

SUSTAINABILITY POLICY

As part of PT Aneka Tambang Tbk. (ANTAM)'s commitment to achieving sustainability across all business lines, this Sustainability Policy is established to ensure that every corporate action aligns with ANTAM's vision and mission of maintaining long-term growth. This policy is designed to promote compliance with relevant national regulations and internal Management Policy related to sustainability, encompassing Significant Corporate Activities of State-Owned Enterprises (SOEs), shareholder aspirations, and the prevailing laws in the mining, industrial, and trade sectors.

Through this policy, ANTAM aims to generate long-term value for stakeholders by adopting comprehensive and relevant sustainability practices. This policy reflects ANTAM's commitment to integrating Environmental, Social, and Governance (ESG) aspects into every operational activity, driving sustainability, transparency, and human resource development within the organization. In alignment with the Sustainable Development Goals (SDGs), this policy serves as a strategic foundation that will continue to guide ANTAM towards a more sustainable future with the following commitments:

1. Environmental Aspect - *Environmental* (E)
 - a. Enhance environmental awareness by protecting and monitoring environmental performance, and regularly report on environmental issues.
 - b. Reduce greenhouse gas emissions, non-greenhouse gas emissions, waste (including mineral waste), and effluents, while using natural resources and energy more efficiently.
 - c. Mitigate physical risks from potential natural disasters and transition risks associated with regulations, reputation, and market impacts due to climate change by adopting and integrating these considerations into the company's strategy and operations.
 - d. Manage and mitigate the environmental impacts of projects and activities, including potential water scarcity, while preparing for and responding swiftly to emergencies following established procedures.
 - e. Manage the environment, water, natural resources, and energy by setting targets and implementing environmental management systems that are regularly monitored and improved.
 - f. Preserve and support the sustainability of biodiversity affected by operational activities with the aim of achieving 'no net loss,' including managing and mitigating impacts on biodiversity, avoiding operations in areas of high biodiversity value, and ensuring biodiversity considerations are integrated into planning and operations to support ecosystem resilience.
 - g. Consult with stakeholders on environmental issues and raise local community awareness about the importance of community involvement in improving welfare.
 - h. Respect the status of protected areas, such as national parks and conservation zones designated by the Indonesian government, and commit to refraining from exploration and operations in World Heritage sites. For any land clearing, the company remains committed to land reclamation of former mining areas and/or providing land compensation in accordance with applicable regulations.
 - i. Provide and support access to green energy as part of the company's responsibility in the national climate transition, while committing to the comprehensive implementation of environmental management systems.

2. Social Aspect - *Social (S)*

- a. Ensure fundamental workers' rights, support sustainable development, promote fair treatment, foster diversity, equality, and inclusivity in the workplace, create a harmonious and comfortable work environment, and encourage the implementation of respectful workplace policies across all ANTAM's operations.
- b. Provide training and raise awareness for employees to understand and manage the environmental, social, and governance impacts of operations.
- c. Uphold the highest standards in occupational health, safety, and environmental protection (OHSE) to safeguard workers, contractors, communities, and other stakeholders while raising awareness of accident prevention and emergency response within ANTAM's operational areas.
- d. Respect the rights of Indigenous communities in operational areas, including promoting socio-economic development, supporting the fulfilment of socio-economic and cultural rights, protecting cultural sites, and avoiding forced relocation of Indigenous settlements.
- e. Increase the employment of local workers and contractors according to operational needs, particularly through training programs and support for Micro and Small Enterprises (MSE) and key economic actors.

3. Governance Aspect - *Governance (G)*

- a. Regularly report and monitor issues, risks, and performance related to environmental, social, and governance (ESG) to ensure transparency and accountability.
- b. Enhance stakeholder engagement by identifying affected communities and vulnerable groups, designing engagement strategies, and providing grievance mechanisms along with follow-up actions on received complaints.
- c. Strengthen information security for employees, customers, and partners, including regularly conducting Vulnerability Assessment and Penetration Testing (VAPT) to ensure data protection.
- d. Promote the delivery of sustainable products and services to customers.
- e. Uphold the principles of good corporate governance across all activities, including anti-bribery, anti-corruption, anti-fraud, and conflict-of-interest practices within ANTAM.
- f. Ensure compliance with applicable environmental, social, and governance regulations.

This policy is documented, implemented, reviewed regularly, and communicated to all employees, third parties, partners, customers, business-related stakeholders, and relevant communities.