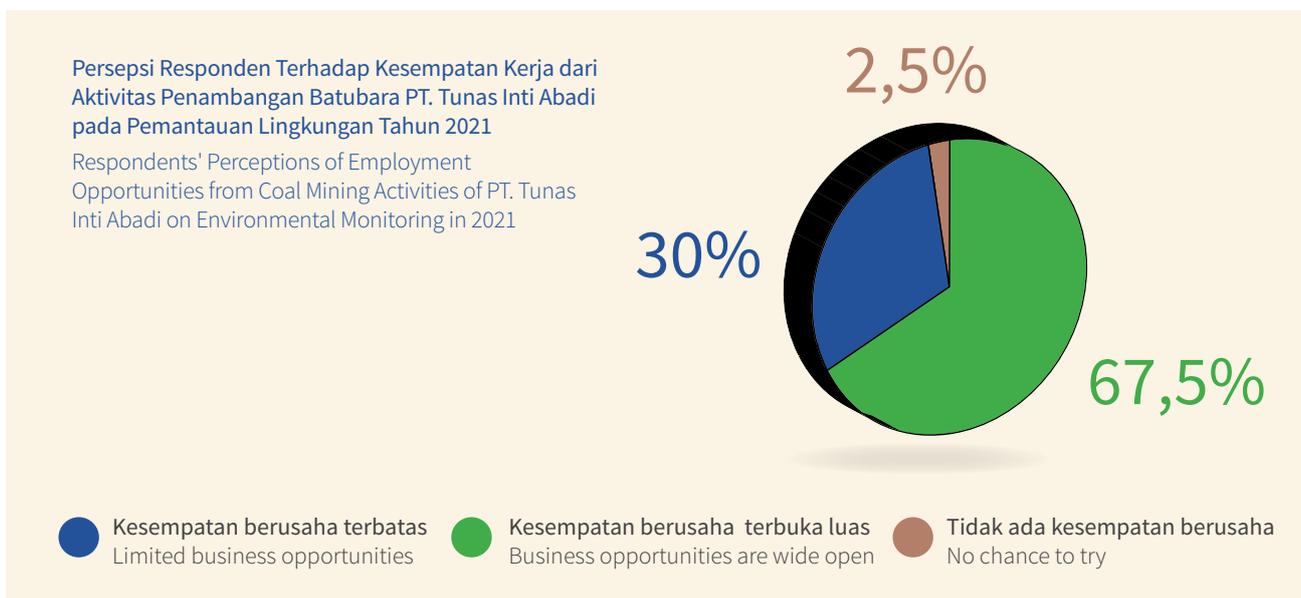
Kegiatan penambangan batubara yang dilakukan TIA secara tidak langsung juga memberikan dampak positif kepada masyarakat seperti terbukanya kesempatan kerja. Pada tahun 2021, TIA melakukan survei kepada 40 orang untuk melihat seperti apa persepsi responden terhadap terbukanya kesempatan kerja dari kegiatan operasional perusahaan.

Coal mining activities carried out by TIA also indirectly have a positive impact on the community, such as the opening of several job opportunities. TIA has conducted a survey of 40 people in 2021 to see what respondents' perceptions of job openings are from the company's operational activities.



Selain terbukanya kesempatan kerja, aktivitas tambang batubara TIA juga telah membuka kesempatan berusaha bagi masyarakat sekitar. Hal tersebut dapat dilihat melalui survei yang dilakukan pada tahun 2021 terhadap 40 responden mengenai kesempatan berusaha dari aktivitas tambang TIA.

In addition to creating jobs, TIA's coal mining activities have also opened up business opportunities for the surrounding community. This can be seen through a survey conducted in 2021 on 40 respondents regarding business opportunities from TIA mining activities.



Jejak Langkah *Community Impact Assessment*

(GRI 413-1)

ABM juga secara rutin telah melakukan penilaian dampak operasional terhadap masyarakat (*Community Impact Assesment*) sebagai bentuk tanggung jawab Perusahaan terhadap masyarakat sekitar wilayah operasional. Berikut di bawah ini merupakan *Community Impact Assesment* yang telah dan akan dilakukan oleh Perusahaan.

Milestone CIA (GRI 413-1)

ABM also routinely conducts Community Impact Assessments because it is the Company's responsibility to protect the communities around its operational areas. The following is a Community Impact Assessment that has been and will be carried out by the Company.

2015

Indeks Kepuasan Masyarakat (IKM) & Indeks Pembangunan Manusia (IPM) site Kalimantan (TIA)
Community Satisfaction Index (IKM) & Human Development Index (IPM) Kalimantan site (TIA)

2017

Verifikasi ISO 26000 di Kalimantan & Aceh (TIA Mifa BEL)
ISO 26000 verification site Kalimantan & Aceh (TIA Mifa BEL)

2019

Rencana Induk Program Pemberdayaan Masyarakat site Kalimantan (TIA)
Master Plan for the Kalimantan site Community Empowerment Program (TIA)

2020

Pemetaan ulang bidang sosial di wilayah Aceh (Mifa BEL)
Social re-mapping site Aceh (Mifa BEL)

2022

IKM di wilayah Kalimantan (TIA) pada bulan April – Juni
IKM site Kalimantan (TIA) on April – June
Mengusulkan Verifikasi SROI (FGO & WDP) pada bulan April - Mei
Proposed SROI Verification (FGO & WDP) on April - May

2018

IKM & IPM di Wilayah Kalimantan (TIA) dengan perolehan skor rerata 3,63 atau kategori puas
IKM & IPM site Kalimantan (TIA) with an average score of 3.63 or category satisfied

2021

IKM di Wilayah Aceh (Mifa) dengan perolehan skor rerata 3,20 atau kategori puas
IKM site Aceh (MIFA) with an average score of 3.20 or category satisfied





GRI 404

PENDIDIKAN & PELATIHAN
TRAINING & DEVELOPMENT

Pendekatan Manajemen [GRI 103-2]

Untuk mewujudkan komitmen tersebut, ABM terus mengembangkan berbagai strategi dan kebijakan. Tahun ini ABM sedang menyusun *kebijakan People Development*. Strategi *People Development* di Grup ABM adalah pengembangan 4C (Capability, Competence, Character, Contribution). Strategi tersebut disusun dengan filosofi:

- a. Semua karyawan memiliki kesempatan yang sama untuk dikembangkan sesuai dengan potensi dan kebutuhannya untuk menjadi yang terbaik di bidangnya.
- b. Membangun kemampuan dan kompetensi saat ini dan masa depan untuk membangun kinerja yang berkelanjutan.
- c. Membangun karakter sesuai nilai perusahaan untuk menghasilkan pemimpin yang *agile* dan inovatif.

Management Approach [GRI 103-2]

To realize this commitment, ABM continues to develop various strategies and policies. ABM is preparing a People Development policy this year. The People Development strategy at ABM Group is the development of 4C (Capability, Competence, Character, Contribution). This strategy is structured around the following philosophy:

- a. All employees have the same opportunity to be able to develop themselves according to their potentials and needs in order to be the best in their field.
- b. Build current and future capabilities and competencies to build sustainable performance.
- c. Building character according to company values to produce agile and innovative leaders.

GRI 404

Pendidikan & Pelatihan
Training & Development

NASDAQ & GRI Criteria Checker

GRI 404-1	Rata-rata Jam Pelatihan Per Tahun Per Karyawan Average hours of training per year per employee	Lihat Tabel GRI 404-1 dibawah ini Please see the GRI 404-1 table below
GRI 404-2	Program untuk Meningkatkan Keterampilan Karyawan dan Program Persiapan Pensiun Programs for upgrading employee skills and transition assistance programs	Lihat penjelasan pada bagian bawah Please see explanation at the bottom

NASDAQ & GRI Criteria Checker

GRI 404-3	Persentase Karyawan yang Menerima Tinjauan Rutin Terhadap Kinerja dan Pengembangan Karier Percentage of employees receiving regular performance and career development reviews	Lihat tabel GRI 404-2 dibawah ini Please see the GRI 404-2 table below
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Rata-rata Jam Pelatihan Per Tahun Per Karyawan [GRI 404-1]

Dengan adanya pandemi COVID-19, pelaksanaan pelatihan dan pendidikan karyawan secara tatap muka dilakukan seminimal mungkin dan sebagai gantinya perusahaan melaksanakan secara daring. Hal ini sebagai bentuk upaya Kami menjamin Kesehatan dan Keselamatan Kerja setiap Karyawan. Pada tahun 2021, ABM telah menyelenggarakan 120.018 jam pelatihan untuk karyawan dengan jumlah peserta 9.122 orang. Rata-rata jumlah jam pelatihan 13,16 jam per karyawan per tahun dan realisasi biaya pelatihan mencapai Rp 5.592.478.176 miliar.

Average Hours of Training Per Year Per Employee [GRI 404-1]

With the COVID-19 pandemic, the implementation of face-to-face employee training and education is minimal and the company is conducted online. This is part of our efforts to ensure the Occupational Health and Safety of every employee. In 2021, ABM has organized 120,018 training hours for employees with a total of 9,122 participants. The average number of training hours is 13.16 hours per employee per year and the realization of training costs reaches Rp. 5,592,478,176 billion.

Rata-rata Jam Pelatihan, Jumlah Peserta, dan Biaya Pelatihan Per Tahun Per Karyawan Average Training Hours, Number of Participants, and Annual Training Costs Per Employee

Deskripsi Descriptions	Satuan Unit	2019	2020	2021
Total Durasi Pelatihan Terakumulasi Total Accumulated Training Duration		12.703	49.719	118.724
Durasi Pelatihan Terakumulasi – Eksekutif Accumulated Training Duration – Executive	Jam Hour	196	82	92,50
Durasi Pelatihan Terakumulasi – Non Eksekutif Accumulated Training Duration – Non Executive		12.507	49.637	118.631
Jumlah Peserta Number of participants	Orang Person	1.148	5.520	8.377
Biaya Pelatihan Karyawan Employee Training Fee	Miliar Billion	3,79	1,75	5,6

[GRI 404-1] Pendidikan dan Pelatihan Berdasarkan Kategori Jabatan Education and Training by Job Category

Jenis Pendidikan dan Pelatihan Type of Education and Training	Tingkat Jabatan dan Jumlah Peserta Position Level and Number of Participants						
	Direktur Director	General Manager General Manager	Direktur Director	Supervisory Supervisory	Staff & Non Staff Staff & Non Staff	Total	%
Keterampilan Fungsional Functional Skills	3	42	687	2.038	4.624	7.394	83%
Soft Skill Soft Skill	36	96	222	503	672	1529	17%
Jumlah Total	39	138	909	2.541	5.296	8.923	100%



[GRI 404-1] Pendidikan dan Pelatihan Berdasarkan Jenis Kelamin
Education and Training by Gender

Jenis Kelamin Gender	Jumlah Pekerja Total number of workers	Jumlah Jam Pelatihan Total of Training Hours	Rata-rata Jam Pelatihan per-karyawan (%) Average Hours of Training per-Employee (%)
Pria Male	7.353	111.607	94 %
Wanita Female	1.570	7.117	6 %

Program untuk Meningkatkan Keterampilan Karyawan dan Program Persiapan Pensiun [GRI 404-2]

ABM menyediakan program bagi setiap karyawan yang memasuki masa pensiun yang melalui program persiapan pensiun yang dapat diikuti semua pegawai berusia 52-56 tahun. Dengan adanya program pelatihan bagi karyawan yang akan pensiun, diharapkan para karyawan akan mampu mengelola keuangan dengan baik dan mendapatkan sumber penghasilan alternatif dalam mencukupi kehidupan sehari-hari.

Beberapa program persiapan pensiun yang dijalankan di tahun 2021 ini belum dilaksanakan secara maksimal, namun harapan kami di tahun mendatang akan bisa menjalankan program persiapan secara pensiun secara online maupun offline.

Program to Improve Employee Skills and Retirement Preparation Program [GRI 404-2]

ABM provides a program for every employee entering retirement through a retirement preparation program that can be participated by all employees aged 52-56 years. It is hoped that employees who will enter retirement can manage their finances well and get alternative sources of income to fulfill their daily lives with this training program.

Several retirement preparation programs have not been implemented optimally in 2021, but we hope that in the coming year we will be able to run online and offline retirement preparation programs.



100%

Seluruh Karyawan Menerima Tinjauan Rutin Terhadap Kinerja dan Pengembangan Karier

All Employees Receiving Regular Career Development and Performance Reviews

[GRI 404-3]



GRI 402-1

Manajemen & Hubungan Ketenagakerjaan Labor Management & Important



ABM membangun hubungan saling menghormati dengan seluruh karyawan dan pekerja. Komunikasi terbuka dua arah selalu menjadi prioritas dalam membangun hubungan dan manajemen ketenagakerjaan yang baik. Berbagai forum komunikasi terus dilaksanakan untuk membahas berbagai hal-hal terkait ketenagakerjaan.

ABM builds a relationship of mutual respect with all employees and employees. Two-way open communication has always been a priority in building good employment relationships and management. Various communication forums continue to be held to discuss various matters related to employment.

Terkait dengan periode minimum untuk pemberitahuan bilamana ada perubahan operasional signifikan selalu dikomunikasikan kepada seluruh karyawan sesuai dengan peraturan relevan yang berlaku untuk setiap perubahan. [402-1]

Regarding the minimum period for notification when there are significant operational changes, it is always communicated to all employees in accordance with the relevant regulations that apply to each change. [402-1]

GRI 419-1

Ketidakpatuhan Terhadap Peraturan Perundang-Undangan Di Bidang Sosial Dan Ekonomi Non-Compliance With Laws And Regulations In The Social And Economic Area



Sepanjang tahun 2021, ABM tidak ada sanksi terkait ketidakpatuhan terhadap peraturan dan perundang-undangan di bidang sosial dan ekonomi. [419-1]

Throughout 2021, there were no records regarding non-compliance in the social and economic areas. [419-1]



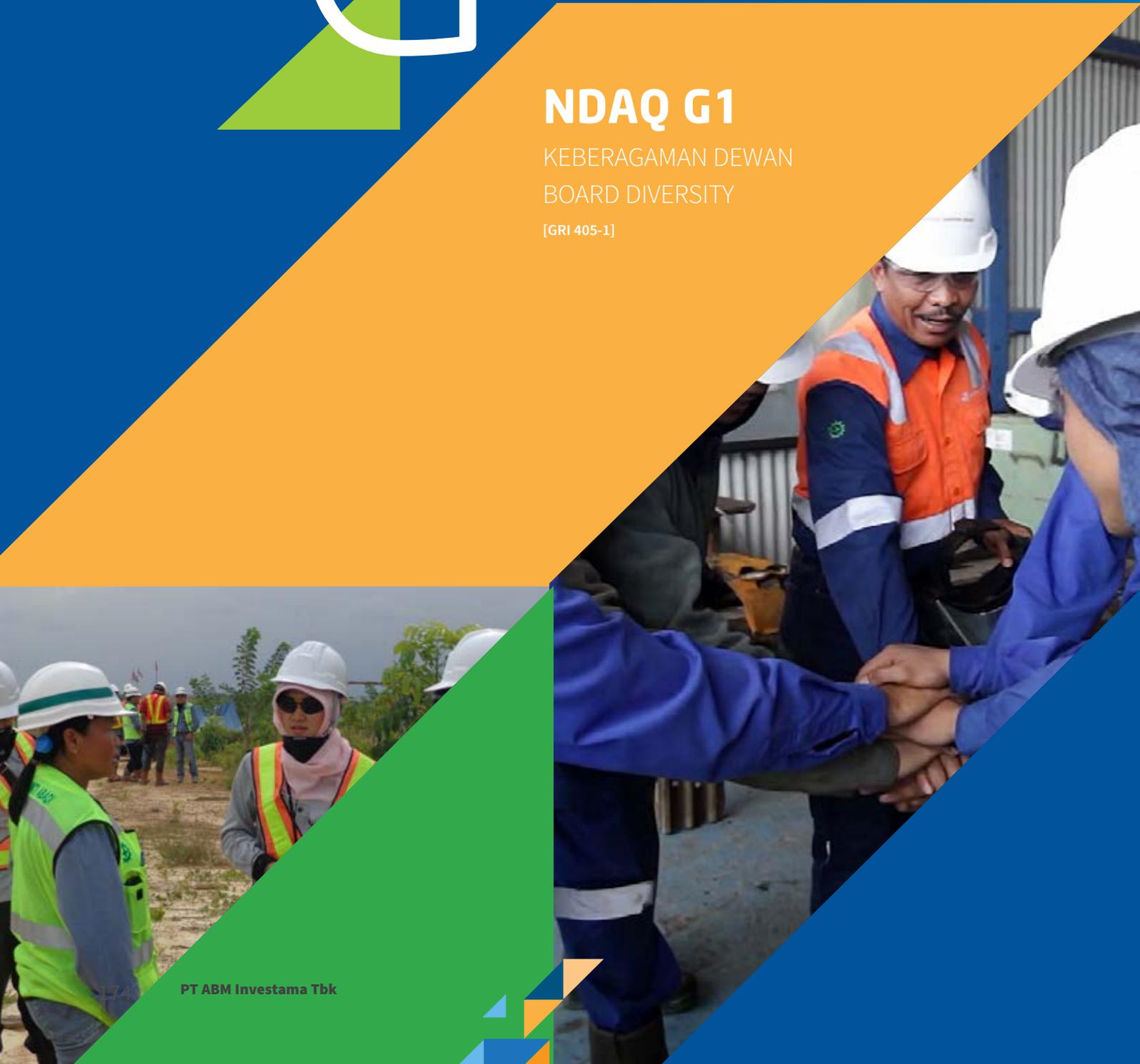


G Governance

NDAQ G1

KEBERAGAMAN DEWAN
BOARD DIVERSITY

[GRI 405-1]



Pendekatan Manajemen [GRI 103-2]

ABM senantiasa menjunjung tinggi prinsip keberagaman. Terkait dengan keberagaman di tempat kerja mulai dari karyawan tingkat pemula hingga ke tingkat manajemen perusahaan, ABM membuka kesempatan yang adil bagi seluruh karyawan untuk meniti karir bersama ABM. Komitmen ini tercantum dalam peraturan tata Kelola perusahaan yang berlandaskan Undang-Undang No. 40 Tahun 2007 dan prosedur Tata Kelola Perusahaan yang Baik (Good Corporate Governance/GCG).

Melalui kebijakan dan prosedur yang berlaku di Perusahaan, kami memastikan setiap posisi, jabatan dan fungsi, termasuk posisi Dewan Komisaris dan Direksi dipilih secara obyektif berdasarkan kompetensi, pengalaman, dan latar belakang pendidikan melalui proses evaluasi kinerja dan evaluasi kompetensi yang dilakukan secara berkala bagi seluruh karyawan.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Evaluasi berkala terhadap kebijakan dan prosedur terkait keberagaman di tempat kerja, termasuk keberagaman Dewan dilakukan melalui tinjauan berkala prinsip-prinsip non-diskriminatif dan keberagaman, seluruh regulasi dan hukum yang berlaku, baik secara nasional, di masing-masing area operasional sesuai dengan ketentuan Pemerintah Daerah, serta norma-norma yang berlaku secara internasional terkait keberagaman, kesetaraan gender, dan penghormatan hak-hak asasi manusia.

Management Approach [GRI 103-2]

ABM always upholds the principle of diversity. Regarding the diversity of workplaces from entry level to top management, ABM provides fair opportunities for all employees to pursue careers at ABM. This commitment is stated in the Corporate Governance policy based on Law no. 40 of 2007 and procedures of Good Corporate Governance (GCG).

Through the Company's policies and procedures, we ensure that each position, position and function, including the positions of the Board of Commissioners and Board of Directors is selected objectively based on competence, experience, and job background through a performance evaluation and competency evaluation process. These evaluations carried out regularly for all employees.

Management Approach Evaluation [GRI 103-3]

Periodic evaluation of policies and procedures related to workplace diversity, including Board diversity, is conducted through periodic reviews. These reviews are based on the principles of non-discrimination and diversity, all applicable laws and regulations in each operational area in accordance with local and national government regulations, and internationally accepted norms regarding diversity, gender equality and respect to human rights.



NDAQ G1

Keberagaman Dewan | Board Diversity

[GRI 405-1]



NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
NDAQ G1.1	Persentase jumlah wanita dalam Susunan Dewan Direksi Percentage of women on the Board of Directors	Tabel data [G1.1] View table [G1.1]	GRI 405-1b	Persentase karyawan sesuai dengan kategori karyawan berdasarkan gender dan usia. Percentage of employees according to employee category by gender and age.	Tabel data [GRI 405-1b] Pada bab Social di halaman 113 ke 116 View table [GRI 405-1b] In Chapter Social page 113 to 116
NDAQ G1.2	Persentase jumlah wanita dalam Susunan Komisaris Percentage of women on the Board of Commissioners	Tabel data [G1.2] View table [G1.2]			
GRI 405-1a	Persentase anggota dewan Komisaris dan Direksi berdasarkan gender dan usia Percentage of members of the Board of Commissioners and Board of Directors by gender and age	Tabel data [GRI 405-1a] Pada bab Social di halaman 113 -116 View table [GRI 405-1a] In Chapter Social page 113 -116			

[G1.1][G1.2] Persentase jumlah wanita dalam susunan Direksi dan Komisaris Percentage of women on the Board of Directors and Board of Commissioners

Dewan Board	2019		2020		2021	
	Pria Male (%)	Wanita Female (%)	Pria Male (%)	Wanita Female (%)	Pria Male (%)	Wanita Female (%)
Dewan Komisaris Board of Commissioners	66.7	33.3	66.7	33.3	75	25
Direksi Board of Directors	75	25	75	25	75	25





NDAQ G2

INDEPENDENSI DEWAN BOARD INDEPENDENCE

[GRI 102-22] [GRI 102-23]

Independensi Direktur dan Komisaris

[G2.1][G2.2][GRI 102-22][GRI 102-23]

Perusahaan memiliki komisaris independen yang diharapkan dapat memberikan pengawasan serta masukan yang lebih obyektif kepada Direksi. Hal ini juga sebagai langkah mitigasi agar tidak terjadi konflik kepentingan antara Direksi dan Dewan Komisaris sehingga dapat menegakkan *Good Corporate Governance* (GCG) di perusahaan.

Dalam Board Manual, ABM tidak memperbolehkan Direktur Utama (Chief Executive Officer) Perusahaan merangkap jabatan sebagai anggota Dewan Komisaris ataupun sebagai Komisaris Utama perusahaan. Hal ini untuk memastikan pengawasan oleh Dewan Komisaris terhadap kinerja Direksi dapat benar-benar dilaksanakan dengan efektif dan bebas dari benturan kepentingan.

Selain rangkap jabatan, Perusahaan berkomitmen setiap anggota Dewan Komisaris dan Direksi tidak memiliki hubungan keluarga serta lintas kepemilikan saham dengan pemasok dan para pemangku kepentingan lain di luar Grup TMT. Adapun saat ini, ABM memiliki dua komisaris independent atau 50% dari total komisaris.

Independence of Directors and Commissioners

[G2.1][G2.2][GRI 102-22][GRI 102-23]

The Company has independent commissioners who are expected to provide more objective supervision and input to the Board of Directors. This is also a mitigation measure so that there is no conflict of interest between the Board of Directors and the Board of Commissioners so that they can enforce Good Corporate Governance (GCG) in the company.

In the Board Manual, ABM does not allow the Company's President Director (Chief Executive Officer) to hold concurrent positions as a member of the Board of Commissioners or as President Commissioner of the Company. This is to ensure that the supervision of the Board of Commissioners on the performance of the Board of Directors can be carried out effectively and free from conflicts of interest.

In addition to concurrent positions that are not allowed, the Company is committed that each member of Board of Commissioners and Board of Directors do not have any family relationships and cross-shareholdings with suppliers and other stakeholders other than TMT Group. Currently, ABM has two independent commissioners or 50% of the total commissioners.

NDAQ G2

Independensi Dewan | Board Independence

[GRI 102-22] [GRI 102-23]



NASDAQ & GRI Criteria Checker

NDAQ
G2.1

Apakah Perusahaan melarang CEO/ Direktur utama merangkap jabatan sebagai Komisaris Utama? Ya/Tidak?

Does the Company prohibit the CEO from concurrently serving as the President Commissioner? Yes No?

Ya. Kami mengikuti peraturan di Indonesia yang menganut sistem Dua Tingkat, yang disebutkan bahwa CEO /Direktur Utama tidak dapat merangkap jabatan sebagai Komisaris Utama Perusahaan namun CEO/Direktur Utama Perusahaan dapat menjadi Komisaris Utama di anak usaha Perusahaan.

Yes. We follow Indonesian regulations that adhere to the Two Tier system, which stipulates that the CEO cannot hold concurrent positions as the Company's President Commissioner but the CEO/President Director can become the President Commissioner of the Company's subsidiaries.

NDAQ
G2.2

Persentase jumlah anggota Dewan Komisaris dan Direksi independen.

Percentage of the number of members of the Board of Commissioners and Independent Directors

Lihat tabel data [NDAQ G2.2] [GRI 102-22] dibawah ini. Untuk lebih lengkapnya dapat dilihat di Laporan Tahunan ABM halaman 46-66.

View table [NDAQ G2.2] [GRI 102-22] below. For more details can be seen in the ABM Annual Report page 46-66.

NASDAQ & GRI Criteria Checker

GRI
102-22

Komposisi badan tata kelola tertinggi (Dewan Komisaris dan Dewan Direksi) berdasarkan:

- Executive / non-Executive
- Independensi
- Lama masa jabatan
- Jabatan serupa di Perusahaan/insitusi lain
- Gender
- Kompetensi ESG

The composition of the highest governance body (Board of Commissioners and Directors) is based on:

- Executive / non-Executive
- Independence
- Length of tenure
- Similar position in other company/institution
- Gender
- ESG Competence

Lihat tabel data [NDAQ G2.2] [GRI 102-22] dibawah ini. Untuk lebih lengkapnya dapat dilihat di Laporan Tahunan ABM halaman 46-66.

View table [NDAQ G2.2] [GRI 102-22] below. For more details can be seen in the ABM Annual Report page 46-66.

GRI
102-23

Informasi mengenai:
a. Apakah Komisaris Utama Perseroan merangkap jabatan sebagai Direktur Utama atau CEO?
b. Jika ya, mohon jelaskan latar belakang dan alasannya.

Information about:
a. Does the Company's President Commissioner hold concurrent positions as President Director or CEO?
b. If yes, please explain the background and reasons.

Tidak. ABM mematuhi peraturan Indonesia yang menganut Sistem Dua Tingkat sehingga Komut tidak dapat merangkap jabatan sebagai Dirut/CEO. Untuk lebih lengkapnya dapat dilihat di Laporan Tahunan ABM.

No. ABM complies with Indonesian regulations that adhere to the Two Tier System so that He/She cannot hold concurrent positions as President Director/CEO. For more details can be seen in the ABM Annual Report.



[G2.1][GRI 102-22] Komposisi Dewan Komisaris
Board of Commissioners Composition

Dewan Komisaris Board of Commissioners		Jenis Kelamin Gender	Executive/ Non-Executive	Independen Independent	Lama masa jabatan di posisi yang sama hingga 2021 Length of tenure in the same position until 2021	Jabatan di Perusahaan atau institusi lain Position in another company or institution	Kompetensi ESG ESG Competence
Rachmat Mulya Hamami	Komisaris Utama President Commissioner	Pria Male	Non-Executive	Tidak Independen Not Independent	Menjabat sejak 2010 Served since 2010	Menjabat sebagai Direktur Utama PT Tiara Marga Trakindo (sejak 2005), dan Direktur Utama PT Trakindo Utama (since 2008). Served as President Director of PT Tiara Marga Trakindo (since 2005), and President Director of PT Trakindo Utama (since 2008).	-
Mivida Hamami	Komisaris Commissioner	Wanita Female	Non-Executive	Tidak Independen Not Independent	Menjabat sejak 2006 Served since 2006	Saat ini juga menjabat sebagai Direktur PT Tiara Marga Trakindo (sejak 2005), Direktur Utama PT Mahadana Dasha Utama (sejak 2010), Komisaris PT Mitra Solusi Telematika (sejak 2014), Komisaris PT Triyasa Propertindo (sejak 2016); dan Komisaris PT Chitra Paratama (sejak 2010). Currently as Director of PT Tiara Marga Trakindo (since 2005), President Director of PT Mahadana Dasha Utama (since 2010), Commissioner of PT Mitra Solusi Telematika (since 2014), Commissioner of PT Triyasando (since 2016); and Commissioner of PT Chitra Paratama (since 2010).	-
Arief Tarunakarya Surowidjojo	Komisaris Independen Independent Commissioner	Pria Male	Non-Executive	Ya Yes	Menjabat sejak 2015 Served since 2015	Saat ini juga menjabat sebagai Pendiri di Lubis Ganie Surowidjojo Law Firm (sejak 1985 - sekarang). [Ketua Komite ESG 2021 - sekarang] Currently also serves as Founderz at Lubis Ganie Surowidjojo Law Firm (since 1985 - present). [Chairman of ESG Committee 2021 - present]	Ada Present
Manggi Taruna Habir	Komisaris Independen Independent Commissioner	Pria Male	Non-Executive	Ya Yes	Menjabat sejak 2021 Served since 2021	Saat ini juga memegang posisi sebagai: <ul style="list-style-type: none"> Ketua Komite Audit Perseroan (2021-Sekarang) PT BERDAYAKAN USAHA INDONESIA (BATUMBU) (2020-sekarang) Jakarta, Indonesia Komisaris Independen (Anggota Dewan Komisaris) YUSOF ISHAK INSTITUTE, Institute of Southeast Asian Studies (ISEAS), (2020-sekarang), Singapore Visiting Fellow di Departemen Studi Indonesia IND. PENGEMBANGAN MANAJEMEN INST. IPMI (1991-sekarang) Jakarta, Indonesia MITRA GAGASEMHA KREASI (MGK) (1991-sekarang) Jakarta, Indonesia Senior Advisor Currently also holding positions as: <ul style="list-style-type: none"> Chairman of the Company's Audit Committee (2021-Present) PT BERDAYAKAN USAHA INDONESIA (BATUMBU) (2020-present) Jakarta, as Indonesia Independent Commissioner (Member of the Board of Commissioners) YUSOF ISHAK INSTITUTE, Institute of Southeast Asian Studies (ISEAS), (2020-present), Singapore as Visiting Fellow at the Department of Indonesian Studies IND. INST. MANAGEMENT DEVELOPMENT. IPMI (1991-present) Jakarta, Indonesia MITRA GAGASEMHA KREASI (MGK) (1991-present) Jakarta, as Indonesia Senior Advisor 	

[G2.1][GRI 102-22] Komposisi Dewan Direksi
Board of Directors Composition

Direksi Board of Directors		Jenis Kelamin Gender	Executive/ Non-Executive	Independen Independent	Lama masa jabatan di posisi yang sama hingga 2021 Length of tenure in the same position until 2021	Jabatan di Perusahaan atau institusi lain Position in another company or institution	Kompetensi ESG ESG Competence
Achmad Ananda Djajaneegara	Direktur Utama President director	Pria Male	Executive	Tidak Independen Not Independent	Menjabat sejak 2009 Served since 2009	Tidak ada jabatan rangkap diluar ABM Group There are no concurrent positions outside the ABM Group	-
Adrian Erlangga	Direktur Director	Pria Male	Executive	Independen Independent	Menjabat sejak 2014 Served since 2014	Tidak ada jabatan rangkap diluar ABM Group There are no concurrent positions outside the ABM Group	-
Haris Mustarto	Direktur Director	Pria Male	Executive	Independen Independent	Menjabat sejak 2020 Served since 2020	Tidak ada jabatan rangkap diluar ABM Group There are no concurrent positions outside the ABM Group	-





NDAQ G3

INSENTIF INCENTIVIZED PAY

[GRI 102-35]

ABM telah mempunyai ketentuan dalam memberikan *Compensation & Benefit Executive* yang diputuskan melalui Komite Remunerasi dan Nominasi. Struktur remunerasi *Executive* disusun berdasarkan *job band* dan *person grade*. ABM memberikan insentif jangka pendek dan jangka panjang. Insentif jangka pendek merupakan bonus/apresiasi kinerja yang diberikan perusahaan berdasarkan evaluasi kinerja tahunan. Sedangkan insentif jangka panjang diberikan perusahaan untuk memastikan tercapainya target jangka panjang yang mencakup pertumbuhan, profitabilitas dan keberlanjutan Perusahaan. Insentif jangka panjang ini merupakan rancangan bergulir 3 tahunan berdasarkan kebijakan Perusahaan. Lebih lanjut, ABM Group tidak memberlakukan *clawbacks*. Untuk program Pensiun, ABM memberikan kebebasan bagi Eksekutif untuk turut atau tidak turut serta dalam program pensiun yang diatur dalam peraturan tersendiri.

Berikut di bawah ini merupakan komponen Eksekutif adalah tunjangan dan komponen lainnya yang menjadi hak melekat pada jabatan sebagai Eksekutif yang terdiri atas:

- a. Insentif & Anugerah Kinerja (Bonus)
- b. Transportasi & Perjalanan Dinas
- c. Cuti Tahunan & Tunjangan Perjalanan Cuti
- d. Pengobatan & Perawatan, Pemeriksaan Kesehatan, Asuransi Jiwa
- e. Tunjangan Pendidikan Anak
- f. Tunjangan Utilitas
- g. Keanggotaan Klub
- h. Benefit Lainnya

ABM has provisions in providing Compensation & Benefit Executive which is decided through the Remuneration and Nomination Committee. The executive remuneration structure is based on job band and person grade. ABM provides short term and long term incentives. These short-term incentives are bonuses/performance awards given by the company based on annual performance evaluations. On the other hand, long-term incentives are provided by the company to ensure the achievement of long-term targets which include growth, profitability, and company sustainability. These long-term incentives are a 3-year rolling plan based on Company policy. In addition, the ABM Group does not enforce clawbacks. In regards to our Pension program, ABM gives the freedom to the Management to choose whether to participate or not participate in the pension program since it is regulated in a separate regulation.

The following are the Executive components which include allowances and other components that are entitled and attached to the position as an Executive, consisting of:

- a. Performance Incentives & Rewards (Bonus)
- b. Transportation & Business Travel
- c. Annual Leave Allowance & Travel Leave
- d. Medicine & Treatment, Health Check up, Life Insurance
- e. Child Education Allowance
- f. Utility Allowance
- g. Club Membership
- h. Other benefits

NDAQ G3

Insentif | Incentivized Pay

[GRI 102-35]



NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
NDAQ G3	<p>Apakah eksekutif Perusahaan secara formal diberikan insentif untuk kinerja terkait keberlanjutan? Ya/Tidak</p> <p>Are Company executives formally incentivized for sustainability-related performance? Yes/No</p>	<p>Ya Yes</p>	GRI 102-35	<p>ii. Bonus masuk atau pembayaran insentif rekrutmen; Entry bonuses or recruitment incentive payments;</p> <p>iii. Pembayaran atas pemutusan hubungan kerja; Payment for termination of employment;</p> <p>iv. Clawbacks;</p> <p>v. Manfaat pensiun, termasuk perbedaan antara skema manfaat dan iuran tarif untuk badan tata kelola tertinggi, eksekutif senior, dan semua karyawan lainnya. Retirement benefits, including differences between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.</p> <p>b. Bagaimana kriteria kinerja dalam kebijakan remunerasi berhubungan dengan badan tata kelola tertinggi dan tujuan eksekutif senior untuk topik ekonomi, lingkungan, dan sosial. How the performance criteria in the remuneration policy relate to the highest governance body and the senior executive's economic, environmental and social objectives.</p>	<p>Penjelasan dapat dilihat pada paragraf di atas The explanation can be seen in the paragraph above</p>
GRI 102-35	<p>Penjelasan mengenai informasi berikut: Explanation of the following information:</p> <p>a. Kebijakan remunerasi untuk badan tata kelola tertinggi dan eksekutif senior untuk remunerasi: Remuneration policies for the highest governance body and senior executives for remuneration:</p> <p>i. Gaji pokok tetap dan pembayaran variabel, termasuk pembayaran berbasis kinerja, pembayaran berbasis ekuitas, bonus, dan saham yang ditangguhkan atau dimiliki; Fixed base salary and variable payments, including performance-based payments, equity-based payments, bonuses, and deferred or retained stock;</p>	<p>Penjelasan dapat dilihat pada paragraf di atas The explanation can be seen in the paragraph above</p>			

GRI 102

Pengungkapan Umum | General Disclosures

Tata Kelola | Governance

[GRI 102-18][GRI 102-24][GRI 102-25][GRI 102-26] [GRI 102-27] [GRI 102-28] [GRI 102-33] [GRI 102-34] [GRI 102-36] [GRI 102-37] [GRI 102-38] [GRI 102-39]



NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
GRI 102-18	<p>Struktur Tata Kelola Governance Structure</p>	<p>Terdapat pada halaman 173 di Laporan Tahunan ABM. It's on page 173 of Annual report ABM .</p>	GRI 102-26	<p>Peran badan tata kelola tertinggi dalam menetapkan tujuan, nilai-nilai, dan strategi Role of highest governance body in setting purpose, values, and strategy</p>	<p>Terdapat pada halaman 176-178 di Laporan Tahunan ABM. It's on page 176-178 of Annual report ABM.</p>
GRI 102-24	<p>Menominasikan dan memilih badan tata kelola tertinggi Nominating and selecting the highest governance body</p>	<p>Terdapat pada halaman 173-174 dan 227-228 di Laporan Tahunan ABM. It's on page 173-174 and 227-228 of Annual report ABM.</p>	GRI 102-27	<p>Pengetahuan kolektif badan tata kelola tertinggi Collective knowledge of highest governance body</p>	<p>Terdapat pada halaman 200-201 dan 209-210 di Laporan Tahunan ABM. It's on page 200-201, and 209-210 of Annual report ABM .</p>
GRI 102-25	<p>Konflik kepentingan Conflict of interest</p>	<p>Terdapat pada halaman 294 di Laporan Tahunan ABM. It's on page 294 of Annual report ABM.</p>			



NASDAQ & GRI Criteria Checker		
GRI 102-28	Mengevaluasi kinerja badan tata kelola tertinggi Evaluating the highest governance body's performance	Terdapat pada halaman 214-216 di Laporan Tahunan ABM. It's on page 214-216 of Annual report ABM .
GRI 102-33	Mengomunikasikan hal-hal kritis Communicating critical concerns	Terdapat pada halaman 297 di Laporan Tahunan ABM. It's on page 297 of Annual report ABM .
GRI 102-34	Sifat dan jumlah total hal-hal kritis Nature and total number of critical concerns	Terdapat pada halaman 297-301 di Laporan Tahunan ABM. It's on page 297-301 of Annual report ABM .
GRI 102-36	Proses untuk menentukan remunerasi Process for determining remuneration	Terdapat pada halaman 214-215 di Laporan Tahunan ABM. It's on page 214-215 of Annual report ABM.
GRI 102-37	Keterlibatan para pemangku kepentingan dalam remunerasi Stakeholder's involvement in remuneration	Terdapat pada halaman 215 di Laporan Tahunan ABM. It's on page 215 of Annual report ABM .
GRI 102-38	Rasio kompensasi total tahunan Annual total compensation ratio	Terdapat pada halaman 84 di Bab Sosial . It's on page 84 of social chapter.

NASDAQ & GRI Criteria Checker		
GRI 102-39	Persentase kenaikan pada total rasio kompensasi total tahunan Percentage increase in annual total compensation ratio	<p>Pada tahun 2021, ABM sedang melaksanakan alignment kebijakan remunerasi di Grup ABM (berlaku efektif 1 Juli 2021). Kebijakan remunerasi ini disusun berdasarkan strategi dan filosofi remunerasi Grup ABM yang telah disetujui oleh Dewan Komisaris. Dimana secara total kenaikan total remunerasi di Grup ABM tahun 2021 (alignment kebijakan remunerasi dan penyesuaian gaji berkala) sebesar 7,2%.</p> <p>ABM melakukan review berkala gaji karyawan dengan memperhatikan prinsip utama sebagai berikut :</p> <ul style="list-style-type: none"> • Menghargai person quality; • Menjaga internal equity; • Menjaga daya saing di pasar tenaga kerja; • Menjaga kesesuaian terhadap ketentuan ketenagakerjaan yang berlaku; dan • Menjaga kesesuaian dengan kemampuan keuangan Perusahaan. <p>In 2021, ABM is carrying out an alignment of remuneration policies in the ABM Group (effective July 1, 2021). This remuneration policy is prepared based on the ABM Group's remuneration strategy and philosophy which has been approved by the Board of Commissioners. Where in total the increase in total remuneration in the ABM Group in 2021 (remuneration policy alignment and periodic salary adjustments) is 7.2%.</p> <p>ABM conducts periodic reviews of employee salaries by taking into account the following main principles:</p> <ul style="list-style-type: none"> • Appreciate person quality; • Maintain internal equity; • Maintain competitiveness in the labor market; • Maintain compliance with applicable labor regulations; and • Maintain compliance with the Company's financial capabilities.

NDAQ G4

PERJANJIAN KERJA BERSAMA COLLECTIVE BARGAINING

[GRI 102-41]

ABM menjamin dan melindungi hak-hak setiap karyawan dan pekerja dan menjunjung tinggi kewajiban Perusahaan kepada karyawan dan pekerja melalui mekanisme penyusunan dan perundingan Perjanjian Kerja Bersama (PKB) sebagaimana yang diatur dalam Konvensi ILO No. 98 tahun 1949 tentang Dasar-dasar Hak untuk Berorganisasi dan untuk Berunding Bersama yang telah diratifikasi melalui Undang-undang No. 18 tahun 1956 untuk memberikan kejelasan yang menyeluruh mengenai hak dan kewajiban antara pengusaha dan pekerja serta tata tertib dalam bekerja dan di lingkungan kerja.

Pendekatan Manajemen [GRI 103-2]

ABM memastikan dalam hubungan industrial dengan karyawan dilaksanakan dengan itikad baik melalui Peraturan Perusahaan (PP) ataupun Perjanjian Kerja Bersama (PKB) sesuai dengan peraturan perundang-undangan yang berlaku. PP/PKB disusun dengan memperhatikan dan mempertimbangkan *internal policy* ABM Group dan juga Group TMT, aturan bisnis serta aturan industri dari masing-masing perusahaan. ABM Group memastikan setiap entitas anak perusahaan dalam penyusunan PP/PKB selaras dengan standar kebijakan di ABM Group. Dalam PP/PKB terkait hubungan industri di dalamnya mencakup penanganan keluhan kesah karyawan (*grievance handling*), penanganan tindakan kedisiplinan (*disciplinary conduct*), penanganan perselisihan (*dispute handling*) dan aktivitas lain yang terkait dilaksanakan sesuai dengan *policy Employee Relations & Industrial Relations*.

Evaluasi Pendekatan Manajemen [GRI 103-3]

ABM Group dalam melakukan evaluasi terkait hubungan industrial, Kami secara rutin melakukan *townhall meeting* guna mengkomunikasikan Peraturan Perusahaan/Perjanjian Kerja Bersama ke seluruh (100%) karyawan. Frekuensi dari kegiatan tersebut ditentukan oleh setiap entitas anak Perusahaan.

ABM guarantees and protects the rights of every employee and worker. The company upholds its obligations towards workers and workers through the mechanism for drafting and negotiating Collective Labor Agreements (PKB) as regulated in ILO Convention No. 98 of 1949 concerning the Basics of the Right to Organize and Collective Bargaining which has been ratified through Law no. 18 of 1956 to provide comprehensive clarity regarding the rights and obligations between employers and workers as well as legislation in the workplace and in the work environment.

Management Approach [GRI 103-2]

ABM ensures that industrial relations with employees are carried out in good faith through Company Regulations (PP) or Collective Labor Agreements (PKB) in accordance with applicable laws and regulations. PP/PKB is prepared by taking into account and taking into account the internal policies of the ABM Group as well as the TMT Group, business rules and industry regulations of each company. The ABM Group ensures that each subsidiary in the preparation of PP/PKB is in line with the policy standards in the ABM Group. In regards to PP/PKB related to industrial relations, both includes handling employee complaints (*grievance handling*), handling disciplinary actions (*disciplinary conduct*), handling disputes (*dispute handling*) and other related activities carried out in accordance with Employee Relations & Industrial Relations policies.

Management Approach Evaluation [GRI 103-3]

ABM Group regularly holds townhall meetings to communicate Company Regulations/Collective Labor Agreements to all (100%) employees in conducting evaluations related to industrial relations. The frequency of these activities is determined by each of the Company's subsidiaries.



NDAQ G4

Perjanjian Kerja Bersama | Collective Bargaining

[GRI 102-41]

NASDAQ & GRI Criteria Checker

GRI 407-1	<p>Operasi dan Pemasok di mana Hak Atas Kebebasan Berserikat dan Perundingan Kolektif Mungkin Berisiko</p> <p>Operasi dan Pemasok di mana Hak Atas Kebebasan Berserikat dan Perundingan Kolektif Mungkin Berisiko</p>	<p>Lihat penjelasan pada bagian bawah</p> <p>Please see explanation at the bottom</p>
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Operasi dan Pemasok di mana Hak Atas Kebebasan Berserikat dan Perundingan Kolektif Mungkin Berisiko [GRI 407-1]

ABM menjamin kebebasan berserikat dan berpendapat setiap pekerja. Perusahaan memiliki berbagai mekanisme dimana setiap pekerja dapat menyampaikan pendapat mereka kepada pimpinan perusahaan. Kanal-kanal komunikasi yang beragam digunakan untuk mempermudah komunikasi dua arah dengan para pekerja kami, mulai dari *coffee morning*, *morning briefing*, *townhall*, dan lain sebagainya.

Sampai dengan akhir tahun 2021, ABM tidak mengidentifikasi adanya risiko atas kebebasan berserikat dan perundingan kolektif di operasional-operasional Perusahaan. ABM membuka luas kesempatan bagi para pekerja untuk bergabung dengan serikat pekerja yang ada ataupun membentuk serikat tersendiri. Sampai dengan akhir tahun 2021, dari anak perusahaan ABM hanya PT Sanggar Sarana Baja (SSB) yang membentuk serikat pekerjanya sendiri. SSB menunda pertemuan dengan serikat pekerja di tahun 2021, sehubungan dengan pencegahan penularan COVID-19 di tempat kerja. Sedianya, agenda pertemuan tersebut guna membahas hal-hal terkait ketenagakerjaan

Operations and Suppliers where Rights to Freedom of Association and Collective Bargaining May be at Risk [GRI 407-1]

ABM guarantees the freedom of association and opinion of every worker. The company has various mechanisms by which every employee can convey their opinion to the company leadership. Various communication channels are used to facilitate two-way communication with our employees, starting from coffee morning, morning briefing, townhall, and so on.

Until the end of 2021, ABM did not identify any risks to the freedom of association and collective bargaining in the Company's operations. ABM opens up many opportunities for workers to join existing unions or form their own union. Likewise, until the end of 2021, PT Sanggar Sarana Baja (SSB) as the only subsidiary of ABM has formed its own labor union. SSB postponed the union meeting in 2021, due to the prevention of COVID-19 transmission in the workplace. Initially, the agenda of the meeting was to discuss matters related to employment.



NDAQ G5

KODE ETIK PEMASOK SUPPLIER CODE OF CONDUCT

[GRI 102-16][GRI 308][GRI 414]



CODE OF
ETHICS

Pendekatan Manajemen [G5.1][GRI 103-2]

ABM memiliki kebijakan bagi setiap pemasok lama dan baru harus memenuhi kode etik dan pakta integritas Perusahaan yang di dalamnya mencakup kode etik terkait kriteria lingkungan dan sosial. Melalui pendekatan ini, ABM bertujuan untuk mengajak para pemasok dalam value chain Perusahaan untuk memiliki kepedulian lingkungan, sosial, dan etika bisnis.

Setiap pemasok/vendor/kontraktor baru di ABM dan anak perusahaan wajib menandatangani dokumen dan memenuhi ketentuan kode etik yang tercantum dalam:

- SOP Pengadaan yang mengatur prosedur pengadaan, mulai dari permintaan pengadaan oleh user hingga evaluasi vendor;
- Kebijakan Peningkatan Kemampuan Vendor yang mengatur proses evaluasi pelaksanaan kewajiban vendor terhadap ABM;
- Pakta Integritas;
- Perjanjian Kemitraan; dan
- *Non-Disclosure Agreement* (NDA) yang ditandatangani oleh direktur vendor.

Management Approach [G5.1][GRI 103-2]

ABM has a policy stating that every old and new supplier must comply with the Company's code of ethics and integrity pact, which also includes a code of ethics related to environmental and social criteria. Through this approach, ABM aims to invite suppliers in the Company's value chain to have environmental, social and business ethics concerns.

Every new supplier/vendor/contractor at ABM and its subsidiaries is required to sign a document and comply with the provisions of the code of ethics as stated in:

- Procurement SOP that regulates procurement procedures, starting from procurement requests by users to vendor evaluations;
- Vendor Capacity Building Policy that regulates the evaluation process for the implementation of vendor obligations to ABM;
- Integrity Pact;
- Partnership Agreement; and
- Non-Disclosure Agreement (NDA) signed by the vendor director.



NDAQ G5

Kode Etik Pemasok | Supplier Code Of Conduct

[GRI 102-35]

NASDAQ & GRI Criteria Checker

<p>NDAQ G5.1</p>	<p>Apakah vendor dan supplier Perusahaan wajib mengikuti kode etik Perusahaan? Ya/Tidak Are the Company's vendors and suppliers required to follow the Company's code of ethics? Yes? No</p>	<p>Ya. Seluruh vendor dan supplier ABM dan anak perusahaan wajib patuh dan memenuhi kode etik yang dipersyaratkan oleh Perusahaan. Hal ini menjadi salah satu kriteria pada saat proses seleksi dan evaluasi vendor.</p> <p>Yes.</p> <p>All vendors and suppliers of ABM and its subsidiaries must comply with and adhere to the code of ethics required by the Company. This becomes one of the criteria during the vendor selection and evaluation process.</p>
<p>NDAQ G5.2</p>	<p>Jika Ya, berapa persentase dari vendor/supplier Perusahaan yang telah tersertifikasi secara formal mengenai kepatuhannya pada kode etik tersebut? If Yes, what percentage of the Company's vendors/suppliers have been formally certified regarding their compliance with the code of ethics?</p>	<p>Seluruh atau 100% pemasok kami telah mengikuti Kode Etik dan Perilaku (Code of Ethics & Conduct) ABM dan memenuhi kriteria lingkungan dan sosial. Kode Etik dan Perilaku ini sebagai pedoman bersama dalam berinteraksi dengan pemangku kepentingan, dan mencegah terjadinya benturan kepentingan.</p> <p>All or 100% of our suppliers comply with ABM's Code of Ethics & Conduct and meet environmental and social criteria. This Code of Ethics and Conduct serves as a common guideline in interacting with stakeholders, and preventing conflicts of interest.</p>
<p>GRI 308-1</p>	<p>Persentase pemasok/vendor baru yang diseleksi menggunakan kriteria lingkungan Percentage of new suppliers/vendors selected using environmental criteria</p>	<p>100%</p> <p>Seluruh pemasok/vendor, utamanya yang memiliki potensi dampak lingkungan signifikan wajib mengikuti ketentuan pengelolaan dampak lingkungan hidup sesuai dengan panduan dari ABM Group.</p> <p>100%</p> <p>All suppliers/vendors, especially those with significant potential environmental impacts, are required to comply with the environmental impact management provisions in accordance with the ABM group's guidelines.</p>
<p>GRI 308-2</p>	<p>Dampak lingkungan signifikan pada rantai nilai perusahaan dan Tindakan yang diambil oleh:</p> <ul style="list-style-type: none"> • Jumlah pemasok/vendor yang diaudit menggunakan kriteria lingkungan. • Jumlah pemasok/vendor yang telah diidentifikasi memiliki potensi dampak lingkungan signifikan • Potensi dampak lingkungan signifikan di rantai nilai Perusahaan • Persentase pemasok/vendor yang memiliki dampak lingkungan signifikan yang telah setuju untuk melakukan perbaikan sebagai hasil audit • Persentase pemasok/vendor yang memiliki dampak lingkungan signifikan yang diterminasi (diputus kontrak) sebagai akibat dari hasil audit lingkungan dan alasannya <p>Significant environmental impacts on the company's value chain and what actions are being taken:</p> <ul style="list-style-type: none"> • Number of suppliers/vendors audited using environmental criteria. • Number of suppliers/vendors identified as having significant potential environmental impacts • Potential significant environmental impacts in the Company's value chain • Percentage of suppliers/vendors with significant environmental impacts who agree to make improvements as a result of the audit • Percentage of suppliers/vendors with significant environmental impacts that were discontinued as a result of the environmental audit results and the reasons 	<p>Setiap site sendiri mempunyai <i>policy</i> K3LH yang harus dipenuhi oleh pemasok/vendor yang ingin bekerja sama. ABM telah menilai dampak lingkungan dari semua pemasok/vendor dan hingga saat ini tidak ada potensi yang mempengaruhi dampak lingkungan di area operasional ABM. Seluruh pemasok/vendor secara berkala pada memberikan laporan bulanan yang disesuaikan dengan ketentuan lingkungan di masing-masing tempat mereka beroperasi.</p> <p>Each site has its own K3LH policy that must be complied with by suppliers/vendors who wish to cooperate. ABM has assessed the environmental impact of all suppliers/vendors and so far there has been no potential impact on the environment in ABM's operational areas. All suppliers/vendors periodically provide monthly reports tailored to the environmental needs of each site where they operate.</p>

NASDAQ & GRI Criteria Checker		
GRI 414-1	<p>Persentase pemasok/vendor baru yang diseleksi menggunakan kriteria sosial Percentage of new suppliers/vendors selected using social criteria</p>	<p>100%</p> <p>Seluruh pemasok/vendor, wajib memenuhi dan menandatangani pakta integritas, komitmen anti-korupsi dan gratifikasi, serta menginformasikan daftar tenaga kerja yang terkait secara langsung di dalam setiap kerjasama dengan Grup ABM.</p> <p>100%</p> <p>All suppliers/vendors, are required to fulfill and sign an integrity pact, anti-corruption and gratification commitments, and inform man power list in every working project within ABM Group.</p>
GRI 414-2	<p>Dampak sosial signifikan pada rantai nilai perusahaan dan Tindakan yang diambil oleh:</p> <ul style="list-style-type: none"> · Jumlah pemasok/vendor yang diaudit menggunakan kriteria sosial. · Jumlah pemasok/vendor yang telah diidentifikasi memiliki potensi dampak sosial signifikan · Potensi dampak sosial signifikan di rantai nilai Perusahaan · Persentase pemasok/vendor yang memiliki dampak sosial signifikan yang telah setuju untuk melakukan perbaikan sebagai hasil audit · Persentase pemasok/vendor yang memiliki dampak sosial signifikan yang diterminasi (diputus kontrak) sebagai akibat dari hasil audit sosial dan alasannya <p>Significant social impact on the company's value chain and what actions are taken:</p> <ul style="list-style-type: none"> · Number of suppliers/vendors audited using social criteria. · Number of suppliers/vendors identified as having significant potential social impacts · Potential significant social impact in the Company's value chain · Percentage of suppliers/vendors with significant social impacts who agree to make improvements as a result of the audit · Percentage of suppliers/vendors with significant social impacts that were dismissed as a result of the social audit results and the reasons 	<p>Seluruh pemasok/vendor secara berkala pada memberikan laporan bulanan yang disesuaikan dengan ketentuan lingkungan di masing-masing tempat mereka beroperasi. Setiap site sendiri mempunyai policy K3LH yang harus dipenuhi pemasok/vendor yang ingin bekerja sama. ABM telah menilai dampak lingkungan dari semua pemasok/vendor dan hingga saat ini tidak ada potensi yang mempengaruhi dampak lingkungan di area operasional ABM.</p> <p>All suppliers/vendors periodically provide monthly reports tailored to the needs of the respective environments in which they operate. Each site has its own K3LH policy that must be complied with by suppliers/vendors who wish to cooperate. ABM has assessed the environmental impact of all suppliers/vendors and so far there has been no potential impact on the environment in ABM's operational areas.</p>

GRI 204

PRAKTIK PENGADAAN PROCUREMENT PRACTICES

[GRI 204-1]



Pendekatan Manajemen dan Komponennya [GRI 103-2]

Pengadaan dan Supply Chain Management (SCM) di ABM dikelola oleh masing-masing anak usaha ABM yang tersentralisasi. Kami percaya bahwa rantai pasok yang kuat dan baik akan mendukung kesinambungan bisnis dan operasional ABM. Kebijakan dan prosedur-prosedur terkait pengelolaan proses pengadaan di ABM mencakup:

Management Approach and Its Components [GRI 103-2]

Procurement and Supply Chain Management (SCM) at ABM is managed centrally by each of ABM's subsidiaries. We believe that a strong and healthy supply chain will support ABM's business continuity and operations. Policies and procedures related to the management of the procurement process at ABM include:



- Pemilihan pemasok/penyedia jasa didasarkan pada penilaian faktor ekonomi dan *non*-ekonomi yang diatur di dalam *Evaluation Matrix-Request for Tender* dimana penilaian terdiri dari 5 aspek *non*-harga dan 1 aspek harga.
- Dokumen Payung Kontrak mengatur hak pemasok atau penyedia jasa yang harus dipenuhi oleh Perseroan dan sebaliknya, termasuk di dalamnya hak pemasok/ penyedia jasa dalam menerima pembayaran tepat waktu dan mengajukan permintaan fasilitas-fasilitas kepada perusahaan.
- *Procedure Treasury Invoice Payment* diterapkan untuk memastikan pembayaran vendor dilaksanakan tepat waktu.
- Untuk menjamin pemasok/penyedia jasa melakukan kewajibannya sesuai dengan perjanjian, Perseroan akan melakukan evaluasi 7 indikator kunci yang diatur dalam Syarat-Syarat Khusus Kontrak.

Terkait dengan pelibatan pemasok/vendor/supplier lokal, ABM senantiasa memprioritaskan pemasok lokal dalam negeri dengan lokasi geografis terdekat dari lokasi user dengan pertimbangan biaya dan lead time pengiriman. Apabila barang atau jasa yang dibutuhkan tidak dapat disediakan oleh pemasok lokal, maka ABM baru mencari barang/jasa tersebut ke pemasok luar negeri.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Kebijakan, prosedur dan implementasi proses pengadaan dan pengelolaan SCM di ABM dilakukan secara berkala melalui mekanisme Plan-Do-Check-Action yang dipimpin oleh Departemen Pengadaan Barang dan Jasa dan dilaporkan kepada Direksi melalui mekanisme Rapat Tinjauan Management sebagai bagian dari implementasi ISO 9001 di tiap-tiap anak perusahaan ABM.

Proporsi Pengeluaran untuk Pemasok Lokal [GRI 204-1]

Perusahaan pemasok dibagi ke dalam dua kategori berdasarkan geografis atau tempat pemasok berada yaitu pemasok lokal dan nonlokal. ABM melakukan kerja sama dengan para pemasok lokal dengan berbagai produk dan jasa untuk digunakan pada lokasi operasi yang dianggap signifikan oleh Perusahaan. Dalam hal ini, Perusahaan mengkategorikan pemasok lokal dan non lokal berdasarkan Nomor Peserta Wajib Pajak (NPWP) yang berlaku untuk badan usaha yang

- The selection of suppliers/service providers is based on an assessment of economic and non-economic factors set out in the Evaluation Matrix-Request for Tender where the assessment consists of 5 non-price aspects and 1 price aspect.
- The Umbrella Contract Document regulates the rights of suppliers or service providers that must be fulfilled by the Company and vice versa, including the rights of suppliers/ service providers to receive timely payments and submit requests for facilities to the company.
- Treasury Invoice Payment procedures are implemented to ensure vendor payments are made on time.
- To ensure that suppliers/service providers carry out their obligations in accordance with the agreement, the Company will evaluate 7 key indicators as regulated in the Special Conditions of Contract.

Regarding the involvement of local suppliers/vendors/suppliers, ABM always prioritizes local domestic suppliers with the closest geographical location from the user's location by considering costs and delivery lead times. However, if the goods or services needed cannot be provided by local suppliers, then ABM will seek these goods/services from overseas suppliers.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Review and evaluation of SCM related policies, procedures, and implementations at ABM are conducted regularly through the Plan-Do-Check-Action mechanism which is organized by the Procurement Department and reported to the Board of Directors through the Management Review Meetings as part of the ISO 9001 implementation at each ABM's subsidiaries.

Expenditure Proportion for Local Suppliers [GRI 204-1]

Supplier companies are divided into two categories based on the geography or location of suppliers, i.e. local, and non-local suppliers. ABM works closely with local suppliers for various products and services at operational locations deemed significant by the Company. In this case, the Company categorizes local suppliers and non-local suppliers. This categorization is based on the Taxpayer Identification Number (NPWP) applicable to business entities whose operational permits are

izin operasionalnya diterbitkan oleh Pemerintah. Pemasok lokal menjadi prioritas utama perusahaan untuk memenuhi kebutuhannya dengan pertimbangan efisiensi dan efektifitas proses pengadaan. Selain itu, pelibatan pemasok lokal juga didasari oleh pertimbangan dampak sosial atas aktivitas perusahaan. Dampak sosial yang positif diyakini dapat mendukung kelancaran operasional. Sementara pemasok nonlokal adalah calon vendor yang mempunyai kualifikasi, klasifikasi, dan sertifikasi, serta kemampuan untuk menangani pekerjaan dengan tingkat kompleksitas lebih tinggi. Sementara itu, lokasi operasi yang signifikan menurut ABM merupakan area kerja dan operasional dari Perusahaan beserta seluruh entitas anak termasuk di dalamnya seperti lokasi perkantoran, area pertambangan, pusat pergudangan dan logistik, serta pelabuhan. Hingga 31 Desember 2021, tercatat sebanyak 1.635 pemasok lokal yang menjadi bagian dari rantai pasok ABM dengan total nilai kontrak mencapai USD 119.268.417.

issued by the Government. Local suppliers are the company's top priority to meet their needs, on the basis of considerations of efficiency and effectiveness of the procurement process. In addition, cooperation with local suppliers is also based on consideration of social impacts on company activities. Positive social impact is believed to support operations. National suppliers are prospective vendors who have classification, qualification, and specialization certifications at the national level. Meanwhile, Non-Local suppliers are prospective vendors who have classification, qualification, and certifications as well as the ability to handle work with a higher level of complexity. Meanwhile, significant operating locations are determined by the work area and operations of the Company and all of its subsidiaries, including office locations, mining areas, warehousing and logistics centers, and ports. As of December 31, 2021, there are 1,635 national companies that are part of the ABM supply chain with a total contract value of USD 119,268,417.

Kategori Lorem	2019		2020		2021	
	Count	Value (USD)	Count	Value (USD)	Count	Value (USD)
MVC						
Lokal* Local*	403	USD 22.502.633	620	USD 44.050.288	722	USD 73.092.874
Non Lokal Non Local	668	USD 221.489.501	858	USD 423.978.860	917	USD 684.520.762
SERVICE						
Lokal* Local*	215	USD 5.660.903	224	USD 7.432.576	251	USD 23.144.585
Non Lokal Non Local	449	USD 15.191.131	465	USD 20.297.772	469	USD 64.311.132
LOGISTIC						
Lokal* Local*	714	USD 19.594.498	673	USD 21.117.739	680	USD 23.030.959
Non Lokal Non Local	882	USD 72.842.473	718	USD 65.866.330	681	USD 70.033.579
Total	3.331	USD 357.281.139	3.558	USD 582.743.565	3.720	USD 938.133.890



NDAQ G6

ETIKA & ANTI-KORUPSI
ETHICS & ANTI-CORRUPTION

[GRI 102-16][GRI 103-2][GRI 205]



Pendekatan Manajemen [G6.1][GRI 103-2]

ABM memiliki kebijakan dan prosedur anti-korupsi. Kami menentang segala bentuk pelanggaran terkait korupsi dan penyuapan demi menciptakan ekosistem kerja yang menjunjung tinggi etika dan kejujuran sehingga mampu mewujudkan nilai-nilai berkelanjutan.

Untuk memastikan praktik bisnis yang dijalankan bersih dari segala macam pelanggaran terkait korupsi serta gratifikasi, Kebijakan Antisuap dan Kebijakan Antikorupsi ABM wajib dipatuhi oleh seluruh karyawan juga para pemasok.

Management Approach [G6.1][GRI 103-2]

ABM has anti-corruption policies and procedures. We oppose all forms of violations related to corruption and bribery in order to create a work ecosystem that upholds ethics and honesty so as to be able to realize sustainable values.

To Ensure business practices are free from all forms of violations related to corruption and gratification, ABM's Anti-Bribery Policy and Anti-Corruption Policy must be adhered to by all employees and suppliers.



100%

Karyawan ABM telah menyatakan kepatuhannya terhadap kebijakan etika & anti-korupsi dengan menandatangani pakta integritas sesuai dengan Kode Etik dan Perilaku yang berlaku di Perusahaan.

of ABM employees have declared their compliance with ethics & anti-corruption policies by signing an integrity pact in accordance with the Code of Ethics and Conducts of the Company.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Kebijakan dan prosedur anti-korupsi di ABM dan anak perusahaan mengacu pada Undang-Undang Anti-Korupsi Republik Indonesia yang dikeluarkan oleh Komisi Pemberantasan Korupsi (KPK). Evaluasi relevansi kebijakan dan prosedur anti-korupsi di Perusahaan mengikuti pembaharuan-pembaharuan dari regulasi terkait yang secara berkala dipastikan kesesuaian oleh Departemen Internal Audit yang mengacu pada Undang-Undang No. 31 Tahun 1999 dan Undang-Undang No. 20 Tahun 2001 tentang Pemberantasan Tindak Pidana Korupsi.

Operasi-operasi yang Dinilai Memiliki Risiko Terkait Korupsi [GRI 205-1]

Manajemen menyadari bahwa aktivitas operasional bisnis yang dijalankan, tentunya tidak akan terlepas dari potensi risiko terjadinya kecurangan dan korupsi sebagai suatu risiko melekat (inherent risk). Adapun beberapa kegiatan operasi perseroan yang dinilai memiliki risiko terkait kecurangan dan korupsi antara lain adalah:

- Kegiatan pengadaan barang dan jasa (procurement)
- Pembebasan lahan (land acquisition)
- Pengurusan perijinan (licence & permit)
- Pengelolaan kas dan setaranya (cash & cash equivalent)
- Pengelolaan aset (asset management)
- Pengelolaan persediaan (inventory)
- Klaim (claims)
- Penerimaan Gratifikasi (gratification)
- Dll.

Oleh karena itu menjadi penting bagi manajemen untuk menerapkan tata kelola perusahaan yang baik (good corporate governance) dalam operasionalnya.

Perseroan memandang penting untuk terus mengimplementasikan suatu sistem pengendalian internal secara konsisten karena perannya yang sangat krusial dalam mengendalikan seluruh proses kegiatan bisnis agar senantiasa efektif, efisien, handal, aman dan mematuhi ketentuan perundang-undangan yang berlaku. Sistem pengendalian

Management Approach Evaluation [GRI 103-3]

The anti-corruption policies and procedures of ABM and its subsidiaries refer to the Anti-Corruption Law of the Republic of Indonesia issued by the Corruption Eradication Commission (KPK). Evaluation of the relevance of the Company's anti-corruption policies and procedures is updated from the relevant regulations which are regularly distributed by the Internal Audit Department and refer to Law no. 31 of 1999 and Law no. 20 of 2001 concerning the Eradication of Corruption Crimes.

Operations that are considered to have Risks Related to Corruption [GRI 205-1]

Management realizes that business operations are inseparable from the potential risk of fraud and corruption as inherent risks. Some of the company's operational activities that are considered to have risks related to fraud and corruption include:

- Activities for the procurement of goods and services (procurement)
- Land acquisition
- Licensing management (licence & permit)
- Cash & cash equivalents management
- Asset management
- Inventory management
- Claim
- Gratuity Receipt
- Etc.

Therefore, it is important for management to implement good corporate governance in its operations.

The Company views the importance of continuing to implement the internal control system consistently because it plays a very crucial role in controlling the entire process of business activities so that they are always effective, efficient, reliable, safe and in accordance with the applicable laws and regulations. The internal control system used by the company



internal yang digunakan oleh perseroan ini terdiri dari 5 komponen yang diadopsi secara langsung dari Committee on Sponsoring Organization of The Treadway Commission (COSO) yang berlaku secara internasional.

Komunikasi dan Pelatihan Tentang Kebijakan dan Prosedur Anti-Korupsi [GRI 205-2]

Sosialisasi terus kami lakukan melalui media komunikasi *e-mail*, artikel pada majalah internal ABM, kampanye dan pelatihan bagi setiap anggota badan tata kelola, karyawan, dan mitra bisnis. Seluruh bagian ABM telah menerima kampanye dan pemberitahuan akan anti-korupsi. Pada tahun 2021, ABM melanjutkan program peningkatan *fraud awareness* yang sudah dilakukan pada tahun sebelumnya melalui Group of Internal Audit (GIA).

Kondisi yang terbatas sebagai akibat dari penyesuaian atas normal baru sebagai dampak dari Pandemi COVID-19, berdampak pula pada kegiatan kampanye ini yang juga mengalami kendala dimana sampai dengan akhir tahun baru dapat dilaksanakan 1 kegiatan sosialisasi berbasis online, dan 9 (sembilan) kampanye melalui media komunikasi internal (email). Selain itu, GIA juga melakukan sosialisasi penggunaan aplikasi “*Internal Audit Clinic*” (IA Clinic) yang dapat diakses melalui alamat <https://iaclinic.abminvestama.co.id> dengan kampanye melalui media komunikasi *e-mail* dan artikel pada majalah internal ABM. Untuk Informasi lebih lanjut mengenai kegiatan kampanye anti fraud yang dilakukan sepanjang 2021 dapat dilihat di Laporan tahunan pada halaman 286 .

Insiden Korupsi yang Terbukti dan Tindakan yang Diambil [GRI 205-3]

Pada tahun 2021, tidak ada pelanggaran terkait tindak korupsi dan penyuapan yang terjadi di lingkungan Perusahaan dan anak perusahaan yang melibatkan jajaran Direksi Perseroan. Jumlah Pengaduan laporan pelanggaran yang diterima oleh Tim WBS selama tahun 2021 sebanyak 20 kasus, dengan rincian proses tindak lanjut sebagai berikut :

- 18 kasus (90%) telah selesai ditindaklanjuti, dan
- 2 kasus (10%) sedang dalam proses pemeriksaan

consists of 5 components which were adopted directly from the International Committee on Sponsoring Organization of the Treadway Commission (COSO).

Communication and Training on Anti-Corruption Policies and Procedures [GRI 205-2]

Our socialization is carried out through email communication media, articles in ABM's internal magazines, campaigns, training for each member of the governance body, employees, and business partners. All ABM departments have received anti-corruption campaigns and notices. In 2021, ABM continues the fraud awareness program that was carried out in the previous year through the Group of Internal Audit (GIA).

The limited conditions due to our adjustment to the new normal during the COVID-19 pandemic have an impact on the activities of this campaign. Due to these limited conditions, we only managed to run 1 online-based outreach activity out of 9 (nine) campaigns through internal communication media (email). In addition, GIA also socializes the use of the “Internal Audit Clinic” (IA Clinic) application which can be accessed through the address <https://iaclinic.abminvestama.co.id> with campaigns through email communication media and articles in ABM internal magazines. For more information on anti-fraud campaign activities carried out throughout 2021, see the Annual Report.

Proven Corruption Incidents and Actions Taken [GRI 205-3]

In 2021 there were no violations related to corruption and bribery that occurred within the Company and its subsidiaries involving the Board of Directors of the Company. The number of violation reports received by the WBS Team throughout 2021 was 20 cases, with details of the follow-up process as follows:

- 18 cases (90%) were followed up, and
- 2 cases (10%) under investigation

Sepanjang tahun 2021 pula, telah dilaksanakan 20 kegiatan audit khusus / dengan tujuan tertentu yang dilaksanakan sebagai tindak lanjut dari pelaporan dugaan pelanggaran yang diterima. Proses audit ini bertujuan untuk mengungkap dugaan pelanggaran atau kecurangan yang terkadi dalam aktivitas operasional pada lingkungan perusahaan, selanjutnya berdasarkan hasil dari proses audit terhadap 18 kasus tersebut, maka telah dilakukan proses tindak lanjut oleh manajemen ABM Investama dan manajemen anak perusahaan sesuai dengan ketentuan yang berlaku.

Throughout 2021, 20 special/purposed audit activities were carried out as a follow-up to the reports of alleged violations received. This audit process aims to uncover alleged violations or fraud that occurred in operational activities within the company. Then these 18 cases were followed up by the management of ABM Investama and its subsidiaries based on the results of the audit process and in accordance with applicable regulations.



NDAQ G7

PRIVASI DATA
DATA PRIVACY

[GRI 102][GRI 418]



Pendekatan Manajemen [G7.1][GRI 103-2]

ABM memiliki kebijakan dan prosedur (no. ABM-PLC-JKT-ICT-07 mengenai Kebijakan Keamanan Informasi) yang bertujuan untuk melindungi aset informasi perusahaan maupun data para pelanggan serta pemasok di seluruh entitas ABM seiring dengan langkah digitalisasi dan implementasi teknologi informasi di ABM. Kebijakan dan prosedur-prosedur terkait Privasi data di ABM mencakup:

- Kebijakan perlindungan data konsumen dijalankan sesuai dengan kebijakan di atas
- MST sebagai penyedia utama jasa IT di ABM dan TMT Group, yang tidak terbatas pada *Server*, Jaringan, dan Perangkat PC (*Laptop/Desktop*) sedang dalam persiapan sertifikasi ISO 27001 di tahun 2022 ini, untuk menjamin level keamanan dari jasa yang diberikan
- Dalam hal perlindungan data konsumen, ABM Group selalu memilih penyedia jasa sistem informasi (SAP), ataupun jasa server (AWS), serta *tools* kerja (*Office365*) yang sudah mengikuti standar keamanan global (yang termasuk di dalamnya EU-GDPR) untuk lebih lagi menjaga proteksi dan privasi data konsumen.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Kebijakan perlindungan data di ABM serta implementasinya senantiasa dievaluasi secara berkala melalui mekanisme *continuous improvement* dan *Plan-Do-Check-Action* dengan mempertimbangkan regulasi yang berlaku serta *best practice* di industri sejenis ataupun *best practice* internasional, salah satunya melalui mekanisme audit internal dan IT due diligence yang dilakukan 1 kali dalam satu tahun.

Management Approach [G7.1][GRI 103-2]

ABM has policies and procedures (no. ABM-PLC-JKT-ICT-07 concerning Information Security Policy) which aim to protect the company's information assets and customer and supplier data across ABM entities as well as digitalization steps and information technology implementation at ABM. Data privacy policies and procedures at ABM include:

- Consumer data protection policy is carried out in accordance with the above policy
- MST as the main provider of IT services in ABM and TMT Group, which is not limited to Servers, Networks, and PC Devices (*Laptop/Desktop*). They are in preparation for ISO 27001 certification in 2022, to ensure the security level of the services provided
- In terms of consumer data protection, ABM Group always chooses information system service providers (SAP), or server services (AWS), and work tools (*Office365*) that have followed global security standards (including the EU-GDPR) for more maintain the protection and privacy of consumer data.

Management Approach Evaluation [GRI 103-3]

Data protection policies at ABM and their implementation are regularly evaluated through *continuous improvement* and *Plan-Do-Check-Action* mechanisms. The mechanism takes into account the regulations and best practices that apply in similar industries or international best practices, one of which is through the internal audit mechanism and IT due diligence which is carried out 1 times every year.

Keamanan dan Perlindungan Data [GRI 418-1]

Selama periode pelaporan, tidak ada pengaduan mengenai pelanggaran terhadap privasi pelanggan dan hilangnya data pelanggan.

Data Security and Protection [GRI 418-1]

During the reporting period, there were no complaints regarding breaches of customer privacy and loss of customer data.



NDAQ G8

PELAPORAN ESG
ESG REPORTING

[GRI 102-45] [GRI 102-46] [GRI 102-47] [GRI 102-48]
[GRI 102-49] [GRI 102-50] [GRI 102-51] [GRI 102-52]
[GRI 102-53] [GRI 102-54] [GRI 102-55]



Kewajiban Untuk Menerbitkan Laporan Berkelanjutan [G8.1][G8.2]

ABM menerbitkan Laporan Keberlanjutan setiap tahun bersamaan dengan Laporan Tahunan perusahaan sebagai pemenuhan kewajiban Perusahaan sebagai perusahaan terbuka sesuai dengan Peraturan Otoritas Jasa Keuangan (OJK) nomor 51 Tahun 2017 mengenai Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik.

Obligation to Publish a Sustainability Report [G8.1][G8.2]

ABM publishes a Sustainability Report annually together with the company's Annual Report as a fulfillment of the Company's obligations as a public company in accordance with Financial Services Authority (OJK) Regulation number 51 of 2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies.



NDAQ G8

Pelaporan ESG | ESG Reporting

[GRI 102-45] [GRI 102-46] [GRI 102-47] [GRI 102-48] [GRI 102-49] [GRI 102-50]
[GRI 102-51] [GRI 102-52] [GRI 102-53] [GRI 102-54] [GRI 102-55]



NASDAQ & GRI Criteria Checker			NASDAQ & GRI Criteria Checker		
NDAQ G8.1	Apakah Perusahaan menerbitkan Laporan Berkelanjutan? Ya/Tidak Does the Company publish a Sustainability Report? Yes/ No	Ya. Yes ABM menerbitkan Laporan Berkelanjutan secara terpisah dari Laporan Tahunan Perusahaan setiap tahun. ABM publishes a Sustainability Report separately from the Company's Annual Report every year	GRI 102-49	Perubahan signifikan dalam pelaporan Significant changes in reporting	Laporan Keberlanjutan ABM tahun ini berbeda dari sebelumnya dimana topik material berfokus pada ESG. This year's ABM Sustainability report is different from before where material topics emphasis on ESG.
NDAQ G8.2	Apakah data-data keberlanjutan termasuk dalam data yang wajib dilaporkan oleh Perusahaan berdasarkan regulasi? Is sustainability data included in data that has been reported by the Company based on regulations?	Ya. Yes Kinerja dan data keberlanjutan tercakup dalam kewajiban regulasi yang harus dipenuhi oleh Perusahaan berdasarkan Peraturan OJK nomor 51 tahun 2017 mengenai Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. Performance and sustainability data included in the regulatory obligations have been fulfilled by the Company based on OJK Regulation number 51 of 2017 concerning the Implementation of Sustainable Finance for Financial Service Institutions, Issuers, and Public Companies.	GRI 102-50	Periode pelaporan Reporting period	1 Januari 2021 – 31 Desember 2021 1 January 2021 – 31 December 2021
GRI 102-45	Entitas yang termasuk dalam laporan keuangan dikonsolidasi Entities included in the consolidated financial statements	Terdapat pada bab Topik Material dalam Laporan Ini di halaman 47 It's In Chapter Material Topic in this report page 47	GRI 102-51	Tanggal terbit laporan sebelumnya Date of issue of previous report	11 Mei 2021 11 May 2021
GRI 102-46	Menetapkan isi laporan dan Batasan topik Define report content and topic Boundaries	Terdapat pada bab Topik Material dalam Laporan Ini di halaman 47 It's In Chapter Material Topic in this report page 47	GRI 102-52	Siklus pelaporan Reporting cycle	Tahunan Annual
GRI 102-47	Daftar topik material List of material topics	Terdapat pada bab Topik Material dalam Laporan Ini di halaman 51 It's In Chapter Material Topic in this report page 51	GRI 102-53	Kontak untuk pertanyaan mengenai laporan Contact for inquiries regarding reports	PT ABM Investama Tbk Gedung TMT 1 18th floor, Suite 1802 Jl. Cilandak KKO no. 1 Jakarta 12560, Indonesia +61 21 29976767 www.abm-investama.com corporate.secretary@abm-investama.co.id
GRI 102-48	Penyajian kembali informasi Information restatement	Tidak ada None	GRI 102-54	Claim pelaporan sesuai dengan GRI Claims reporting according to GRI	Laporan Keberlanjutan ini telah disiapkan sesuai dengan Standar GRI: Pilihan Komprehensif Di samping itu, Laporan ini juga telah dipersiapkan sesuai dengan NASDAQ ESG Reporting Guidelines 2.0 dan dan SE OJK No.16/SEOJK.04/2021 This report has been prepared in accordance with the GRI Standards: Comprehensive option. Also, this report has also been prepared using NASDAQ ESG Reporting Guidelines 2.0 and SE OJK
			GRI 102-55	Indeks referensi silang dengan GRI Cross reference index with GRI	Terdapat pada halaman 212 Laporan ini. It's on page 212 of this report.

NDAQ G9

Praktik Pengungkapan | Disclosure Practices

NASDAQ & GRI Criteria Checker

NDAQ G9.1	<p>Apakah perusahaan Anda menyediakan data keberlanjutan untuk kerangka kerja pelaporan keberlanjutan?</p> <p>Does your company provide sustainability data to sustainability reporting frameworks?</p>	<p>Ya. Yes</p> <p>ABM menerbitkan Laporan Berkelanjutan secara terpisah dari Laporan Tahunan Perusahaan setiap tahun sesuai dengan standar nasional dan internasional yang diakui dengan memperhatikan kriteria penilaian kinerja ESG, seperti MSCI, Sustainalytics, dan Nasdaq.</p> <p>ABM publishes a stand-alone Sustainability Report along side the Company's Annual Report annually in accordance with the national and international frameworks and standards for sustainability reporting, and also taking into considerations widely accepted ESG rating criteria, such as MSCI, Sustainalytics, and Nasdaq.</p>
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NDAQ G9.2	<p>Apakah perusahaan Anda berfokus pada Tujuan Pembangunan Berkelanjutan (SDGs) tertentu?</p> <p>Does your company focus on specific UN Sustainable Development Goals (SDGs)?</p>	<p>Ya. Yes</p> <p>ABM telah menyusun Sustainability House sebagai strategic framework yang dilengkapi dengan fokus area dan target-target yang ingin kami capai di aspek operasional, keuangan, pelanggan, ketenagakerjaan, hak asasi manusia, kesehatan dan keselamatan kerja, lingkungan dan iklim, serta sosial kemasyarakatan. Tiap-tiap fokus area dan target-target tersebut telah diselaraskan dengan Sustainable Development Goals (SDGs) yang relevan. Lebih lengkap mengenai ABM Sustainability House, Fokus Pillar, target-target Perusahaan, dan SDGs yang terkait dapat ditemukan pada halaman 32 laporan ini.</p> <p>ABM has developed the Sustainability House as a strategic framework that is complemented by the focus areas and targets that we want to achieve in the operational, financial, customer, employment, health and safety, environment and climate, and social aspects. Each of these focus areas and targets has been aligned with the relevant Sustainable Development Goals (SDGs). More details about ABM Sustainability House, Pillar Focus, Company targets, and related SDGs can be found on the 32 page of this report.</p>
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NASDAQ & GRI Criteria Checker

NDAQ G9.3	<p>Apakah perusahaan Anda menetapkan target dan melaporkan UN SDGs?</p> <p>Does your company set targets and report progress on the UN SDGs?</p>	<p>Ya Yes</p> <p>ABM telah menyusun Sustainability House sebagai strategic framework yang dilengkapi dengan fokus area dan target-target yang ingin kami capai di aspek operasional, keuangan, pelanggan, ketenagakerjaan, hak asasi manusia, kesehatan dan keselamatan kerja, lingkungan dan iklim, serta sosial kemasyarakatan. Tiap-tiap fokus area dan target-target tersebut telah diselaraskan dengan Sustainable Development Goals (SDGs) yang relevan. Lebih lengkap mengenai ABM Sustainability House, Fokus Pillar, target-target Perusahaan, dan SDGs yang terkait dapat ditemukan pada halaman 32 laporan ini.</p> <p>ABM has developed the Sustainability House as a strategic framework that is complemented by the focus areas and targets that we want to achieve in the operational, financial, customer, employment, health and safety, environment and climate, and social aspects. Each of these focus areas and targets has been aligned with the relevant Sustainable Development Goals (SDGs). More details about ABM Sustainability House, Pillar Focus, Company targets, and related SDGs can be found on the 32 page of this report.</p>
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NDAQ G10

ASSURANCE OLEH
PIHAK EKSTERNAL
EXTERNAL ASSURANCE

[GRI 102-56]

Assurance oleh pihak eksternal

[G10.1] [GRI 102-56]

Perusahaan telah menunjuk pihak ketiga independen untuk melakukan proses *assurance* atas Laporan ini dengan tujuan melakukan verifikasi isi laporan, terutama pada topik-topik material. *Assurance statement* dari TUV Rheinland Indonesia sebagai *external independent assesor* dengan menggunakan standar AA1000 dapat ditemukan pada halaman 212 laporan ini.

Assurance by external parties

[G10.1] [GRI 102-56]

The Company has appointed an independent third party to carry out the assurance process for this Report with the aim of verifying the contents of the report, particularly on material topics. The assurance statement from TUV Rheinland Indonesia as an external independent assessor using the AA1000 standard can be found on page 212 of this report.

NDAQ G11

TRANSPARANSI PERPAJAKAN
TAX TRANSPARENCY

[GRI 207]

Pendekatan Manajemen

[GRI 103-2]

Pengelolaan pajak Perusahaan berada di bawah tanggung jawab Direksi dan dilaksanakan sesuai peraturan Undang-undang. ABM melakukan pembayaran pajak sebagai bentuk tanggung jawab dan kepatuhan Perusahaan terhadap regulasi dan ketentuan yang berlaku dari otoritas berwenang di Indonesia.

Pembayaran pajak dilakukan melalui kantor pelayanan pajak, baik di tingkat pusat maupun daerah, sesuai jenis pajak yang menjadi kewajiban Perusahaan dan entitas anak, karyawan,

Management Approach

[GRI 103-2]

The Company's tax management is under the responsibility of the Board of Directors and is carried out in accordance with the laws and regulations. ABM pays taxes as a form of the company's responsibility and compliance with applicable rules and regulations from the competent authorities in Indonesia.

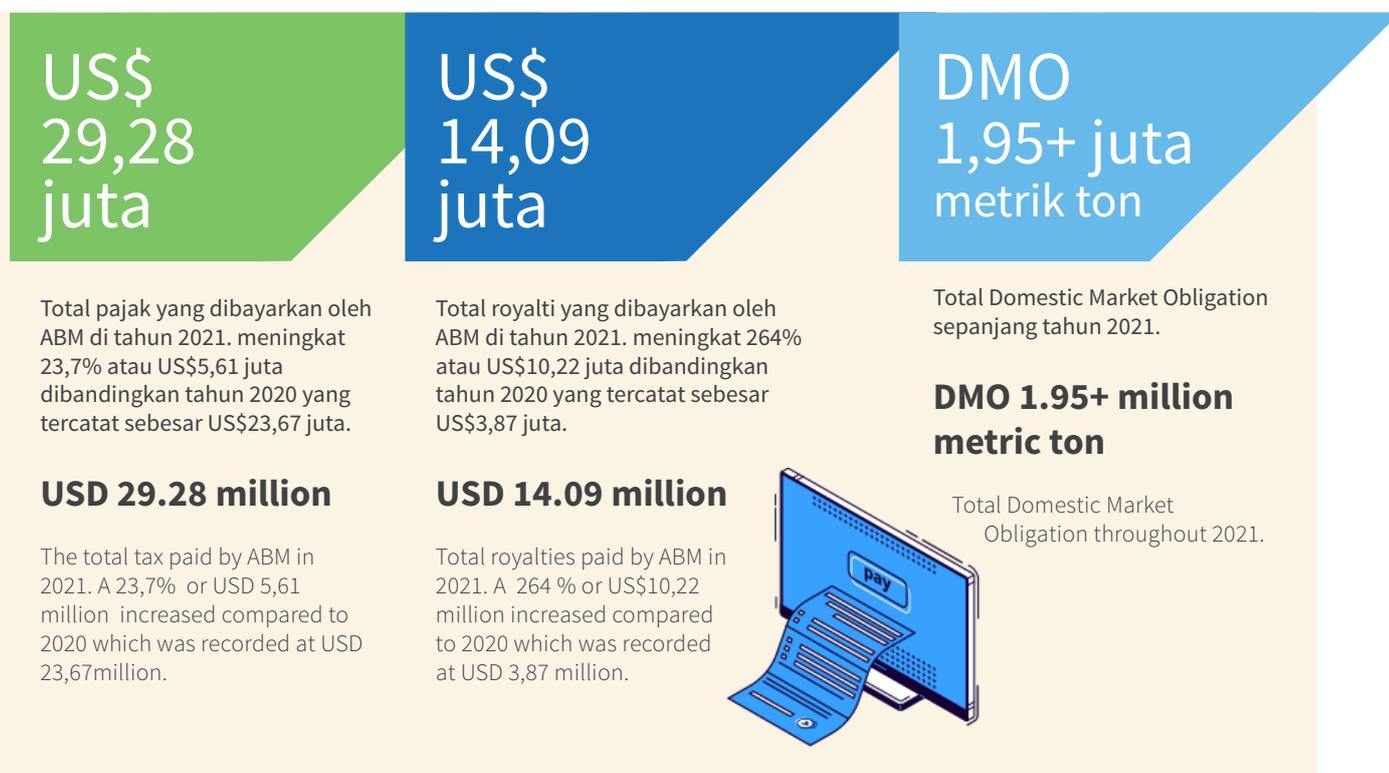
Tax payments are made through tax service offices, both at the central and regional levels, according to the type of tax that is the obligation of the Company and its subsidiaries, employees,

kontraktor/pemasok, maupun pihak-pihak lain sebagai wajib pajak. ABM juga melakukan sosialisasi dan konsultasi secara berkala terkait Surat Pemberitahuan Pajak (SPT) kepada para wajib pajak.

contractors/suppliers, and other parties as taxpayers. ABM also conducts periodic socialization and consultations regarding tax returns (SPT) to taxpayers.

Selain pajak, ABM juga berkontribusi terhadap pemasukan negara dalam bentuk royalti, Pemasukan Negara bukan Pajak (PNBP), dan melaksanakan Domestic Market Obligation (DMO).

Beside taxes, ABM also contributes to state revenues in the form of royalties, non-tax state revenues (PNBP), and implementation of Domestic Market Obligation (DMO).



USD 29.28 million

The total tax paid by ABM in 2021. A 23,7% or USD 5,61 million increased compared to 2020 which was recorded at USD 23,67million.

USD 14.09 million

Total royalties paid by ABM in 2021. A 264 % or US\$10,22 million increased compared to 2020 which was recorded at USD 3,87 million.



DMO 1.95+ million metric ton

Total Domestic Market Obligation throughout 2021.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Kebijakan, prosedur, dan ketaatan pajak oleh ABM dipastikan secara berkala dengan mekanisme pelaporan laporan pajak sesuai undang-undang perpajakan yang berlaku di Republik Indonesia, serta ketentuan-ketentuan lain yang terkait.

Management Approach Evaluation [GRI 103-3]

ABM's tax policies, procedures and compliance are ensured on a regular basis with a tax reporting mechanism in accordance with the tax laws and regulations in force in the Republic of Indonesia, as well as other relevant provisions..



Pendekatan Terhadap Pajak, Tata Kelola dan Manajemen Risiko Pajak [GRI 207-1] [GRI 207-2]

Dalam upaya menjaga transparansi dan kredibilitas pengelolaan pajak, ABM senantiasa meninjau dan mengevaluasi kebijakan terkait perpajakan.

Fungsi perpajakan dikepalai oleh Direktur Keuangan, yang membawahi pejabat senior (senior staff), yang secara khusus menangani perihal perpajakan di grup ABM.

Selain, ABM beserta seluruh anak usahanya melakukan audit eksternal secara berkala melalui lembaga auditor independen yang kemudian dipublikasikan secara transparan di dalam laporan tahunan.

Keterlibatan Pemangku Kepentingan dan Pengelolaan Kepedulian yang Berkaitan dengan Pajak [GRI 207-3]

ABM Group senantiasa menaati ketentuan pembayaran baik pajak maupun Penerimaan Negara Bukan Pajak (PNBP). Hal ini dapat dibuktikan dengan dilakukannya proses pemeriksaan pelaporan pajak secara berkala oleh Dirjen Pajak Republik Indonesia kepada grup ABM.

Selain itu, negara juga akan menerima pajak sesuai dengan regulasi, baik dari Perusahaan maupun dari karyawan, supplier, serta kontraktor yang menerima manfaat.

Yuridiksi Perpajakan [GRI 207-4]

ABM beroperasi di Indonesia sehingga ketentuan pajak yang berlaku adalah ketentuan perpajakan Republik Indonesia sebagaimana yang diatur oleh Direktur Jendral Pajak Kementerian Keuangan Republik Indonesia serta ketentuan-ketentuan dari Kementerian Energi dan Sumber Daya Mineral (ESDM).

Besar pajak, royalti, serta pembayaran ke negara lainnya telah tercantum dalam Laporan Keuangan Perusahaan yang telah melalui proses audit lembaga akuntan publik.

Approaches to Taxes, Governance and Tax Risk Management [GRI 207-1] [GRI 207-2]

In an effort to maintain transparency and credibility in tax management, ABM constantly reviews and evaluates tax-related policies.

The tax function is led by the Director of Finance who oversees senior staff who specialize in dealing with tax issues in the ABM group.

Furthermore, ABM and all of its subsidiaries conduct regular external audits through independent auditors. Then proceed with the issuance of a transparent annual report.

Stakeholder Engagement and Management of Concerns Related to Taxes [GRI 207-3]

ABM Group always complies with the provisions in all payments, both taxes and Non-Tax State Revenue (PNBP). This can be proven by the Director General of Taxes always conducting periodic tax reporting audits for the ABM group.

In addition, the government receives taxes in accordance with regulations not only from the Company but also from employees, suppliers and contractors who receive the benefits.

Tax Jurisdiction [GRI 207-4]

Since ABM operates in Indonesia, the applicable tax provisions are the tax provisions of the Republic of Indonesia as regulated by the Director General of Taxes at the Ministry of Finance of the Republic of Indonesia and the provisions of the Ministry of Energy and Mineral Resources (ESDM).

All taxes, royalties, and payments to/from other countries have been listed in the Company's Financial Statements. It has also gone through the audit process of public accounting institutions.

Ekonomi

Economy

GRI 201

KINERJA EKONOMI ECONOMIC PERFORMANCE

[GRI 201-1] [GRI 201-2] [GRI 201-3] [GRI 201-4]



Pendekatan Manajemen [GRI 103-2]

Kinerja ekonomi kami berfokus pada kinerja operasional dan keuangan. Pada tahun 2021, ABM mencatat penjualan sebesar 13,53 juta ton batubara dan 178,56 juta bcm overburden removal. Dari aspek kinerja keuangan, pendapatan Perseroan tahun 2021 mencapai USD1.201,87 juta dan laba tahun berjalan USD186,18 juta. Berdasarkan kinerja operasional dan keuangan tersebut, ABM mampu memberikan manfaat ekonomi yang lebih luas kepada para pemangku kepentingan, termasuk remunerasi dan fasilitas karyawan untuk 8.377 orang karyawan kami di seluruh Indonesia, pembayaran utang, pembagian dividen, realisasi dan distribusi dana pengembangan masyarakat, serta dana pelestarian lingkungan sebesar US\$3.047.004, serta kontribusi untuk pendapatan negara dalam bentuk pajak penghasilan yang mencapai US\$36,64 juta, meningkat 54,81% atau US\$12,97 juta dibandingkan tahun sebelumnya yang tercatat sebesar US\$23,67 juta.

Mengarungi tahun 2021 adalah tantangan bagi semua industri dimana tingginya ketidakpastian akibat pandemi COVID-19. Di ABM, kami menyesuaikan beberapa kebijakan dan rencana operasional tahun 2021, antara lain pertumbuhan penjualan, laba, arus kas, dan ROCE untuk mencapai kinerja keuangan dan operasional sehat yang mampu mendukung pertumbuhan ABM secara berkelanjutan

Pada tahun 2021, ABM telah mencetak laba usaha sebesar US\$148,041,793. Angka ini lebih tinggi dari tahun 2020 sebesar US\$415.46 juta. Pertumbuhan laba usaha terjadi karena kenaikan harga batubara dan juga peningkatan penjualan batubara serta produksi CK. Dimana segmen usaha kontraktor tambang dan tambang batu bara merupakan bisnis utama

Management Approach [GRI 103-2]

Our economic performance focus on operational and financial performance. In 2021, we sell 13.53 million tons of coal and produced 178.56 million bcm of overburden removal. From financial performance aspect, the Company's revenue reached USD1,201.87 million and profit for the year USD186.18 million. Based on these operational and financial performances, ABM is able to provide wider economic benefits to stakeholders, including employee remuneration and facilities for 8,377 employees across the nation, debt payments, dividends, community development funds and environmental conservation of US\$3,047,004, as well as contributed to state income in the form of income tax of US\$36.64 million, an increase by 54.81% or US\$12.97 million compared to US\$23.67 million in the previous year.

Navigating the year 2021 is indeed challenging for all industries given the unprecedented uncertainty created by the COVID-19 pandemic. In ABM, we are adapting some policies and operational plans for 2021, including sales growth, profit, cash flow, and ROCE to achieve healthier financial and operational performances to continue our sustainable growth.

In 2021, ABM has recorded an operating profit of US\$148.041.793. This figure is higher than in 2020 of US\$415.46 million. This growth in operating profit occurred due to the increase in coal prices as well as an increase in coal sales and CK production. Where the mining contractor and coal mining business segments are the Company's main business which is divided





Perseroan yang terbagi dalam 2 kegiatan operasional. Cipta Kridatama (CK) merupakan entitas anak Perseroan yang menjalankan kegiatan sebagai kontraktor tambang batu bara, sedangkan Reswara Minergi Hartama (Reswara) dan entitas anak bernaung di bawahnya menjalankan kegiatan operasional pertambangan dan perdagangan hasil tambang batu bara.

Selain itu ABM juga melanjutkan proyek transformasi digital perusahaan yang telah dimulai sejak tahun 2020 yang lalu. Digitalisasi proyek tambang mempercepat migrasi perusahaan dari penggunaan sistem software SAP menjadi SAP S/4HANA yang diaktifkan dengan layanan IBM Rapid Move untuk SAP S/4HANA

Evaluasi Pendekatan Manajemen

[GRI 103-3]

Untuk memastikan kinerja ekonomi Perusahaan yang baik, ABM secara berkala membuat rencana strategis perusahaan

into 2 operational activities. Cipta Kridatama (CK) is a subsidiary of the Company that carries out activities as a coal mining contractor, while Reswara Minergi Hartama (Reswara) and its subsidiaries carry out mining operations and trading of coal mining products.

In addition, ABM is also continuing the company's digital transformation project which was started back in 2020. This mining project digitization will accelerate enterprise migration from using SAP software systems to SAP S/4HANA by enabling the IBM Rapid Move service for SAP S/4HANA.

Management Approach Evaluation

[GRI 103-3]

To ensure the Company's good economic performance, ABM periodically create a corporate strategic plan which its

yang pelaksanaan dan monitoring ditinjau secara berkala mulai dari tingkat operasional lapangan, direksi anak perusahaan, hingga ke tingkat direksi di kantor pusat ABM. Risiko-risiko terkait, termasuk risiko perubahan iklim juga secara kontinu diperhitungkan untuk menyusun rencana aksi operasional di masing-masing anak perusahaan. Indikator-indikator kinerja ekonomi Perusahaan yang dipantau oleh ABM antara lain profitabilitas, likuiditas, dan solvabilitas.

Selain itu secara terkonsolidasi, ABM juga mengevaluasi kinerja ekonomi kami bersama dengan pemegang saham melalui mekanisme penilaian atas laporan berkala manajemen. Hal tersebut guna memastikan kinerja Direksi dalam mengelola perusahaan dengan pengawasan Dewan Komisaris sesuai dengan strategic direction dari para pemegang saham.

Lebih dari itu, ABM membuka komunikasi dua arah dengan seluruh pemangku kepentingan terkait sebagai bagian dari mekanisme continuous improvement dalam Perusahaan dan demi menciptakan keharmonisan serta rasa saling percaya yang menjadi fondasi bagi ABM untuk membangun usaha yang berkelanjutan.

Nilai Ekonomi Langsung yang Dihasilkan dan Didistribusikan [GRI 201-1]

Industri sektor pertambangan mendapat tantangan yang cukup berat pada masa pandemi dan belum kembali pada level normal meski penjualan komoditas mineral dan batu bara sempat mengalami tren kenaikan pada pertengahan tahun 2021. Upaya yang dilakukan oleh ABM di tahun 2021 membuat Perusahaan mampu mempertahankan kinerja yang andal dan solid di seluruh lini operasi serta pertumbuhan berkelanjutan. ABM juga dapat mendistribusikan sebagian dari Pendapatan Usaha yang diperoleh kepada para pemangku kepentingan. Distribusi sebagian Pendapatan Usaha tahun 2021 dilakukan untuk pembayaran gaji dan kesejahteraan karyawan, pembayaran dividen kepada Pemegang Saham, pembayaran pajak pada Pemerintah, serta investasi masyarakat.

implementation and monitoring is reviewed periodically starting from the field operations level, directors of subsidiaries, to the level of directors at ABM's head office. Related risks such as the risk of climate change are also continuously taken into account in the preparation of operational action plans for each subsidiary. ABM's economic performance indicators that are monitored include profitability, liquidity, and solvency.

In addition, ABM also evaluates our economic performance together with our shareholders through the evaluation mechanism of periodic reports to management on a consolidated basis. This is done to ensure the performance of the Board of Directors in managing the company under the supervision of the Board of Commissioners and in accordance with the strategic direction of the shareholders.

Furthermore, ABM opens two-way communication with all relevant stakeholders as part of the continuous improvement mechanism within the Company and also in order to create harmony and mutual trust which is the basis for ABM in building a sustainable business.

Direct Economic Value Generated and Distributed [GRI 201-1]

The mining sector industry faces quite severe challenges during the pandemic and has not returned to normal levels even though sales of mineral and coal commodities experienced an upward trend in mid-2021. ABM made several efforts in 2021 that enabled it to maintain reliable and solid performance across all lines of operations and achieve sustainable growth. ABM is also able to distribute a portion of the revenue earned to stakeholders. Part of the distribution of operating income in 2021 will be used for salary payments, other employee benefits, dividend payments to shareholders, tax payments to the government, and public investment.



Nilai Ekonomi Langsung yang Dihasilkan dan Didistribusikan

Direct Economic Value Generated and Distributed

Deskripsi Description	2019	2020	2021
A. Nilai Ekonomi yang Dihasilkan (US\$) Economic Value Generated (USD)			
Pendapatan Bersih Net Income	592.394.952	606.407.376	1.021.865.474
Pendapatan Lainnya Other Income	10.598.315	12.653.252	12.194.923
Bagian Laba Entitas Asosiasi – Neto Share of Profit of Associates - Net	0	0	0
Pendapatan Keuangan – Neto Finance Income – Net	2.988.439	3.676.911	1.784.776
Pos yang Akan Direklasifikasi ke Laba Rugi: Selisih Kurs dari Penjabaran Laporan Keuangan Items that will be reclassified to Profit or Loss: Exchange Differences from Translation of Financial Statements	2.359.932	(218.878)	(1.294.679)
Pos yang Tidak Akan Direklasifikasi ke Laba Rugi: Pajak Penghasilan Terkait Items that will not be reclassified to Profit or Loss: Income Tax Related	467.0644	379.658	(631.023)
Jumlah Ekonomi yang Dihasilkan Total Economic Value Generated	608.808.702	622.898.319	1.033.919.471
B. Nilai Ekonomi yang Didistribusikan (US\$) Economic Value Distributed (USD)			
Beban Pokok Pendapatan Cost of Revenue	(484.564.191)	(504.892.363)	(655.508.696)
Beban Penjualan Umum, Administrasi Termasuk Gaji dan Kesejahteraan Karyawan Selling, General and Administrative Expenses Including Employee Salaries and Benefits	(58.340.764)	(54.081.458)	(60.085.720)
Bagian Laba Entitas Asosiasi – Neto Share of Profit of Associates - Net	0	0	0
Beban Lainnya Other Expenses	(6.540.725)	(19.761.503)	(14.963.805)
Biaya Keuangan Financial Charges	(36.576.834)	(43.910.233)	(57.495.838)
Beban Pajak Final Final Tax Expenses	(944.552)	(1.063.490)	(1.120.234)
Beban Pajak Penghasilan Income Tax Expenses - Net	(15.120.676)	(12.745.356)	(60.486.977)
Pos yang Akan Direklasifikasi Ke Laba Rugi: Bagian Penghasilan Komprehensif Lain Entitas Asosiasi Items that will be reclassified to Profit or Loss: Other Comprehensive Income From Association Entity	0	0	0
Pos yang Akan Direklasifikasi Ke Laba Rugi: Pengukuran Kembali Atas Program Imbalan Pasti Items that will be reclassified to Profit or Loss: Remeasurement of Defined Benefit Plan	(1.868.256)	(1.898.289)	2.868.285
Investasi Masyarakat/ Dana CSR Community Investment/CSR Funds	(1.830.397,60)	(2.042.703,32)	(2.268.671,55)
Pembayaran Dividen Dividend Payments	(6.907.031)	(2.522.791)	0
Jumlah Nilai Ekonomi yang Didistribusikan Total Economic Value Distributed	(612.693.426)	(642.918.186)	(849.061.656)
Jumlah Nilai Ekonomi Ditahan (US\$) Total Economic Value Retained (USD)			
Nilai Ekonomi yang Dihasilkan Dikurangi Nilai Ekonomi yang Didistribusikan Economic Value Generated Less Economic Value Distributed	(3.884.724)	(20.019.867)	184.857.814

Implikasi Finansial Serta Risiko dan Peluang Lain Akibat dari Perubahan Iklim [GRI 201-2]

Isu perubahan iklim merupakan tantangan nyata bagi kehidupan masyarakat dunia saat ini. ABM tentunya memiliki perhatian dan kepedulian untuk menghadapi risiko perubahan iklim global.

Sampai dengan akhir tahun pelaporan, ABM dan seluruh anak perusahaan sedang melakukan inventaris risiko dan peluang perubahan iklim terhadap masing-masing kegiatan usaha Perusahaan, baik di lini pertambangan, logistik, dan jasa. Peta risiko dan peluang tersebut akan menjadi salah satu dasar untuk manajemen Perusahaan dalam menentukan arah kebijakan dan strategic direction dari Perusahaan ke depan, termasuk peluang untuk menjajaki bisnis berbasis Energi Baru & Terbarukan, serta berbagai implementasi berbagai inovasi untuk mengendalikan dan mereduksi emisi karbon dari operasional ABM. Sehubungan dengan hal ini, ABM berkomitmen dan siap mendukung Roadmap Nasional Pemerintah Indonesia menuju Net Zero Emission di tahun 2060.

Kewajiban Program Pensiun Manfaat Pasti dan Program Pensiun Lainnya [GRI 201-3]

Kesejahteraan karyawan menjadi hal yang dijamin oleh perusahaan saat bekerja maupun setelah pensiun. ABM membalas pengabdian dan loyalitas para karyawan dalam bentuk kebijakan pemberian imbalan kerja dan pensiun sesuai dengan Undang-undang Ketenagakerjaan. Usia pensiun karyawan yang telah ditetapkan adalah 55 tahun berdasarkan Peraturan Perusahaan dan Perjanjian Kerja Bersama (PKB). ABM memberikan fasilitas kepesertaan karyawan dalam program pensiun iuran pasti yang dikelola Dana Pensiun Lembaga Keuangan (DPLK) PT Bank Negara Indonesia (Persero) Tbk. Dana pensiun manfaat juga menjadi program ABM dan entitas anak tertentu melalui kontribusi bulanan kepada dana pensiun yang dikelola Dana Pensiun PT Tiara Marga Trakindo. ABM dan entitas anak tertentu memberikan kontribusi dana program pensiun sebesar 10% sementara kontribusi dari karyawan sebesar 5% dari gaji.

Financial Implications and Other Risks and Opportunities Due to Climate Change [GRI 201-2]

The issue of climate change is a real challenge for people's lives in today's world. ABM certainly has awareness and concern to face the risks of global climate change.

At the end of each reporting year, ABM and all of its subsidiaries will carry out an inventory of climate change risks and opportunities for each of the Company's business activities, both in the mining, logistics, and service lines. This map of risk and opportunity will become one of the foundations for the Company's management in determining the policy direction and strategic direction of the Company going forward. This map includes opportunities to explore New & Renewable Energy based businesses and their various implementations of the many innovations aimed at controlling and reducing carbon emissions from ABM operation. Thus, ABM is committed and ready to support the Indonesian Government's National Roadmap towards Net Zero Emission by 2060.

Obligations of Defined Benefit Pension Plans and Other Pension Plans [GRI 201-3]

Employee welfare is something that is guaranteed by ABM both at work and after retirement. ABM reciprocates employee dedication and loyalty in the form of policies that provide employee benefits and pensions in accordance with the Manpower Act. The retirement age limit for employees is 55 years based on Company Regulations and Collective Labor Agreements (PKB). ABM provides employee participation facilities in a defined contribution pension program managed by the Financial Institution Pension Fund (DPLK) by PT Bank Negara Indonesia (Persero) Tbk. ABM and certain subsidiaries also provide a benefit pension program which is implemented through monthly contributions to a pension fund managed by the PT Tiara Marga Trakindo Pension Fund. ABM and certain subsidiaries contribute 10% to this pension plan, while employees contribute 5% of their salaries.



Dalam program pensiun yang berlaku di ABM, liabilitas imbalan kerja atas karyawan dihitung berdasarkan persyaratan minimum UU No. 13/2003. Liabilitas imbalan kerja karyawan pada 31 Desember 2021 yang diakui dalam laporan posisi keuangan konsolidasian, ditentukan melalui perhitungan independen PT Towers Purbajaga untuk periode tahun 2020 dan KKA Halim & Rekan untuk periode tahun 2021 berdasarkan laporan tertanggal 10 Maret 2022 untuk tanggal 31 Desember 2021 dan laporan tertanggal 18 Maret 2021 untuk tanggal 31 Desember 2020. Selama tahun 2021 Perusahaan telah membayar kewajiban kepada 97 karyawan yang tercatat telah pensiun.

Melalui asumsi perhitungan pembayaran manfaat berdasarkan dana pensiun, maka per 31 Desember 2021, dana yang dialokasikan mencapai US\$864.058. Jika dibandingkan dengan tahun 2020 yang sebesar US\$1.049.768, jumlah tersebut mengalami penurunan sebesar US\$185.710.

In ABM's current pension plan, employee benefit obligations are calculated based on the minimum requirements of Law no. 13/2003. Employee benefit liabilities as of December 31, 2021 are recognized in the consolidated statement of financial position, determined through independent actuarial calculations of PT Towers Purbajaga for the year 2020 and KKA Halim & Rekan for the year 2021 based on reports dated March 10, 2022 for December 31, 2021 and reports dated March 18, 2021 for December 31, 2020. The Company has paid its obligations to 97 employees who are registered as retirees throughout 2021.

As of December 31, 2021, the allocated funds reached US\$864.058 assuming the calculation of benefit payments is based on pension funds. This amount experienced a decrease of US\$185.710 when compared to 2020 of US\$1,049,768.

Nilai Ekonomi Langsung yang Dihasilkan dan Didistribusikan Direct Economic Value Generated and Distributed

Deskripsi Description	2019	2020	2021
Tingkat Diskonto Discount Rate	5,41%-8,21% p.a	3,64% - 7,81% p.a	3,39% - 7,54% p.a
Kenaikan Gaji Tahunan Annual Salary Increase	8,00% p.a	5,00% - 8,00% p.a	5,00% - 8,00% p.a
Tingkat Investasi Level of Investment	5,96%-8,00%	0	0
Tingkat Moralitas Mortality Rate	TMI 3 (2011)	TMI 4 (2019)	TMI 4 (2019)
Usia Pensiun Retirement Age	55 Tahun (asumsi seluruh karyawan pensiun pada usia pensiun) 55 Years (all employees are assumed to retire at the retirement age)		
Tingkat Pengunduran Diri Level of Resignation	6% Untuk karyawan usia di bawah 30 tahun dan menurun hingga 0% pada usia 53 tahun 6% for employees below the age of 30 years and will linearly decrease until 0% at the age of 53 years		
Tingkat Disabilitas Level of Disability	10% Dari tingkat mortalitas 10% of the mortality rate		

Bantuan Finansial yang Diterima dari Pemerintah [GRI 201-4]

Sampai dengan akhir tahun pelaporan, ABM tidak menerima bantuan finansial dari Pemerintah, termasuk yang berupa pembebasan pajak, subsidi, hibah, atau insentif finansial.

Financial Assistance Received from the Government [GRI 201-4]

Until the end of the reporting year, ABM did not receive any financial assistance from the Government, neither in the form of tax exemptions, subsidies, grants, or financial incentives.

GRI 203

DAMPAK EKONOMI
TIDAK LANGSUNG
INDIRECT ECONOMIC
IMPACTS

[GRI 203-1] [GRI 203-2]



Pendekatan Manajemen dan Komponennya [GRI 103-2]

Demi terciptanya nilai-nilai keberlanjutan serta keseimbangan bisnis dan sebagai bagian dari komitmen ABM terhadap masyarakat di mana pun kami hadir, adalah kebijakan ABM untuk turut serta berkontribusi dalam pembangunan fasilitas infrastruktur pendukung kegiatan operasi dan usaha yang dapat membuka akses ekonomi dan mendukung mobilitas masyarakat setempat. Selain itu, untuk membangun usaha yang inclusive, ABM membuka kesempatan seluas-luasnya bagi para putra daerah untuk bergabung dan bertumbuh bersama Perusahaan, baik itu sebagai tenaga kerja (karyawan), ataupun sebagai pemasok/vendor/supplier Perusahaan.

Evaluasi Pendekatan Manajemen [GRI 103-3]

Untuk memastikan kegiatan pembangunan infrastruktur berjalan dengan tepat sasaran dan sesuai dengan kebutuhan masyarakat di masing-masing daerah operasional, ABM sebagai induk perusahaan secara konsisten memantau dan memercayakan tanggung jawab fungsi ini kepada masing-masing anak perusahaan. Evaluasi juga dilakukan oleh Direksi setelah menerima laporan pelaksanaan kegiatan pembangunan infrastruktur secara berkala dari tiap-tiap anak perusahaan.

Investasi Infrastruktur dan Dukungan Layanan [GRI 203-1]

ABM melakukan pembangunan infrastruktur untuk menunjang berbagai aktivitas kerja perusahaan. Tidak hanya bagi perusahaan, namun bermacam infrastruktur yang dibangun juga turut dirasakan manfaatnya oleh masyarakat di sekitar area operasional perusahaan. Pembangunan rumah ibadah, bantuan renovasi fasilitas umum di sekolah dasar, pembangunan MCK warga, perbaikan saluran irigasi warga, perbaikan jalan desa, serta rekonstruksi jembatan desa,

Management Approach and Its Components [GRI 103-2]

As part of ABM's commitment to communities wherever we are and to create sustainable business value and balance, it is ABM's policy to contribute to the development of infrastructure that supports business operations and activities that enable economic access and support for local community mobility. In addition, ABM opens the widest opportunity for local men/women to join and develop with the Company, both as workers (employees), as well as as suppliers/vendors/suppliers of the Company in order to build an inclusive business.

Management Approach Evaluation [GRI 103-3]

In ensuring that infrastructure development activities are on target and in accordance with the needs of the community in each operational area, ABM as the parent company consistently monitors and entrusts the responsibility for these functions to each subsidiary. The Board of Directors then make evaluation after receiving periodic reports on the implementation of infrastructure development activities from each subsidiary.

Infrastructure Investment and Service Support [GRI 203-1]

ABM carries out infrastructure development in order to support various company work activities. These various infrastructures were built not only for the company, but also for the community around the company's operational areas. Construction of houses of worship, assistance for the renovation of elementary school public facilities, construction of public toilets, repair of community irrigation canals, repair of village roads, and reconstruction of village bridges are some of the indirect



menjadi sejumlah hal yang secara tidak langsung turut membuka akses ekonomi serta meningkatkan mobilitas masyarakat. Berbagai pembangunan infrastruktur tersebut dilaksanakan oleh entitas anak ABM melalui program-program pemberdayaan masyarakat (*community development*) sebagai bagian dalam upaya meningkatkan kesejahteraan. Laporan lebih lengkap terkait program terkait pembangunan infrastruktur dapat dilihat pada bagian Pemberdayaan Masyarakat di laporan ini.

Dampak Ekonomi Tidak Langsung yang Signifikan [GRI 203-2]

Kebijakan ABM terkait kegiatan rantai pasok telah dijalankan oleh entitas anak yang terdiri dari sektor sumber daya pertambangan, jasa pertambangan, serta infrastruktur pertambangan. Dengan melibatkan tenaga kerja lokal dalam kegiatan rantai pasok pada entitas anak, ABM memberikan kontribusi dalam peningkatan kesejahteraan para pemangku kepentingan, terutama masyarakat, melalui peningkatan secara finansial. Hubungan timbal balik diharapkan mampu menciptakan situasi kondusif yang mendukung terus berjalannya kegiatan operasi dan bisnis Perusahaan beserta entitas anak. Untuk program pembangunan infrastruktur dan realisasi dana CSR dielaborasi dalam bab Sosial.

support in opening up economic access and increasing community mobility. Various infrastructure developments by ABM's subsidiaries through community development programs are carried out as an effort to improve community welfare. A more complete report on programs related to infrastructure development can be found in the Community Empowerment section of this report.

Significant Indirect Economic Impact

[GRI 203-2]

ABM's policies related to supply chain activities have been carried out by subsidiaries consisting of the mining resources sector, mining services, and mining infrastructure. By involving local workers in supply chain activities at subsidiaries, ABM also contributes to improving the welfare of stakeholders, especially the community, through financial improvements. This reciprocal relationship is expected to be able to create a conducive situation in supporting the operations and business activities of the Company and its subsidiaries. For infrastructure development programs and fund realization are elaborated in the Social chapter.

GRI 206

TINDAKAN ANTI PERSAINGAN
ANTI-COMPETITIVE
BEHAVIOR

[GRI 207]



Pendekatan Manajemen dan Komponennya [GRI 103-2]

ABM bertujuan untuk menciptakan situasi industri pertambangan yang sehat dan kompetitif dalam hal persaingan lewat berbagai inovasi dan terobosan. Melalui konsep dan strategi *mining value chain*, ABM percaya akan kemampuan untuk menjadi yang terdepan dan terus menghadirkan layanan terbaik bagi konsumen secara menyeluruh dari hulu hingga

Management Approach and Its Components [GRI 103-2]

ABM aims to create healthy and competitive mining industry competition through various innovations and breakthroughs. Through the concept and strategy of mining value chain, ABM believes in its ability to be at the forefront and continue to provide the best service for consumers as a whole from upstream to downstream. ABM also holds regular open forums

ke hilir. Secara berkala, ABM juga melakukan forum terbuka bersama dengan para pelaku bisnis industri pertambangan, politisi, organisasi terkait, serta para pemangku kepentingan lain, untuk membahas kode etik dan prinsip perdagangan yang adil serta komitmen dalam mematuhi regulasi yang berlaku.

Kasus Hukum Terkait Tindakan Anti-Persaingan, Praktik Anti-trust dan Monopoli [GRI 206-1]

Pada tahun 2021, ABM menunjukkan kepatuhan terhadap etika bisnis dan perdagangan industri pertambangan seperti yang tercantum pada bab GCG Laporan Tahunan Perusahaan. Tidak ada kasus hukum yang melibatkan manajemen, karyawan, ataupun unsur perusahaan lain yang berkaitan dengan perilaku anti-persaingan, praktik *anti-trust*, ataupun aktivitas monopoli perdagangan.

with mining industry business players, politicians, related organizations, and other stakeholders to discuss the code of ethics, fair trade principles and commitment to comply with applicable regulations.

Legal Cases Regarding Anti-Competitive Actions, Anti-trust Practices and Monopoly

[GRI 206-1]

In 2021, ABM has demonstrated the compliance with the mining industry's business and trade ethics as stated in chapter GCG the Annual report ABM. There are currently no legal cases involving management, employees, or other elements of the company related to anti-competitive behavior, anti-trust practices, or monopoly trade activities.



IAC0012204SN



**Laporan Kesesuaian dengan Standar GRI
Opsi *Comprehensive*
Statement GRI Standards Comprehensive in
Accordance Check**

National Center for Sustainability Reporting (NCSR) telah melakukan pengecekan kesesuaian dengan Standar GRI atas Laporan Keberlanjutan PT ABM Investama Tbk 2021 ("Laporan"). Pengecekan dilakukan untuk memberikan gambaran tentang sejauh mana Standar GRI telah diterapkan dalam Laporan tersebut. Pengecekan ini bukan merupakan opini atas kinerja keberlanjutan maupun kualitas informasi yang dimuat dalam Laporan tersebut.

Kami menyimpulkan bahwa Laporan ini telah disusun sesuai dengan Standar GRI: Opsi *Comprehensive*

Jakarta, 11 April 2022

The National Center for Sustainability Reporting (NCSR) has conducted a GRI Standards Core in Accordance Check on the PT ABM Investama Tbk Sustainability Report 2021 ("Report"). The check communicates the extent to which the GRI Standards Core criteria has been applied in the Report. The check does not provide an opinion on the sustainability performance of the reporter or the quality of the information provided in the report.

We conclude that this report has been prepared in accordance with GRI Standards: Comprehensive option.

Jakarta, 11 April 2022

National Center for Sustainability Reporting



**Dewi Fitriasari, Ph.D., CSRA, CMA
Director**



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INDEPENDENT ASSURANCE OPINION STATEMENT
The 2021 Sustainability Report PT ABM Investama, Tbk
Statement No : 385/TRID-S02/IV/22
Type: 2
Level: Moderate

PT TUV Rheinland Indonesia is an independent entity with no financial interest in the operation of PT ABM Investama, Tbk (ABM or the Company) other than for the purposes of assessment and assurance of this report. PT TUV Rheinland Indonesia does not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for, or in connection with, any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read. **This opinion statement is intended to be used by stakeholders and the management of ABM.**

Scope Limitations of the Assurance

The scope of engagement agreed upon with ABM includes the following:

1. Evaluation of the report against GRI Sustainability Reporting Standards (GRI Standards), especially on the fourteen material topics identified by ABM Management and their stakeholders.
The material topics are Pollution Management (water, air, soil); Emission and Energy; Biodiversity Management Plans; Environmental Performance Assessment; Post Mining Reclamation; Occupational Health and Safety; Employment Management; Socio-economic Impacts on Communities (Including sustainable social community programs as part of a mine closure plan that supports the SDGs); GCG & Risk Management; Governance Transparency, Integrity, and Anti-Corruption; ESG Management and Company Governance; and Compliance.
2. A Type 2 Moderate Level of Assurance is used to evaluate the nature and extent of ABM's adherence to all four AA1000 Accountability Principles (2018), namely **Inclusivity, Materiality, Responsiveness and Impact**, using AA1000 Assurance Standard (2008) with the 2018 Addendum.
3. Not to investigate data and information outside the reporting period.
4. The financial data provided by ABM has been audited by independent parties and, therefore, presentation of financial data and information in the report is NOT within the scope of assurance.
5. Data on occupational health and safety, emission, and environmental indicator information has been audited by independent parties and is recognized by the government certification bureau. Therefore, the data mentioned in the report is NOT within the scope of assurance. Not withstanding the fact that there are sites that has not been witnessed by an independent third party, we have confirmed its existence.





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Opinion Statement

This report is assured by the sustainability report assurers' team in accordance with AA1000AS (2008) Principles with 2018 Addendum, AA1000AP (2008) Principles, and GRI Standards. Based on the information and explanations provided, we have received sufficient evidence to conclude that the ABM Sustainability Report 2022 provides a fair and balanced representation of ABM's sustainability performance during 2022. The GRI Standards – Comprehensive Option has been applied and prepared in this Report. Based on the outcome of all the investigations conducted by our team according to our procedures, we conclude that the 2022 data presented by ABM for all the performance indicators related to the material topics are reasonably represented and nothing has come to our attention that would cause us to believe that ABM has not presented accurate and reliable data.

Methodology

We conducted the assurance in accordance with the following assurance procedures and activities:

- A top-level review of issues raised by external parties that could be relevant to ABM's policies to provide a check on the appropriateness of statements made in the report.
- Discussion with ABM senior executives on ABM's approach to stakeholder engagement.
- Interviews with staff involved in sustainability management, report preparation and provision of report information.
- Review of key organizational developments.
- Review of supporting evidence for assertions made in the reports.
- Evaluate the adherence of report content, disclosure and presentation against the standard principles, and indicators of AA1000AS (2008) with 2018 Addendum, AA1000AP (2018), GRI Standards and POJK51.

Findings and Conclusions

The detailed review against AA1000AP (2018) for Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards is presented below:

Inclusivity

This report has reflected ABM's continued commitment to its stakeholders, as engagement and participation of stakeholders has been conducted, and an accountable and strategic response to sustainability has been achieved. This report covers stakeholder issues together with fair reporting and disclosures of material topics and information. In our professional opinion, the report covers ABM's application of inclusivity principles.

Materiality

ABM presents sustainability information that describes the sustainability context as an Energy Company. These data enable ABM's stakeholders to make informed judgments about the company's management and performance. In our professional opinion, the report covers the organization's material issues by using ABM's materiality matrix and boundary mapping.



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Responsiveness

ABM has implemented the management practice to respond to the expectations and concerns of its stakeholders. It includes communication on stakeholder expectations and different feedback mechanisms to external and internal stakeholders. In our professional opinion, the report covers ABM's responsiveness to issues. Our inputs for the improvement of the report was adopted by ABM before the issue of this opinion statement.

Impact

ABM has implemented practices to identify, measure, monitor, and be accountable for how their actions affect their broader ecosystems including Environmental, Economic and Social aspect. In our professional opinion, the report covers ABM's impacts on the broader ecosystems. Our inputs for the improvement of the report was adopted by ABM before the issue of this opinion statement.

In Accordance with GRI Standards Comprehensive Option

The Report follows the **comprehensive option** of GRI Standards where all disclosures of each material topic are presented and discussed in the Report. The disclosures of management approach for each material topic in general are fairly disclosed.

GRI Standards Principles

The Management has applied the Principles for Defining Report Content (stakeholder inclusiveness, sustainability context, materiality, and completeness) and the Principles for Defining Report Quality (balance, comparability, accuracy, timeliness, clarity, and reliability). Supporting documents were adequately presented during the assurance work. When applicable, the report presents clarification on data and information that cannot be disclosed due to Management discretion or system and data administration issues.

Energy and Emission Assessment

The energy and emission calculation presented in the report is computed based on the methodology chosen by ABM. In our professional opinion, the calculation is fairly disclosed with total emission in Scope 1 & 2 : 1,833,421.56 ton CO₂eq, and Scope 3 : 2,844 ton CO₂eq; emission intensity of scope 1,2, & 3 : 723.88 Ton CO₂eq/Billion Rp with total revenue on 31 December 2021 of: IDR 2,536.7 Billion and related to energy intensity: 9,749.76 GJ/Billion Rp.

Recommendation

There are further suggested recommendations for ABM :

1. It is recommended to build a web-based sustainability performance database that is hyperlinked to the Company's Sustainability Report in the future. This way will enhance the ability of the stakeholders to access and analyze ABM's sustainability commitment and performance.
2. It is recommended to assign PICs to ensure that quantitative data presented in the report is precise for the readers to minimize any misinterpretation or dispute. Please explain if there is any data restatement due to the different calculation methodology used between each period.





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Statement of Responsibility of the Management of PT ABM Investama, Tbk

The Management of ABM has sole responsibility for preparing and presenting the Subject Matter in accordance with GRI Standards and preparing the Report in adherence to the AA1000AP (2018) Principles. ABM's responsibilities also include maintaining effective internal controls over the information and data, resulting in the preparation of the Subject Matter in a way that is free from material misstatements.

Statement of Responsibility, Competency, Independency and Impartiality of Assurer

Our responsibility is to plan and perform our work to obtain assurance statement over whether the Subject Matter has been prepared in accordance with the GRI Standard and reporting to ABM in the form of an independent assurance conclusion, based on the work performed and the evidence obtained.

PT TUV Rheinland Indonesia is an independent professional services company that specializes in quality, environmental, health, safety and social accountability with over 25 years history. As part of the Assurer Team, the experts must understand the principles and standards of AA1000 Accountability, and also have experience in writing and reviewing sustainability reports and integrated reports.

PT TUV Rheinland Indonesia operates a certified Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

PT TUV Rheinland Indonesia has implemented a Code of Ethics which meets the requirements of the International Federation of Inspections Agencies (IFIA) across its business which ensures that all our staff maintains integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards. In their day-to-day business activities, PT. TUV Rheinland Indonesia has a number of existing commercial contracts with PT. ABM Investama, Tbk's subsidiaries. Our assurer team does not have any involvement in projects with PT ABM Investama, Tbk outside those of an independent assurance scope and we do not consider there to be a conflict between the other services provided by PT TUV Rheinland Indonesia and that of our assurer team.

For and on behalf of PT TUV Rheinland Indonesia

Jakarta, 19 of April 2021



Edmundus Wiharyono

Board of Director

PT TUV Rheinland Indonesia

Indeks Referensi Silang GRI Standards – Comprehensive Option [102-55]
Sustainability Report GRI Standards Reference Index- Comprehensive

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NDAQ G9 Praktik Pengungkapan Disclosure Practices	NDAQ G9.1	Apakah perusahaan Anda menyediakan data keberlanjutan untuk kerangka kerja pelaporan keberlanjutan? <i>Does your company provide sustainability data to sustainability reporting frameworks?</i>	198
	NDAQ G9.2	Apakah perusahaan Anda berfokus pada Tujuan Pembangunan Berkelanjutan (SDGs) tertentu? <i>Does your company focus on specific UN Sustainable Development Goals (SDGs)?</i>	198
	NDAQ G9.3	Apakah perusahaan Anda menetapkan target dan melaporkan UN SDGs? <i>Does your company set targets and report progress on the UN SDGs?</i>	198
NDAQ G10 Assurance Oleh Pihak Eksternal External Assurance	NDAQ G10	Are your sustainability disclosures assured or validated by a third party? Yes/No	199



Lembar Umpan Balik

Feedback Form



PT ABM INVESTAMA Tbk

Laporan Keberlanjutan
Sustainability Report 2021

Terima kasih atas masukan anda. Mohon lembar umpan balik dapat dikirim melalui surat elektronik kepada kontak yang tertera di Laporan ini, atau langsung ke:

Thank you for your input. Please send the feedback sheet by e-mail to the contact listed on this Report, or directly to:

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Kantor Pusat / Head Office:
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1 Laporan ini mudah dimengerti:
This report is easy to understand:

Tidak Setuju *Disagree* Netral *Neutral* Setuju *Agree*

2 Laporan ini sudah menggambarkan informasi aspek material yang sesuai dengan kegiatan usaha Perusahaan:
This report has described information on material aspects in accordance with the Company's business activities:

Tidak Setuju *Disagree* Netral *Neutral* Setuju *Agree*

3 Mohon berikan penilaian untuk topik material yang paling penting menurut anda (nilai 1 = paling tidak penting s/d 5= paling penting)
Please rate the most important material topics in your opinion (score 1 = least important to 5 = most important):

- Efluen dan Limbah | *Effluents and Waste* [] []
- Energi | *Energy* [] []
- Material | *Materials* [] []
- Kesehatan dan Keselamatan Kerja
Occupational Health and Safety [] []
- Kepatuhan Lingkungan | *Environmental Compliance* [] []
- Dampak Ekonomi Tidak Langsung
Indirect Economic Impacts [] []
- Kinerja Ekonomi | *Economic Performance* [] []
- Emisi | *Emission* [] []
- Antikorupsi | *Anti-corruption* [] []
- Pelatihan dan Pendidikan | *Training and Education* [] []
- Masyarakat Lokal | *Local Communities* [] []

4 Saran atau informasi lain terkait Laporan:
Any suggestions or other information regarding the Report:

.....

.....

Profil Anda | *Your Profile*

Nama (bila berkenan) | *Name (if wish to disclose):*

.....

Institusi/Perusahaan | *Institution/Company:*

.....

E-mail:

Golongan Pemangku Kepentingan | *Stakeholders Group*

- Pemegang Saham | *Shareholders*
- Pelanggan | *Customers*
- Pekerja | *Employee*
- Investor
- Regulator, Legislatif, dan Lembaga Pengawas
Regulator, Legislative, and Supervisory Bodies Communities
- Masyarakat di Sekitar Wilayah Usaha Perusahaan
Communities Around the Company's Business Area
- Media Massa | *Mass Media*
- Kontraktor | *Contractors*
- Lembaga Swadaya Masyarakat (LSM)
Non-governmental Organizations (NGOs)
- Lembaga Penelitian dan Perguruan Tinggi
Research Institute and Universities

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