



PT SELAMAT SEMPURNA Tbk

MANUFACTURER OF AUTOMOTIVE PARTS
MEMBER OF ADR GROUP - AUTOMOTIVE DIVISION

KEBERLANJUTAN YANG TERINTEGRASI DAN BERTANGGUNG JAWAB

Integrated and Responsible Sustainability



Laporan Keberlanjutan
Sustainability Report

2025

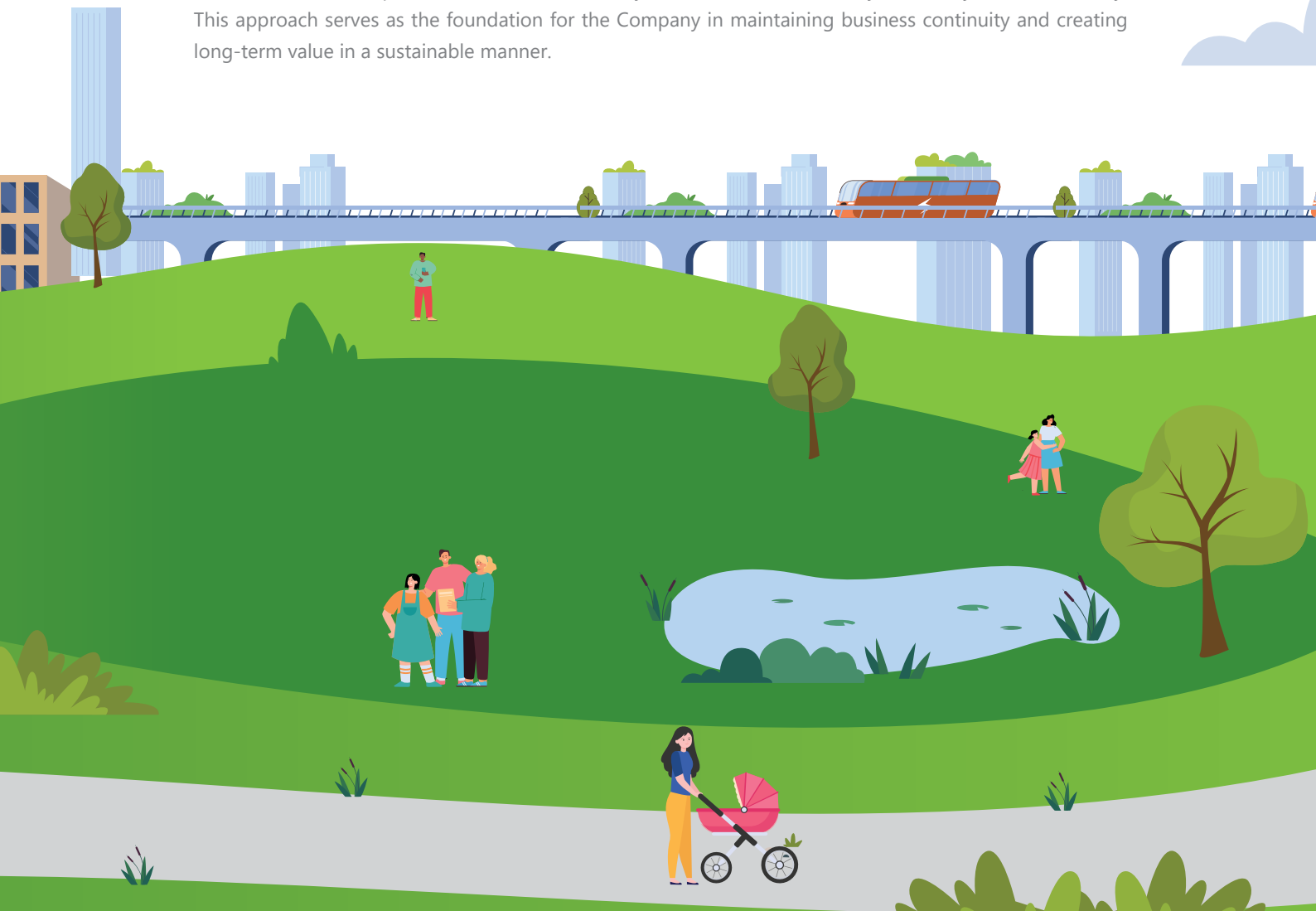


KEBERLANJUTAN YANG TERINTEGRASI DAN BERTANGGUNG JAWAB

Integrated and Responsible Sustainability

Tema “Keberlanjutan yang Terintegrasi dan Bertanggung Jawab” mencerminkan komitmen PT Selamat Sempurna Tbk dalam mengelola aspek lingkungan, sosial, dan tata kelola secara terintegrasi sebagai bagian dari pengelolaan usaha. Pada tahun 2025, Perseroan memfokuskan upaya keberlanjutan pada penguatan tata kelola, peningkatan kualitas dan keandalan data, serta pengelolaan risiko lingkungan dan sosial yang lebih sistematis guna mendukung pengambilan keputusan yang bertanggung jawab. Melalui integrasi prinsip ESG ke dalam kebijakan, proses operasional, dan praktik bisnis sehari-hari, Perseroan berupaya memastikan bahwa penerapan keberlanjutan berjalan secara konsisten, relevan, dan terukur. Pendekatan ini menjadi landasan bagi Perseroan dalam menjaga keberlangsungan usaha dan menciptakan nilai jangka panjang secara berkelanjutan.

The theme of "Integrated and Responsible Sustainability" reflects the commitment of PT Selamat Sempurna Tbk in managing environmental, social, and governance aspects in an integrated manner as an integral part of its business management. In 2025, the Company focused its sustainability efforts on strengthening governance, improving data quality and reliability, as well as implementing more systematic environmental and social risk management to support responsible decision-making. Through the integration of ESG principles into its policies, operational processes, and day-to-day business practices, the Company endeavors to ensure that the implementation of sustainability is carried out consistently, relevantly, and measurably. This approach serves as the foundation for the Company in maintaining business continuity and creating long-term value in a sustainable manner.



DAFTAR ISI

Table of Content

Daftar Isi Table of Content	4
Penjelasan Direksi Board of Director Statement	6
Tanggung Jawab Laporan Keberlanjutan 2025 Responsibility for Sustainability Report 2025	10
Ikhtisar Kinerja Aspek Keberlanjutan Performance Overview on Sustainability Aspects	12
Strategi Keberlanjutan & Dukungan pada Tujuan Pembangunan Berkelanjutan (TPB) Sustainability Strategy & Support for the Sustainable Development Goals (SDGs)	16

01



TENTANG LAPORAN KEBERLANJUTAN About Sustainability Report

Pedoman Penyusunan Laporan Reporting Guidelines	32		
Periode Laporan Reporting Period	33		
Sumber Data Laporan Data Sources	33		
Verifikasi Pihak Independen Independent Verification	34		
		Tanggapan Manajemen atas Umpan Balik dari Laporan Sebelumnya Management's Response to Feedback from the Previous Report	34
		Kontak Terkait Laporan Contact for This Report	35

02



TENTANG PERSEROAN About The Company

Profile Perseroan Company Profile	38
Visi, Misi, dan Nilai Perseroan Vision, Mission, and Corporate Values	41
Perubahan Signifikan Significant Changes	42
Keanggotaan pada Asosiasi Membership in Associations	43
Sertifikasi dan Akreditasi Certifications and Accreditations	44
Penghargaan Awards	45
Peristiwa Penting terkait Keberlanjutan Key Sustainability Events	48



TATA KELOLA KEBERLANJUTAN Sustainability Governance

03

Struktur Tata Kelola Perseroan Corporate Governance Structure	57	Pengelolaan Risiko Keberlanjutan Sustainability Risk Management	66
Komitmen Keberlanjutan Sustainability Commitment	61	Kode Etik dan Perilaku Anti Persaingan Code of Ethics and Anti-Competitive Conduct	70
Permasalahan, Perkembangan Kinerja Keberlanjutan, dan Pengaruhnya terhadap Perseroan Challenges, Progress in Sustainability Performance, and Its Impact on the Company	64	Sistem Pelaporan Pelanggaran Whistleblowing System	74
		Pelibatan Pemangku Kepentingan Stakeholder Engagement	75

04



KINERJA KEBERLANJUTAN Sustainability Performance

Kinerja Ekonomi Economic Performance	82
Kinerja Lingkungan Environmental Performance	93
Kinerja Sosial Social Performance	107

05



TANGGUNG JAWAB PRODUK DAN/ATAU JASA Product and/or Service Responsibility

Tanggung Jawab Produk dan/atau Jasa Product and/or Service Responsibility	130
Inovasi dan Pengembangan Produk Product Innovation and Development	131
Evaluasi Keamanan Produk Product Safety Evaluation	133
Keamanan Distribusi Distribution Safety	134
Informasi Produk Product Information	135
Perlindungan Data Pelanggan Customer Data Protection	136
Survei Kepuasan Pelanggan Customer Satisfaction Survey	136

06



INFORMASI PENDUKUNG Supporting Information

Referensi POJK No. 51/POJK.3/2017 dan SEOJK No. 16/SEOJK.04/2021 References to POJK No. 51/POJK.03/2017 and SEOJK No. 16/SEOJK.04/2021	140
Indeks Isi Standar GRI GRI Standards Content Index	144
Lembar Umpan Balik Feedback Form	147



PENJELASAN DIREKSI [GRI 2-14]

Board of Director's Statement [GRI 2-14]

DIREKTUR UTAMA
President Director

Para Pemangku Kepentingan yang kami hormati,

Kami menyampaikan Laporan Keberlanjutan Tahun 2025 PT Selamat Sempurna Tbk ("Perseroan") sebagai bentuk komitmen Perseroan dalam menjalankan kegiatan usaha yang berkelanjutan dan bertanggung jawab. Laporan ini menggambarkan kinerja serta langkah-langkah strategis Perseroan dalam mengintegrasikan aspek ekonomi, sosial, dan lingkungan ke dalam strategi dan operasional perusahaan.

Tahun 2025 menjadi periode penguatan sistem dan konsistensi implementasi ESG di tengah dinamika industri otomotif dan perkembangan ekonomi global. Perseroan terus menjaga stabilitas operasional, meningkatkan efisiensi, serta memperkuat pengendalian internal guna memastikan keberlangsungan usaha yang berkelanjutan.

Bagi Perseroan, keberlanjutan merupakan bagian integral dari strategi pertumbuhan jangka panjang. Prinsip-prinsip Lingkungan, Sosial, dan Tata Kelola (LST) telah terintegrasi dalam proses pengambilan keputusan, pengelolaan risiko, serta aktivitas operasional. Pendekatan ini memastikan bahwa pertumbuhan usaha berjalan selaras dengan pengelolaan risiko yang prudent dan penciptaan nilai jangka panjang bagi seluruh pemangku kepentingan.

Dear our respected Stakeholders,

We present the 2025 Sustainability Report of PT Selamat Sempurna Tbk (the "Company") as a reflection of the Company's commitment to conducting sustainable and responsible business practices. This report outlines the Company's performance as well as its strategic initiatives in integrating economic, social, and environmental aspects into its business strategy and operations.

The year 2025 marked a period of strengthening systems and ensuring consistency in ESG implementation amid the dynamics of the automotive industry and global economic developments. The Company continued to maintain operational stability, enhance efficiency, and strengthen internal controls to ensure sustainable business continuity.

For the Company, sustainability is an integral part of its long-term growth strategy. Environmental, Social, and Governance (ESG) principles have been embedded in decision-making processes, risk management, and operational activities. This approach ensures that business growth is aligned with prudent risk management and the creation of long-term value for all stakeholders.

Sepanjang tahun 2025, Perseroan membukukan pendapatan bersih sebesar Rp 5,34 triliun atau meningkat sebesar 3,37% dibandingkan tahun sebelumnya. Laba bersih Perseroan mencapai Rp 1,22 triliun, tumbuh 9,12% dibandingkan tahun sebelumnya. Kinerja ini mencerminkan ketahanan model bisnis Perseroan serta daya saing produk di pasar domestik dan internasional. Pencapaian tersebut juga memperkuat kapasitas Perseroan dalam mendukung investasi dan inisiatif keberlanjutan secara konsisten.

Dalam aspek lingkungan, Perseroan terus meningkatkan pengelolaan dampak operasional secara teratur dan terdokumentasi. Sepanjang tahun pelaporan, Perseroan mencatatkan daur ulang limbah melalui pihak ketiga sebanyak 3.902,72 ton, serta memastikan seluruh limbah lainnya dikelola oleh pihak berizin sesuai ketentuan yang berlaku. Air limbah produksi dikelola melalui instalasi pengolahan air limbah (IPAL) dengan kapasitas pengolahan sebesar 80 m³ per hari guna memenuhi standar baku mutu lingkungan.

Perseroan tidak mencatatkan adanya tumpahan bahan kimia maupun pengaduan terkait dampak lingkungan sepanjang tahun 2025. Capaian ini mencerminkan efektivitas sistem pengendalian operasional, kepatuhan terhadap regulasi, serta penguatan budaya kepedulian lingkungan di seluruh lini organisasi. Pengelolaan lingkungan yang disiplin merupakan bagian dari mitigasi risiko jangka panjang Perseroan.

Pada aspek sosial, Perseroan terus mengembangkan sumber daya manusia sebagai pilar utama keberlanjutan. Hingga akhir tahun 2025, Perseroan memiliki tenaga kerja sebanyak 5.286 orang, dengan sekitar 93% merupakan tenaga kerja yang berdomisili di Indonesia. Perseroan secara konsisten menerapkan standar Keselamatan dan Kesehatan Kerja (K3) guna menciptakan lingkungan kerja yang aman dan produktif. Sepanjang periode pelaporan, tidak terdapat kecelakaan kerja yang mengakibatkan kondisi fatal.

Throughout 2025, the Company recorded net revenue of IDR 5.34 trillion, representing an increase of 3.37% compared to the previous year. The Company's net profit reached IDR 1.22 trillion, growing by 9.12% year-on-year. This performance reflects the resilience of the Company's business model as well as the competitiveness of its products in both domestic and international markets. These achievements also strengthen the Company's capacity to consistently support investments and sustainability initiatives.

In the environmental aspect, the Company continues to enhance the management of its operational impacts in a measurable and well-documented manner. Throughout the reporting year, the Company recorded a total of 3,902.72 tons of waste recycled through third parties, while ensuring that all other waste was managed by licensed parties in accordance with applicable regulations. Production wastewater was treated through a wastewater treatment plant (WWTP) with a processing capacity of 80 m³ per day to comply with environmental quality standards.

The Company did not record any chemical spills or complaints related to environmental impacts throughout 2025. This achievement reflects the effectiveness of the Company's operational control systems, compliance with applicable regulations, and the strengthening of environmental awareness across all levels of the organisation. Disciplined environmental management forms an integral part of the Company's long-term risk mitigation efforts.

In the social aspect, the Company continues to develop its human capital as a key pillar of sustainability. As of the end of 2025, the Company employed a total of 5,286 employees, of whom approximately 93% are domiciled in Indonesia. The Company consistently implements Occupational Safety and Health (OSH) standards to create a safe and productive working environment. Throughout the reporting period, there were no workplace accidents resulting in fatality.



Perseroan juga melaksanakan program pengembangan masyarakat dengan alokasi dana sebesar Rp 1,42 miliar, sebagai wujud tanggungjawab kami dalam menjaga komunikasi baik terhadap masyarakat dan memberikan dampak berkelanjutan bagi komunitas di sekitar wilayah operasional.

Dari sisi tata kelola, Perseroan terus memperkuat penerapan Good Corporate Governance melalui penyempurnaan kebijakan, sistem pengawasan, serta pengelolaan risiko yang terintegrasi dan selaras dengan prinsip keberlanjutan. Hasil penilaian ASEAN Corporate Governance Scorecard (ACGS) tahun 2025 menunjukkan perolehan nilai sebesar 100,17 dengan predikat "Leadership in Corporate Governance", meningkat dibandingkan tahun 2024.

Sejalan dengan penguatan tersebut, penilaian ESG Risk Rating dari Sustainalytics pada tahun 2025 mencatat skor 19,3 dengan kategori *Low Risk*. Perseroan berada pada peringkat 49 dari 236 perusahaan dalam kategori *Auto Components* (21st percentile) serta peringkat 33 dari 205 perusahaan pada subkategori *Auto Parts* (17th percentile) secara global. Posisi ini menunjukkan bahwa tingkat risiko ESG Perseroan tetap berada dalam kelompok rendah dan relatif lebih baik dibandingkan mayoritas perusahaan sejenis di tingkat global. Capaian tersebut mempertegas efektivitas sistem manajemen risiko terintegrasi serta penguatan tata kelola yang berkelanjutan, sekaligus memperkuat kepercayaan investor dan pemangku kepentingan lainnya.

Perseroan juga menyelaraskan strategi keberlanjutan dengan Tujuan Pembangunan Berkelanjutan (TPB/SDGs) yang relevan dengan karakteristik usaha dan dampak operasional. Penyelarasan ini dilakukan untuk memastikan kontribusi Perseroan terhadap pembangunan berkelanjutan dapat terukur dan selaras dengan standar global.

The Company also implemented community development programmes with a total allocation of IDR 1.42 billion, as part of its commitment to maintaining strong engagement with the community and delivering sustainable impact to communities surrounding its operational areas.

From a governance perspective, the Company continues to strengthen the implementation of Good Corporate Governance through the enhancement of policies, supervisory systems, and integrated risk management aligned with sustainability principles. The 2025 ASEAN Corporate Governance Scorecard (ACGS) assessment resulted in a score of 100.17, achieving the "Leadership in Corporate Governance" designation, representing an improvement compared to 2024.

In line with these efforts, the ESG Risk Rating assessment by Sustainalytics in 2025 recorded a score of 19.3, categorised as *Low Risk*. The Company was ranked 49th out of 236 companies in the *Auto Components* category (21st percentile) and 33rd out of 205 companies in the *Auto Parts* subcategory (17th percentile) globally. This position indicates that the Company's ESG risk level remains within the low-risk category and is relatively better than the majority of its global peers. These achievements further underscore the effectiveness of the Company's integrated risk management system and the strengthening of sustainable governance practices, while also enhancing the confidence of investors and other stakeholders.

The Company also aligns its sustainability strategy with the Sustainable Development Goals (SDGs) that are relevant to its business characteristics and operational impacts. This alignment is undertaken to ensure that the Company's contributions to sustainable development are measurable and in line with global standards.

Laporan Keberlanjutan 2025 ini mencerminkan komitmen Perseroan dalam menjaga keseimbangan antara pertumbuhan usaha, pengelolaan risiko, serta tanggung jawab sosial dan lingkungan. Perseroan akan terus melakukan evaluasi dan peningkatan berkelanjutan guna memperkuat kinerja ESG serta menciptakan nilai jangka panjang yang berkesinambungan.

Secara paralel, Laporan Keberlanjutan yang disusun oleh Direksi telah melalui proses penelaahan dan memperoleh persetujuan dari Dewan Komisaris sebagai bagian dari penguatan tata kelola dan akuntabilitas Perseroan.

Kami menyampaikan apresiasi kepada seluruh pemangku kepentingan atas dukungan dan kepercayaan yang telah diberikan sepanjang tahun 2025. Dukungan tersebut menjadi bagian penting dalam menjaga keberlangsungan usaha dan mendorong pencapaian kinerja yang berkelanjutan.

This 2025 Sustainability Report reflects the Company's commitment to maintaining a balance between business growth, risk management, and social and environmental responsibilities. The Company will continue to undertake ongoing evaluation and continuous improvement to strengthen its ESG performance and create sustainable long-term value.

In parallel, the Sustainability Report prepared by the Board of Directors has been reviewed and approved by the Board of Commissioners, reflecting strengthened governance and accountability practices.

We would like to express our appreciation to all stakeholders for their support and trust throughout 2025. Such support has been instrumental in sustaining the Company's business continuity and driving the achievement of sustainable performance.

Atas nama Direksi,
On behalf of the Board of Directors,
PT Selamat Sempurna Tbk



Djojo Hartono
Direktur Utama | President Director

TANGGUNG JAWAB LAPORAN KEBERLANJUTAN 2025

Responsibility for Sustainability Report 2025



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SURAT PERNYATAAN ANGGOTA DEWAN KOMISARIS DAN ANGGOTA DIREKSI TENTANG TANGGUNG JAWAB ATAS LAPORAN KEBERLANJUTAN 2025 PT SELAMAT SEMPURNA Tbk

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Selamat Sempurna Tbk tahun buku 2025 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi laporan keberlanjutan Perseroan.

Demikian pernyataan ini dibuat dengan sebenarnya.


STATEMENT OF THE MEMBER OF THE BOARD OF COMMISSIONERS AND MEMBER OF THE BOARD OF DIRECTORS REGARDING THE RESPONSIBILITY FOR THE 2025 SUSTAINABILITY REPORT PT SELAMAT SEMPURNA Tbk

We, the undersigned below declare that all information presented on the 2025 financial year Sustainability Report of PT Selamat Sempurna Tbk are completely and properly disclosed and we are fully responsible for its accuracy.


Thus, this statement is made truthfully.


Jakarta, 30 April 2026



Eddy Hartono
Komisaris Utama | President Commissioner



Djojo Hartono
Direktur Utama | President Director



Surja Hartono
Wakil Komisaris Utama | Vice President Commissioner


Ang Andri Pribadi
Wakil Direktur Utama | Vice President Director


Drs. Joseph Pulo
Komisaris Independen | Independent Commissioner


Aris Setyapranarka
Direktur | Director


Roni Kunto
Direktur | Director


Sumarni
Direktur | Director





Ikhtisar Kinerja Aspek Keberlanjutan

Performance Overview on Sustainability Aspects

IKHTISAR KINERJA ASPEK KEBERLANJUTAN

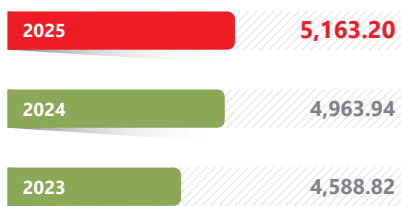
Performance Overview on Sustainability Aspects



Aspek Kinerja Ekonomi

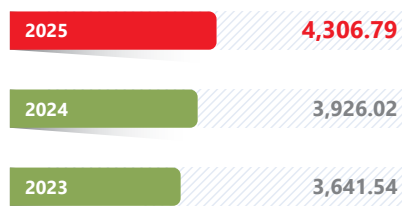
Economic Performance Aspect

Jumlah Aset
Total Assets



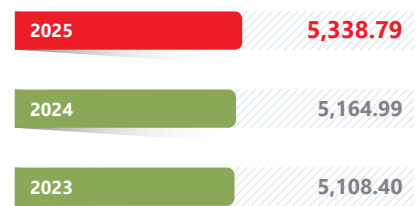
Miliar (Rp)
Billions (IDR)

Jumlah Ekuitas
Total Equity



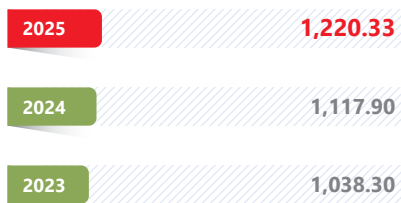
Miliar (Rp)
Billions (IDR)

Pendapatan
Revenue



Miliar (Rp)
Billions (IDR)

Laba (Rugi) Bersih
Net Profit (Loss)



Miliar (Rp)
Billions (IDR)

Jumlah Pemasok Lokal
Total of Local Suppliers



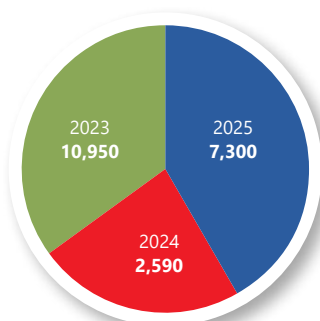
Persen (%)
Percent (%)



Aspek Kinerja Lingkungan

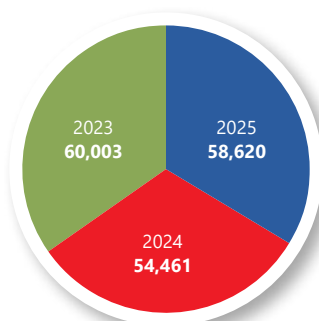
Environmental Performance Aspect

Konsumsi Air
Water Consumption



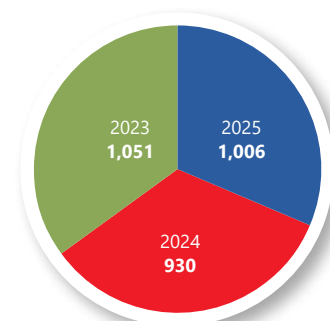
Satuan | Unit
M³

Konsumsi Energi
Energy Consumption



Satuan | Unit
GJ

Intensitas Energi
Energy Intensity



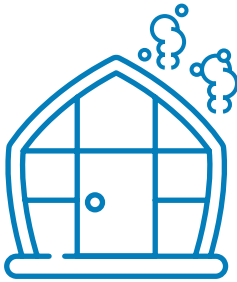
Satuan | Unit
KJ/Pcs



Emisi Gas Rumah Kaca (GRK) yang dihasilkan
Greenhouse Gas (GHG) Emissions Generated



Satuan | Unit: Ton CO₂ eq



Intensitas Emisi Gas Rumah Kaca (GRK)
Greenhouse Gas (GHG) Emissions Intensity

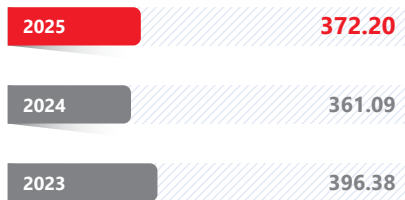


Satuan | Unit: Ton CO₂ eq/Pcs

LIMBAH YANG DIHASILKAN
Waste Generated



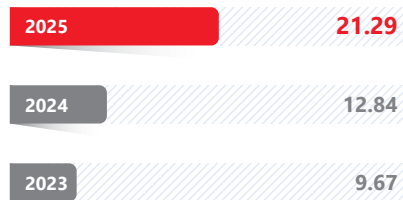
Limbah Padat B3
Hazardous & Toxic (B3) Solid Waste



Satuan | Unit: Ton



Limbah Cair B3
Hazardous & Toxic (B3) Liquid Waste



Satuan | Unit: Ton



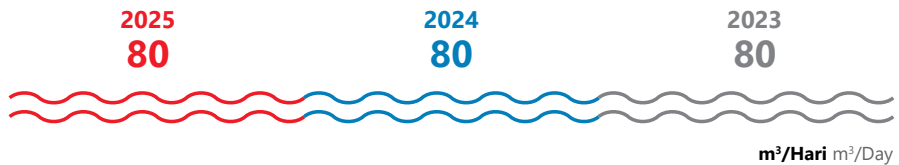
Limbah Padat Non-B3
Non-Hazardous Solid Waste



Satuan | Unit: Ton



Air limbah yang diolah kembali melalui IPAL
Treated Wastewater via WWTP



Biaya Pengelolaan Lingkungan
Environmental Management Cost





Ikhtisar Kinerja Aspek Keberlanjutan

Performance Overview On Sustainability Aspects



Aspek Kinerja Sosial

Social Performance Aspect

KINERJA INTERNAL

Internal Performance

Jumlah Karyawan^{*)}

Total Employees^{*)}



2025
5,286



2024
5,558



2023
5,684

Orang
Persons

Komposisi Karyawan Perempuan^{**)}

Female Employees Composition^{**)}



2025
11.96



2024
11.10



2023
10.13

Persen (%)
Percent (%)

Survei Keterlibatan Karyawan Grup^{*)}

Group Employee Engagement Survey^{*)}



2025
N/A



2024
87.30



2023
N/A

Persen (%)
Percent (%)

Jam Kerja Selamat

Safe Working Hours



2025
5,732,323

2024
6,406,807

2023
5,819,717

Jam
Hours

Jam Pelatihan

Training Hours



2025
6,705

2024
4,333

2023
1,891

Jam
Hours

Biaya Pelatihan

Training Costs



2025
1,417.95

2024
1,123.24

2023
562.67

Juta (Rp)
Millions (IDR)

Catatan | Notes:

^{*)} Survei dua tahun sekali | Survey conducted once every two years.

^{**)} Data tahun 2024 dinyatakan kembali | 2024 data has been restated.






N/A: Not Available.

Perhitungan Jam Kerja Selamat merupakan total jam kerja dikurangi dengan total jam kerja yang hilang (akibat cuti, alpa, izin, dan sakit).

The calculation of Safe Working Hours represents total working hours minus total lost hours (due to leave, absenteeism, authorized absence, and sickness).

KINERJA EKSTERNAL
External Performance

Pendanaan Tanggung Jawab Sosial:
Social Responsibility Funding:

	2025	2024	2023
	1,418.91	134.45	405.26
 Pendidikan Education	1,133.97	N/A	86.81
 Lingkungan Environment	153.08	N/A	N/A
 Kesehatan Health	N/A	N/A	N/A
 Sosial Social	43.46	35.85	224.75
 Keagamaan Religion	88.40	98.60	93.70

Juta (Rp)
Millions (IDR)

Catatan | Note:
N/A: Not Available



STRATEGI KEBERLANJUTAN & DUKUNGAN PADA TUJUAN PEMBANGUNAN BERKELANJUTAN (TPB)

Sustainability Strategy & Support for the Sustainable Development Goals (SDGs)

STRATEGI KEBERLANJUTAN [GRI 2-22, 2-23, 2-24]

PT Selamat Sempurna Tbk ("Perseroan") secara konsisten mengintegrasikan prinsip keberlanjutan yang mencakup aspek ekonomi, lingkungan, sosial, dan tata kelola (LST) ke dalam seluruh kegiatan usaha. Melalui penerapan praktik keberlanjutan yang berkelanjutan, Perseroan berupaya memitigasi risiko LST sekaligus mendorong perbaikan berkesinambungan guna mencapai keunggulan operasional.

Perseroan meyakini bahwa keberlanjutan merupakan komitmen jangka panjang yang harus tertanam secara mendalam dalam strategi dan budaya perusahaan. Untuk menjalankan praktik keberlanjutan yang optimal dan mencapai kinerja yang berkelanjutan, Perseroan menjalankan strategi dan menetapkan kebijakan untuk mengelola aspek LST dan ekonomi secara seimbang, yang antara lain mencakup:

1. Mengelola Sumber Daya Manusia (SDM) dengan memperhatikan seluruh aspek sosial yang melekat, seperti mengutamakan kesetaraan gender, keberagaman, keadilan, menghormati Hak Asasi Manusia (HAM), dan mematuhi peraturan terkait ketenagakerjaan.
2. Menjalankan sistem manajemen Keselamatan dan Kesehatan Kerja (K3) yang baik sesuai dengan Peraturan Menteri Ketenagakerjaan No. 5 Tahun 2018 tentang Keselamatan dan Kesehatan Kerja, Lingkungan Kerja.
3. Menerapkan sistem manajemen lingkungan berbasis ISO 14001.
4. Menyusun pelaporan rutin 6 bulanan UKL-UPL (Upaya Pengelolaan dan Pemantauan Lingkungan Hidup).
5. Bekerja sama dengan pengelola limbah PPLI yang merupakan pengelola berizin dalam pengelolaan abu *incinerator*.

SUSTAINABILITY STRATEGY [GRI 2-22, 2-23, 2-24]

PT Selamat Sempurna Tbk ("the Company") consistently integrates sustainability principles covering economic, environmental, social, and governance (ESG) aspects into all business activities. Through the implementation of sustainable practices, the Company seeks to mitigate ESG risks while driving continuous improvements to achieve operational excellence.

The Company believes that sustainability is a long-term commitment that must be deeply embedded in both corporate strategy and culture. To implement optimal sustainability practices and achieve lasting performance, the Company develops strategies and establishes policies to manage ESG and economic aspects in a balanced manner, which include:

1. Managing Human Resources (HR) while considering all inherent social aspects, such as promoting gender equality, diversity, fairness, respecting Human Rights (HR), and complying with labor regulations.
2. Implementing a robust Occupational Safety and Health (OSH) management system in accordance with the Ministry of Manpower Regulation No. 5 of 2018 concerning the Occupational Safety and Health, Workplace Environment.
3. Applying an environmental management system based on ISO 14001.
4. Preparing routine semi-annual Environmental Management and Monitoring Efforts (UKL-UPL) reports.
5. Collaborating with licensed waste management operators (PPLI) for the management of incinerator ash.

- | | |
|---|--|
| <ol style="list-style-type: none"> 6. Menerapkan prinsip Tata Kelola Perusahaan yang Baik (GCG), termasuk kepatuhan terhadap regulasi, integritas bisnis, dan transparansi operasional. 7. Menjunjung tinggi hak asasi manusia dan praktik ketenagakerjaan yang adil, serta memastikan perlindungan terhadap konsumen. 8. Memelihara hubungan yang konstruktif dengan pemangku kepentingan, termasuk masyarakat sekitar, melalui dialog terbuka dan partisipatif. 9. Mengintegrasikan aspek sosial dan lingkungan ke dalam strategi, kebijakan, dan proses operasional sebagai bagian dari komitmen jangka panjang. 10. Meningkatkan sistem manajemen lingkungan dan sosial melalui upaya perbaikan berkelanjutan untuk meminimalkan dampak operasional. 11. Mengelola dan meminimalkan risiko LST dan ekonomi secara menyeluruh. 12. Mengkomunikasikan komitmen keberlanjutan kepada seluruh karyawan dan mendorong penerapannya pada setiap jenjang organisasi. 13. Mengutamakan akuntabilitas dan transparansi dalam pelaporan kinerja keberlanjutan untuk membangun kepercayaan pemangku kepentingan. | <ol style="list-style-type: none"> 6. Applying Good Corporate Governance (GCG) principles, including regulatory compliance, business integrity, and operational transparency. 7. Upholding human rights and fair labor practices, while ensuring consumer protection. 8. Maintaining constructive relationships with stakeholders, including local communities, through open and participatory dialogue. 9. Integrating social and environmental aspects into strategies, policies, and operational processes as part of a long-term commitment. 10. Enhancing environmental and social management systems through continuous improvement efforts to minimize operational impacts. 11. Managing and mitigating ESG and economic risks comprehensively. 12. Communicating sustainability commitments to all employees and promoting their implementation across all organizational levels. 13. Prioritizing accountability and transparency in sustainability performance reporting to build stakeholder trust. |
|---|--|

Selain itu, Perseroan telah menetapkan strategi dan kebijakan keberlanjutan untuk menghadapi dinamika pasar global yang berfluktuasi serta tantangan geopolitik, guna memastikan pengelolaan aspek ekonomi serta Lingkungan, Sosial, dan Tata Kelola (LST) secara efektif dan berkelanjutan. Strategi dan kebijakan tersebut disosialisasikan kepada seluruh karyawan sebagai bagian dari penerapan praktik keberlanjutan yang terintegrasi, sekaligus diarahkan untuk mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB) serta target kinerja keberlanjutan Perseroan.

Strategi dan Kebijakan Perseroan

1. Aspek Ekonomi

- Menerapkan *operational excellence* secara berkelanjutan untuk meningkatkan efisiensi, produktivitas, dan daya saing.

In addition, the Company has established sustainability strategies and policies to address the fluctuating dynamics of global markets and geopolitical challenges, ensuring the effective and sustainable management of economic as well as Environmental, Social, and Governance (ESG) aspects. These strategies and policies are communicated to all employees as part of the implementation of integrated sustainability practices, while also aimed at supporting the achievement of the Sustainable Development Goals (SDGs) and the Company's sustainability performance targets.

Company Strategy and Policies

1. Economic Aspects

- Implementing operational excellence on a continuous basis to enhance efficiency, productivity, and competitiveness.



- Mengoptimalkan biaya melalui program *continuous improvement* dan *cost reduction* pada seluruh rantai nilai.
- Memperkuat ketahanan rantai pasok melalui diversifikasi pemasok dan hubungan jangka panjang berbasis transparansi.
- Memperluas pasar *aftermarket* dan meningkatkan pangsa pasar ekspor untuk mendukung pertumbuhan bisnis yang berkelanjutan.
- Mengelola arus kas secara prudent dan menerapkan manajemen risiko terpadu untuk menjaga stabilitas keuangan.

2. Aspek Lingkungan

- Mengoptimalkan penggunaan energi dan meningkatkan efisiensi operasional untuk mengurangi jejak lingkungan.
- Meningkatkan pengelolaan limbah (B3 dan non-B3) melalui prinsip 3R (*Reduce, Reuse, Recycle*).
- Mendorong penggunaan material yang lebih efisien dan ramah lingkungan pada proses produksi.
- Mengembangkan produk yang lebih tahan lama dan berkualitas tinggi sehingga mengurangi frekuensi penggantian dan dampak lingkungan.
- Memperkuat pemantauan lingkungan secara bertahap melalui digitalisasi dan peningkatan sistem pencatatan emisi.

3. Aspek Sosial

- Memastikan kesehatan, keselamatan, dan kesejahteraan karyawan sebagai prioritas utama melalui standar K3 yang ketat.
- Mengembangkan kompetensi karyawan melalui pelatihan berkelanjutan dan peningkatan kapabilitas teknis.
- Menjaga hubungan industrial yang harmonis dan memastikan lingkungan kerja yang inklusif dan aman.
- Mendengarkan masukan pelanggan serta meningkatkan kualitas produk dan layanan untuk mempertahankan kepercayaan pasar.
- Melaksanakan program sosial dan keterlibatan masyarakat yang mendukung kesejahteraan dan pembangunan komunitas sekitar.

- Optimizing costs through continuous improvement and cost reduction programs across the entire value chain.
- Strengthening supply chain resilience through supplier diversification and long-term, transparent relationships.
- Expanding the aftermarket and increasing export market share to support sustainable business growth.
- Managing cash flow prudently and applying integrated risk management to maintain financial stability.

2. Environmental Aspects

- Optimising energy consumption and improving operational efficiency to reduce environmental footprint.
- Enhancing waste management (hazardous and non-hazardous) through the 3R principles (Reduce, Reuse, Recycle).
- Promoting the use of more efficient and environmentally friendly materials in production processes.
- Developing more durable and higher-quality products to reduce replacement frequency and environmental impact.
- Strengthening environmental monitoring progressively through digitalisation and enhanced emissions recording systems.

3. Social Aspects

- Ensuring employees' health, safety, and well-being as a top priority through the implementation of stringent Occupational Safety and Health (OSH) standards.
- Developing employee competencies through continuous training and enhancement of technical capabilities.
- Maintaining harmonious industrial relations and ensuring an inclusive and safe working environment.
- Listening to customer feedback and enhancing product and service quality to maintain market trust.
- Implementing social programmes and community engagement initiatives that support the well-being and development of surrounding communities.

4. Aspek Tata Kelola

- Menjalankan praktik tata kelola perusahaan yang kuat, transparan, dan berbasis prinsip akuntabilitas.
- Memperkuat sistem manajemen risiko dan melakukan pemantauan risiko secara berkala.
- Memastikan kepatuhan terhadap regulasi, standar industri, serta persyaratan keberlanjutan yang berlaku.
- Memastikan komunikasi yang terbuka dan jelas kepada seluruh pemangku kepentingan terkait kinerja dan arah strategi keberlanjutan Perseroan.
- Mengintegrasikan ESG ke dalam proses pengambilan keputusan strategis, termasuk rencana pertumbuhan organik dan anorganik (M&A).

Inisiatif Perusahaan dalam Menjalankan Bisnis yang Berkelanjutan

1. Inisiatif Ekonomi

- Program *Continuous Improvement* dan *Cost Reduction* (CRP) untuk meningkatkan efisiensi biaya dan produktivitas.
- Otomasi dan digitalisasi proses produksi untuk meningkatkan stabilitas output, kualitas produk, dan efisiensi energi.
- Diversifikasi rantai pasok dan penguatan hubungan dengan pemasok utama untuk menjaga ketahanan operasional.
- Peningkatan kualitas dan *delivery performance* melalui standar mutu yang lebih ketat dan pengawasan proses yang lebih baik.
- Pengembangan pasar *aftermarket* dan penetrasi pasar ekspor untuk memperkuat pertumbuhan jangka panjang.

2. Inisiatif Lingkungan

- Optimalisasi penggunaan energi dan pengendalian emisi melalui pemantauan lebih terukur serta peningkatan efisiensi mesin produksi.
- Pengelolaan limbah B3 dan non-B3 berbasis 3R (*Reduce, Reuse, Recycle*) dan kepatuhan terhadap regulasi lingkungan.
- Peningkatan efisiensi material melalui optimasi desain produk dan pengurangan *scrap* produksi.

4. Governance Aspects

- Implementing strong, transparent, and accountable corporate governance practices.
- Strengthening the risk management system and conducting periodic risk monitoring.
- Ensuring compliance with applicable regulations, industry standards, and sustainability requirements.
- Ensuring open and transparent communication with all stakeholders regarding the Company's performance and sustainability strategy direction.
- Integrating ESG into strategic decision-making processes, including organic and inorganic growth plans (M&A).

Company Initiatives for Sustainable Business

1. Economic Initiatives

- Implementation of Continuous Improvement and Cost Reduction Programmes (CRP) to enhance cost efficiency and productivity.
- Automation and digitalisation of production processes to improve output stability, product quality, and energy efficiency.
- Supply chain diversification and strengthening relationships with key suppliers to maintain operational resilience.
- Enhancement of quality and delivery performance through stricter quality standards and improved process control.
- Development of the aftermarket segment and expansion into export markets to support long-term growth.

2. Environmental Initiatives

- Optimisation of energy use and emission control through more measurable monitoring and improved production machine efficiency.
- Management of hazardous and non-hazardous waste based on the 3R principles (Reduce, Reuse, Recycle) and compliance with environmental regulations.
- Improvement of material efficiency through product design optimisation and reduction of production scrap.



- Pengembangan produk yang lebih tahan lama dan berkualitas guna mengurangi frekuensi penggantian dan dampak lingkungan dari penggunaan produk.
- Penggunaan teknologi dan digitalisasi lingkungan untuk memperbaiki proses pencatatan dan pelaporan kinerja lingkungan.

3. Inisiatif Sosial

- Program Keselamatan dan Kesehatan Kerja (K3) yang mencakup pelatihan rutin, audit keselamatan, dan peningkatan fasilitas keselamatan.
- Pengembangan kompetensi karyawan melalui pelatihan teknis, manajerial, dan sertifikasi berkelanjutan.
- Penyediaan lingkungan kerja yang aman, inklusif, dan bebas diskriminasi sesuai standar ketenagakerjaan yang berlaku.
- Program keterlibatan masyarakat (CSR) yang mendukung pendidikan, kesehatan, dan pemberdayaan komunitas sekitar.
- Peningkatan pelayanan dan kepuasan pelanggan melalui respons cepat, peningkatan kualitas produk, dan penguatan komunikasi.

4. Inisiatif Tata Kelola

- Penegakan prinsip Tata Kelola Perusahaan yang Baik (GCG) dalam seluruh aktivitas bisnis.
- Penerapan sistem manajemen risiko terpadu, termasuk pemantauan risiko operasional, rantai pasok, dan pasar.
- Kebijakan bisnis etis, termasuk perlindungan konsumen, *anti-fraud*, dan anti-korupsi.
- Transparansi dalam pelaporan kinerja ekonomi, sosial, dan lingkungan melalui penyusunan *Sustainability Report* berbasis standar GRI.
- Penguatan komunikasi strategis dengan pemangku kepentingan untuk membangun kepercayaan dan akuntabilitas.

- Development of more durable and higher-quality products to reduce replacement frequency and environmental impact from product usage.
- Utilisation of environmental technologies and digitalisation to enhance environmental performance recording and reporting processes.

3. Social Initiatives

- Occupational Safety and Health (OSH) programmes encompassing regular training, safety audits, and enhancement of safety facilities.
- Development of employee competencies through technical, managerial, and continuous certification programmes.
- Provision of a safe, inclusive, and non-discriminatory working environment in accordance with applicable labour standards.
- Community engagement (CSR) programmes supporting education, healthcare, and the empowerment of surrounding communities.
- Enhancement of customer service and satisfaction through prompt response, improved product quality, and strengthened communication.

4. Governance Initiatives

- Enforcement of Good Corporate Governance (GCG) principles across all business activities.
- Implementation of an integrated risk management system, including monitoring of operational, supply chain, and market risks.
- Ethical business policies, including consumer protection, anti-fraud, and anti-corruption measures.
- Transparency in reporting economic, social, and environmental performance through the preparation of Sustainability Reports based on GRI Standards.
- Strengthening strategic communication with stakeholders to build trust and accountability.

Strategi untuk Mengatasi Perubahan Iklim

Perseroan memandang perubahan iklim sebagai tantangan global yang memerlukan pendekatan strategis dan terintegrasi. Perseroan mengelola risiko perubahan iklim melalui penguatan rantai pasok, efisiensi operasional, serta penyesuaian portofolio produk terhadap tren global. Pada saat yang sama, Perseroan memanfaatkan peluang dalam peningkatan kualitas udara, efisiensi energi, serta pertumbuhan segmen *heavy-duty* dan *non-engine*. Pendekatan ini mendukung ketahanan operasional sekaligus memperkuat kontribusi Perseroan terhadap keberlanjutan lingkungan jangka panjang.

Perseroan memperkuat ketahanan bisnis dalam skenario 2°C atau di bawahnya dengan melakukan diversifikasi portofolio menuju produk rendah emisi, termasuk pengembangan filter untuk EV serta perluasan lini HVAC dan *industrial filtration*. Perseroan meningkatkan efisiensi energi melalui automasi dan modernisasi fasilitas produksi. Dari sisi rantai pasok, Perseroan menerapkan diversifikasi pemasok dan peningkatan standar keberlanjutan untuk memastikan ketersediaan bahan baku. Selain itu, alokasi CAPEX diarahkan pada teknologi efisiensi energi dan penguatan struktur biaya jangka panjang. Langkah-langkah ini memastikan Perseroan tetap adaptif dan kompetitif dalam transisi menuju ekonomi rendah karbon.

Risiko dan Peluang terkait Iklim

Perseroan menyadari bahwa perubahan iklim global berpotensi memengaruhi keberlangsungan bisnis serta rantai nilai. Perubahan iklim memberikan dampak yang signifikan terhadap struktur biaya, rencana investasi, dan model bisnis Perseroan. Risiko seperti volatilitas harga bahan baku, gangguan logistik, dan transisi teknologi mendorong Perseroan memperkuat efisiensi operasional serta ketahanan rantai pasok. Di sisi lain, peluang dari meningkatnya kebutuhan kualitas udara, efisiensi energi, dan pertumbuhan segmen *heavy-duty* serta *non-engine* menjadi katalis penting untuk pertumbuhan keuangan dan transformasi jangka panjang Perseroan.

Climate Change Strategy

The Company recognises climate change as a global challenge that requires a strategic and integrated approach. The Company manages climate-related risks through strengthening its supply chain, improving operational efficiency, and aligning its product portfolio with global trends. At the same time, the Company leverages opportunities in air quality improvement, energy efficiency, and the growth of the heavy-duty and non-engine segments. This approach supports operational resilience while reinforcing the Company's contribution to long-term environmental sustainability.

The Company enhances its business resilience under a 2°C or lower scenario by diversifying its portfolio towards low-emission products, including the development of filters for electric vehicles (EVs) and the expansion of HVAC and industrial filtration lines. The Company also improves energy efficiency through automation and the modernisation of production facilities. From a supply chain perspective, the Company implements supplier diversification and strengthens sustainability standards to ensure raw material availability. In addition, capital expenditure (CAPEX) is allocated towards energy-efficient technologies and strengthening long-term cost structures. These measures ensure that the Company remains adaptive and competitive in the transition towards a low-carbon economy.



Climate-Related Risks and Opportunities

The Company recognises that global climate change may affect business continuity and the value chain. Climate change has a significant impact on the Company's cost structure, investment plans, and business model. Risks such as raw material price volatility, logistics disruptions, and technological transitions encourage the Company to strengthen operational efficiency and supply chain resilience. On the other hand, opportunities arising from increasing demand for air quality improvement, energy efficiency, and the growth of the heavy-duty, and non-engine segments serve as key catalysts for the Company's financial growth and long-term transformation.



Selain itu, Perseroan juga melakukan identifikasi dan penilaian terhadap risiko dan peluang lainnya yang timbul akibat perubahan iklim guna mendukung ketahanan operasional dan pengambilan keputusan yang berkelanjutan. Hasil identifikasi tersebut disajikan dalam tabel berikut.

In addition, the Company identifies and assesses other climate-related risks and opportunities to support operational resilience and sustainable decision-making. The results of this assessment are presented in the following table.

RISIKO DAN PELUANG TERKAIT IKLIM Climate-Related Risks and Opportunities	DRIVER YANG DIPRIORITASKAN Key Drivers	PENJELASAN Description
 Fisik Physical	Akut Acute	Kondisi hujan/banjir yang ekstrem akibat dari perubahan iklim (juga terkait dengan tren curah hujan jangka panjang) akan dapat menghambat jalur distribusi. Extreme rainfall/flood conditions due to climate change (including long-term rainfall trends) may disrupt distribution channels.
	Kronis Chronic	Meningkatnya suhu dan panas yang ekstrem. Rising temperatures and extreme heat conditions.
 Transisi Transition	Kebijakan dan hukum Policy and Legal	Komitmen Indonesia terhadap pengurangan emisi. Adanya isu pengaplikasian pajak karbon termasuk program <i>carbon offset</i> akan mempengaruhi bisnis. Indonesia's commitment to emissions reduction, including the implementation of carbon tax and carbon offset programmes, may impact business operations.
	Teknologi Technology	Efisiensi melalui otomatisasi dan teknologi. Efficiency improvements through automation and technological advancements.
	Pasar Market	Pasar baru atau pasar yang sedang berubah, termasuk perubahan pasar di sektor solusi otomotif dan industri suku cadang. Emerging or shifting markets, including changes in the automotive solutions and spare parts industry.
	Reputasi Reputation	Reputasi perusahaan dapat turun jika bisnis tidak berjalan sesuai dengan harapan pemangku kepentingan, terutama investor yang memiliki perhatian besar pada pengelolaan risiko iklim. Corporate reputation may decline if business practices do not meet stakeholder expectations, particularly investors with strong focus on climate risk management.

Analisis Skenario Iklim

Perseroan menerapkan proses analisis skenario untuk mengidentifikasi dan menilai implikasi ketidakpastian iklim terhadap keberlangsungan bisnis. Analisis ini

Climate Scenario Analysis

The Company applies a scenario analysis process to identify and assess the implications of climate-related uncertainties on business continuity. This analysis considers

mempertimbangkan perkembangan tren global perubahan iklim, termasuk perubahan suhu permukaan bumi, konsentrasi emisi gas rumah kaca di atmosfer, serta dinamika regulasi yang relevan dengan sektor usaha Perseroan. Hasil analisis skenario menjadi dasar dalam mengintegrasikan risiko dan peluang terkait iklim ke dalam strategi keberlanjutan dan pengambilan keputusan, khususnya yang berdampak pada kondisi finansial Perseroan, sekaligus merumuskan langkah mitigasi yang tepat. Identifikasi risiko dan peluang dilakukan dalam 3 (tiga) horizon waktu, yaitu jangka pendek (1-5 tahun), menengah (5-15 tahun), dan jangka panjang (>15 tahun).

global climate change trends, including changes in surface temperature, greenhouse gas (GHG) concentrations in the atmosphere, and regulatory developments relevant to the Company's business sector. The results of the scenario analysis serve as a basis for integrating climate-related risks and opportunities into the Company's sustainability strategy and decision-making processes, particularly those affecting the Company's financial condition, while also formulating appropriate mitigation measures. Risk and opportunity identification is conducted across 3 (three) time horizons, i.e. short-term (1-5 years), medium-term (5-15 years), and long-term (>15 years).



TOPIK MATERIAL LAPORAN [GRI 3-1, 3-2]

Penetapan topik material dilakukan dengan memperhatikan dampak signifikan bagi Perseroan dan menjadi perhatian para pemangku kepentingan. Penilaian materialitas mengacu pada standar *Global Reporting Initiatives* (GRI) dengan 4 (empat) langkah utama, yaitu:

1. Memahami konteks organisasi;
2. Mengidentifikasi dampak aktual dan potensial;
3. Menilai signifikansi dampak; dan
4. Memprioritaskan dampak paling signifikan untuk pelaporan.

MATERIAL TOPICS [GRI 3-1, 3-2]

The determination of material topics is conducted by considering significant impacts on the Company and matters of concern to stakeholders. The materiality assessment refers to the *Global Reporting Initiative* (GRI) Standards and consists of 4 (four) main steps, i.e.:

1. Understanding the organisational context;
2. Identifying actual and potential impacts;
3. Assessing the significance of impacts; and
4. Prioritising the most significant impacts for reporting.



Topik material yang menjadi prioritas utama Laporan Keberlanjutan telah tersaji dalam tabel berikut.

The material topics that are prioritised in this Sustainability Report are presented in the following table.

DAFTAR TOPIK MATERIAL [GRI 3-2]
List of material topics [GRI 3-2]


No.	TOPIK MATERIAL Material Topics	ISU SIGNIFIKAN Significant Issues	DUKUNGAN PADA TPB Support for SDG
1	Kinerja Ekonomi Economic Performance	Pencapaian target produksi dan kinerja keuangan. Achievement of production targets and financial performance.	 
2	Keselamatan dan Kesehatan Kerja (K3) Occupational Safety and Health (OSH)	Keselamatan kerja, kesehatan proses, jumlah insiden, dan pencapaian target kinerja K3. Workplace safety, process safety, number of incidents, and achievement of OSH performance targets.	 
3	Energi Energy	Pengelolaan dan efisiensi energi. Energy Management and Efficiency.	
4	Emisi Emissions	Pengurangan emisi gas rumah kaca (GRK), pengukuran emisi GRK dan emisi konvensional, serta strategi mitigasi terhadap perubahan iklim. Reduction of greenhouse gas (GHG) emissions, measurement of GHG and conventional emissions, and climate change mitigation strategies.	
5	Limbah Waste	Pengelolaan limbah B3 dan non-B3. Management of hazardous and non-hazardous waste.	
6	Etika Bisnis Business Ethics	Antikorupsi, kode etik, dan praktik operasi yang adil. Anti-corruption, code of ethics, and fair operating practices.	
7	Air dan Efluen Water and Effluents	Pengurangan air, konservasi air, dan pengelolaan air limbah. Water reduction, water conservation, and wastewater management.	 

DUKUNGAN TERHADAP PENCAPAIAN TUJUAN PEMBANGUNAN BERKELANJUTAN (TPB)



Penerapan praktik keberlanjutan yang didukung oleh strategi dan kebijakan tersebut diharapkan dapat mendukung tercapainya target-target kinerja keberlanjutan, baik pada aspek ekonomi, sosial, maupun lingkungan. Tidak hanya pencapaian kinerja, Perseroan juga berupaya untuk memberikan dampak positif yang dapat berkontribusi pada pencapaian Tujuan Pembangunan Berkelanjutan (TPB).

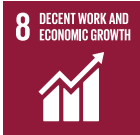
CONTRIBUTION TO THE ACHIEVEMENT OF THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The implementation of sustainability practices supported by these strategies and policies is expected to contribute to the achievement of sustainability performance targets across economic, social, and environmental aspects. Beyond performance achievements, the Company also strives to create positive impacts that contribute to the attainment of the Sustainable Development Goals (SDGs).

TUJUAN PEMBANGUNAN BERKELANJUTAN Sustainable Development Goals	TARGET TAHUNAN Annual Targets	INISIATIF DAN REALISASI Initiatives and Achievements
	<p>Penurunan tingkat kecelakaan kerja.</p> <p>Reduction in Work Accident Rate.</p>	<ul style="list-style-type: none"> • Meminta tiap unit usaha untuk membuat analisa penyebab kecelakaan kerja, serta <i>action plan</i> yang direncanakan dan sudah dilakukan sebagai tindak lanjut kecelakaan kerja yang terjadi di tahun 2025. • Memonitor implementasi tindak lanjut kecelakaan kerja di tiap unit usaha dengan melakukan verifikasi langsung setiap tindakan perbaikan dan pencegahan kecelakaan yang dilakukan di lokasi kecelakaan Unit Usaha. • Sosialisasi tindakan pencegahan dan penanganan kecelakaan kerja dengan angka kasus kecelakaan yang tinggi kepada atasan korban dan manajemen terkait di tiap unit usaha, penyelenggaraan kegiatan bekerja sama dengan pihak Klinik, dan Rumah Sakit Keluarga Kita. • Meminta Unit Usaha membuat program kerja K3 yang dapat mengurangi dan menurunkan tingkat kecelakaan kerja di Unit Usaha masing-masing. • Merumuskan dan menetapkan kategori kecelakaan kerja bersama Kepala Pabrik di setiap Unit Usaha, serta memastikan seluruh kejadian kecelakaan kerja dilaporkan dan ditindaklanjuti sesuai dengan ketentuan yang berlaku. • Melaksanakan sosialisasi mengenai tata cara penyusunan dan pelaporan <i>Hazard Identification Risk Assessment & Determination Control</i> (HIRADC) kepada para atasan di Unit Usaha dengan tingkat kecelakaan kerja yang relatif tinggi. • Menyusun dan menetapkan komitmen bersama K3L untuk menurunkan angka kecelakaan kerja hingga 50% dibandingkan tahun 2025 pada tahun 2026. <ul style="list-style-type: none"> • Requesting each Business Unit to conduct an analysis of the causes of work accidents, as well as to prepare an action plan for both planned and completed follow-up measures in response to work accidents that occurred in 2025. • Monitoring the implementation of work accident follow-up actions in each Business Unit by directly verifying all corrective and preventive measures carried out at the accident sites within the respective units. • Conducting socialisation on accident prevention and handling for cases with high accident rates to the supervisors of the affected employees and relevant management in each Business Unit, in collaboration with Klinik, and Keluarga Kita Hospital. • Requesting Business Units to develop Occupational Safety & Health (OSH) programs aimed at reducing and lowering the work accident rate within their respective units. • Formulating and establishing work accident categories together with Plant Heads in each Business Unit, while ensuring that all work accident incidents are reported and followed up in accordance with applicable regulations. • Conducting socialisation on the procedures for preparing and reporting Hazard Identification, Risk Assessment & Determination Control (HIRADC) to supervisors in Business Units with relatively high accident rates. • Developing and establishing a joint OSHL commitment to reduce the work accident rate by up to 50% compared to 2025 by 2026.






TUJUAN PEMBANGUNAN BERKELANJUTAN Sustainable Development Goals	TARGET TAHUNAN Annual Targets	INISIATIF DAN REALISASI Initiatives and Achievements
	<p>Peningkatan kompetensi serta keahlian karyawan sesuai bidang masing-masing.</p> <p>Enhancement of employee competence and skills in accordance with their respective fields.</p>	<ul style="list-style-type: none"> • Pelaksanaan internal training sesuai dengan kompetensi yang dipersyaratkan berdasarkan bagian dan jabatannya, sebanyak 330 kelas. • Pengembangan kompetensi teknis untuk personel <i>Engineering</i> dan <i>Maintenance</i> dengan pembekalan pelatihan otomasi, sebanyak 2 <i>batch</i>. • Pembekalan kompetensi teknis dan nonteknis untuk mempersiapkan <i>leader-leader</i> masa depan dengan melaksanakan ADR Future Leader (AFL) PT Selamat Sempurna Tbk & PT Dinamikajaya Bumipersada, sebanyak 1 program. • Pengembangan keahlian operator melalui program Pelatihan Teknik Operator (PTO) Basic, sebanyak 30 <i>batch</i>. • Pengembangan keahlian operator melalui program Pelatihan Teknik Operator (PTO) Multi Skill, sebanyak 11 <i>batch</i>. • Pengembangan keahlian operator baru melalui program Pelatihan Teknik Umum (PTU), sebanyak 46 <i>batch</i>. • Pengembangan keahlian karyawan dengan program beasiswa S1 Teknik Elektro sebanyak 5 orang dan Program D4 Teknik Mekatronik, sebanyak 10 orang. <ul style="list-style-type: none"> • Conducting internal training according to the required competencies for each department and position, totaling 330 classes. • Developing technical competencies for Engineering and Maintenance personnel through automation training, conducted in 2 batches. • Providing technical and non-technical competency development to prepare future leaders through the ADR Future Leader (AFL) program for PT Selamat Sempurna Tbk & PT Dinamikajaya Bumipersada, conducted in 1 program. • Enhancing operator skills through the Basic Operator Technical Training (PTO) program, conducted in 30 batches. • Enhancing operator skills through the Multi-Skill Operator Technical Training (PTO) program, conducted in 11 batches. • Developing skills of new operators through the General Technical Training (PTU) program, conducted in 46 batches. • Developing employee competencies through the scholarship program for a Bachelor's degree in Electrical Engineering for 5 employees and a Diploma 4 in Mechatronic Engineering for 10 employees.
	<p>Pemakaian air secara bijak.</p> <p>Responsible water usage.</p>	<ul style="list-style-type: none"> • Pemakaian air di Perseroan selama tahun 2025 sebesar 7.300 m³. • Pemakaian air dipantau melalui sasaran lingkungan. <ul style="list-style-type: none"> • The Company's water consumption in 2025 amounted to 7,300 m³. • Water usage is monitored through environmental targets.

TUJUAN PEMBANGUNAN BERKELANJUTAN Sustainable Development Goals	TARGET TAHUNAN Annual Targets	INISIATIF DAN REALISASI Initiatives and Achievements
	<p>Intensitas energi diukur dalam hal energi primer (Indikator 7.3.1).</p> <p>Energy intensity is measured in terms of primary energy (Indicator 7.3.1).</p>	<p>Energi primer yang digunakan oleh Perusahaan yaitu penggunaan gas. Intensitas energi primer di tahun 2025 sebesar 0,00039 MMBTU/Unit.</p> <p>The primary energy used by the Company is gas. The primary energy intensity in 2025 amounted to 0.00039 MMBTU/unit.</p>
	<ul style="list-style-type: none"> • Peningkatan produktivitas operasional dan keuangan Perseroan. • Perekrutan masyarakat lokal untuk menjadi karyawan. • Pelaksanaan kerja sama dengan pemasok lokal untuk mendukung aktivitas operasional. • Enhancement of the Company's operational and financial productivity. • Recruitment of local communities as employees. • Implementation of collaboration with local suppliers to support operational activities. 	<ul style="list-style-type: none"> • Perseroan melaksanakan otomatisasi secara bertahap guna tercapainya peningkatan produktivitas operasional yang akan terefleksi pada profitabilitas Laporan Keuangan. • Penyerapan 357 orang masyarakat sekitar lokasi pabrik di Indonesia, dengan total 100% tenaga kerja lokal yang bekerja di Perseroan dan Entitas Anak. • Pelaksanaan MDP dan PTO yang mendorong rekrutmen tenaga kerja lokal, sehingga secara tidak langsung dapat membantu pertumbuhan ekonomi lokal dengan menyediakan lapangan pekerjaan yang layak di Perseroan. • Perseroan mendahulukan pemasok lokal untuk memenuhi kebutuhan rantai pasokan, dengan persentase perbandingan antara pemasok lokal (nasional) dan pemasok internasional sebesar 92,07% : 7,93% di tahun 2025. • The Company gradually implements automation to achieve operational productivity improvements, which are reflected in the profitability reported in the Financial Statements. • Absorption of 357 people from communities surrounding the Company's manufacturing sites in Indonesia, with a total of 100% local workforce employed by the Company and its Subsidiaries. • Implementation of MDP and PTO programs that promote the recruitment of local workforce, thereby indirectly supporting local economic growth by providing decent employment within the Company. • The Company prioritizes local suppliers to meet supply chain needs, with a ratio of local (national) to international suppliers of 92.07% : 7.93% in 2025.



Strategi Keberlanjutan & Dukungan pada Tujuan Pembangunan Berkelanjutan (TPB)

Sustainability Strategy & Support for The Sustainable Development Goals (SDGs)

TUJUAN PEMBANGUNAN BERKELANJUTAN Sustainable Development Goals	TARGET TAHUNAN Annual Targets	INISIATIF DAN REALISASI Initiatives and Achievements
	<p>Jumlah emisi gas rumah kaca (GRK) per tahun (Indikator 13.2.2).</p> <p>Annual greenhouse gas (GHG) emissions (Indicator 13.2.2).</p>	<p>Hasil perhitungan Gas Rumah Kaca (GRK) di tahun 2025 yaitu sebesar 8.505,34 ton CO₂eq.</p> <p>The greenhouse gas (GHG) calculation for 2025 amounted to 8,505.34 tons CO₂eq.</p>
	<p>Mempertahankan etika bisnis yang kuat dan mengurangi korupsi dan suap dalam segala bentuknya.</p> <p>Maintaining strong business ethics and minimizing corruption and bribery in all its forms.</p>	<p>Hasil pengukuran GCG berdasarkan standar ASEAN Corporate Governance Scorecard (ACGS) oleh Indonesian Institute for Corporate Directorship (IICD), Skor ACGS Perseroan adalah:</p> <p>2025: 100,17 (Predikat Leadership in Corporate Governance) 2024: 98,29 (Predikat Very Good) 2023: 95,14 (Predikat Very Good) 2022: 91,81 (Predikat Very Good)</p> <p>The GCG assessment based on the ASEAN Corporate Governance Scorecard (ACGS) standard by Indonesian Institute for Corporate Directorship (IICD), shows the Company's ACGS scores as follows:</p> <p>2025: 100.17 (Predicate Leadership in Corporate Governance) 2024: 98.29 (Predicate Very Good) 2023: 95.14 (Predicate Very Good) 2022: 91.81 (Predicate Very Good)</p>
	<p>Berkontribusi pada pembangunan nasional melalui pembayaran pajak.</p> <p>Contributing to national development through tax payments.</p>	<p>Pada tahun 2025, Perseroan membayar Pajak Badan kepada Pemerintah sebesar Rp 59,23 miliar.</p> <p>In 2025, the Company paid Corporate Income Tax to the Government amounting to IDR 59.23 billion.</p>





TENTANG LAPORAN KEBERLANJUTAN

About Sustainability Report

- 32** **Pedoman Penyusunan Laporan**
Reporting Guidelines
- 33** **Periode Laporan**
Reporting Period
- 33** **Sumber Data Laporan**
Data Sources
- 34** **Verifikasi Pihak Independen**
Independent Verification
- 34** **Tanggapan Manajemen atas Umpan Balik
dari Laporan Sebelumnya**
Management's Response to Feedback from
the Previous Report
- 35** **Kontak Terkait Laporan**
Contact for This Report





01

TENTANG LAPORAN KEBERLANJUTAN

ABOUT SUSTAINABILITY REPORT



PT Selamat Sempurna Tbk (“Perseroan”) menerbitkan Laporan Keberlanjutan Tahun 2025 sebagai wujud komitmen Perseroan dalam menerapkan prinsip keberlanjutan dan meningkatkan transparansi atas kinerja ekonomi, lingkungan, sosial, dan tata kelola. Laporan ini menyajikan pendekatan, capaian, serta tantangan Perseroan dalam menciptakan nilai jangka panjang bagi para pemangku kepentingan, sekaligus mendukung ketahanan usaha dan pertumbuhan bisnis yang berkelanjutan.

PEDOMAN PENYUSUNAN LAPORAN

Laporan Keberlanjutan Tahun 2025 disusun dengan mengacu pada Standar Global Reporting Initiative (GRI) 2021 serta Pedoman Teknis Penyusunan Laporan Keberlanjutan sebagaimana diatur dalam Surat Edaran Otoritas Jasa Keuangan (SEOJK) No. 16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik, sebagai pelaksanaan dari Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017 mengenai Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. Pedoman ini digunakan untuk memastikan bahwa pengungkapan informasi keberlanjutan dilakukan secara relevan, konsisten, dan dapat dibandingkan oleh para pemangku kepentingan.

PT Selamat Sempurna Tbk (the “Company”) publishes its 2025 Sustainability Report as a reflection of the Company’s commitment to implementing sustainability principles and enhancing transparency in its economic, environmental, social, and governance performance. This report presents the Company’s approach, achievements, and challenges in creating long-term value for its stakeholders, while supporting business resilience and sustainable growth.

REPORTING GUIDELINES

The 2025 Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021 and the Technical Guidelines for the Preparation of Sustainability Reports as stipulated in the Financial Services Authority Circular Letter (SEOJK) No. 16/SEOJK.04/2021 concerning the Form and Content of Annual Reports of Issuers or Public Companies, as an implementation of Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 regarding the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies. These guidelines are applied to ensure that sustainability disclosures are presented in a relevant, consistent, and comparable manner for stakeholders.



PERIODE LAPORAN [GRI 2-3]

Laporan Keberlanjutan ini menyajikan kinerja keberlanjutan Perseroan untuk periode 1 Januari 2025 hingga 31 Desember 2025 dan diterbitkan secara berkala setiap tahun. Data kuantitatif yang diungkapkan disajikan secara komparatif dengan dua periode sebelumnya guna memberikan gambaran perkembangan kinerja Perseroan dari waktu ke waktu. Laporan ini disampaikan kepada Bursa Efek Indonesia (BEI) dan Otoritas Jasa Keuangan (OJK) melalui sistem pelaporan elektronik terintegrasi bagi Emiten dan Perusahaan Publik, serta dapat diakses oleh pemangku kepentingan melalui situs web resmi Perseroan (www.smsm.co.id).

SUMBER DATA LAPORAN [GRI 2-2, 2-4]

Laporan Keberlanjutan ini disusun berdasarkan data dan informasi kinerja keberlanjutan Perseroan yang bersumber dari kegiatan operasional Perseroan, termasuk 5 (lima)

REPORTING PERIOD [GRI 2-3]

This Sustainability Report presents the Company's sustainability performance for the period from 1 January 2025 to 31 December 2025 and is published on an annual basis. Quantitative data disclosed in this report are presented on a comparative basis with the two preceding periods to provide an overview of the Company's performance trends over time. This report is submitted to the Indonesia Stock Exchange (IDX) and the Financial Services Authority (OJK) through the integrated electronic reporting system for Issuers and Public Companies, and is accessible to stakeholders via the Company's official website (www.smsm.co.id).

DATA SOURCES [GRI 2-2, 2-4]

This Sustainability Report has been prepared based on data and information on the Company's sustainability performance derived from its operational activities,



entitas anak, yaitu PT Panata Jaya Mandiri, PT Hydraxle Perkasa, PT Prapat Tunggal Cipta, Bradke Synergies Sdn. Bhd., dan Sure Filter (Thailand) Co., Ltd., serta 2 (dua) entitas asosiasi, yaitu PT POSCO Indonesia Jakarta Processing Center dan PT Tokyo Radiator Selamat Sempurna, baik yang beroperasi di Indonesia maupun di luar negeri. Data kinerja ekonomi dan sumber daya manusia yang disajikan bersifat konsolidasi, sedangkan data lainnya berasal dari kantor pusat dan area produksi di Jakarta dan Tangerang. Data dan informasi pada topik-topik tertentu dapat berbeda dengan tetap menyesuaikan relevansi, signifikansi, dan ketersediaan data. Terdapat perubahan maupun pernyataan kembali atas data dan informasi yang diungkapkan dalam Laporan Keberlanjutan 2025.

VERIFIKASI PIHAK INDEPENDEN [GRI 2-5]

Hingga periode pelaporan 2025, Perseroan belum melakukan penjaminan (*external assurance*) atau verifikasi eksternal oleh pihak independen atas isi Laporan Keberlanjutan ini. Namun, sejalan dengan komitmen kami terhadap praktik Tata Kelola Perusahaan yang Baik (GCG) yang diakui melalui predikat "Leadership in Corporate Governance", Perseroan menjamin integritas data melalui mekanisme kendali internal yang ketat. Seluruh informasi yang disajikan telah melalui proses pengumpulan sistematis, validasi bertingkat oleh unit kerja terkait, serta penelaahan akhir oleh Direksi untuk memastikan keandalan dan akurasi pengungkapan bagi seluruh pemangku kepentingan.

Perseroan terus mengevaluasi rencana pelibatan pihak independen di masa mendatang guna memperkuat kredibilitas laporan sesuai standar global.

TANGGAPAN MANAJEMEN ATAS UMPAN BALIK DARI LAPORAN SEBELUMNYA

Sepanjang periode pelaporan, Perseroan tidak menerima umpan balik dari pemangku kepentingan maupun pihak eksternal terkait Laporan Keberlanjutan periode sebelumnya. Meskipun demikian, Perseroan senantiasa terbuka terhadap setiap masukan dan penilaian sebagai bagian dari upaya evaluasi berkelanjutan, serta berkomitmen untuk terus meningkatkan kualitas pengungkapan dan kinerja keberlanjutan pada periode pelaporan berikutnya.

including 5 (five) subsidiaries, i.e. PT Panata Jaya Mandiri, PT Hydraxle Perkasa, PT Prapat Tunggal Cipta, Bradke Synergies Sdn. Bhd., and Sure Filter (Thailand) Co., Ltd., as well as 2 (two) associated entities, i.e. PT POSCO Indonesia Jakarta Processing Center and PT Tokyo Radiator Selamat Sempurna, operating both in Indonesia and abroad. The economic and human resources performance data presented are on a consolidated basis, while other data are derived from the head office and production areas in Jakarta and Tangerang. Data and information on certain topics may vary, taking into account their relevance, significance, and data availability. There have been changes and/or restatements to certain data and information disclosed in this 2025 Sustainability Report.

INDEPENDENT VERIFICATION [GRI 2-5]

For the 2025 reporting period, the Company has not yet obtained independent external assurance or verification for the contents of this Sustainability Report. Nevertheless, in alignment with our commitment to Good Corporate Governance (GCG) as reflected in our "Leadership in Corporate Governance" designation, the Company maintains high standards of data integrity through rigorous internal control mechanisms. All disclosed information has undergone a systematic process of collection, multi-layered validation by relevant units, and final review by the Board of Directors to ensure reliability and accuracy for all stakeholders.

The Company remains committed to evaluating the implementation of external assurance in future periods to further enhance global reporting credibility.

MANAGEMENT'S RESPONSE TO FEEDBACK FROM THE PREVIOUS REPORT

During the reporting period, the Company did not receive any feedback from stakeholders or external parties regarding the previous Sustainability Report. Nevertheless, the Company remains open to any input and assessments as part of its continuous evaluation efforts, and is committed to further enhancing the quality of its disclosures and sustainability performance in future reporting periods.

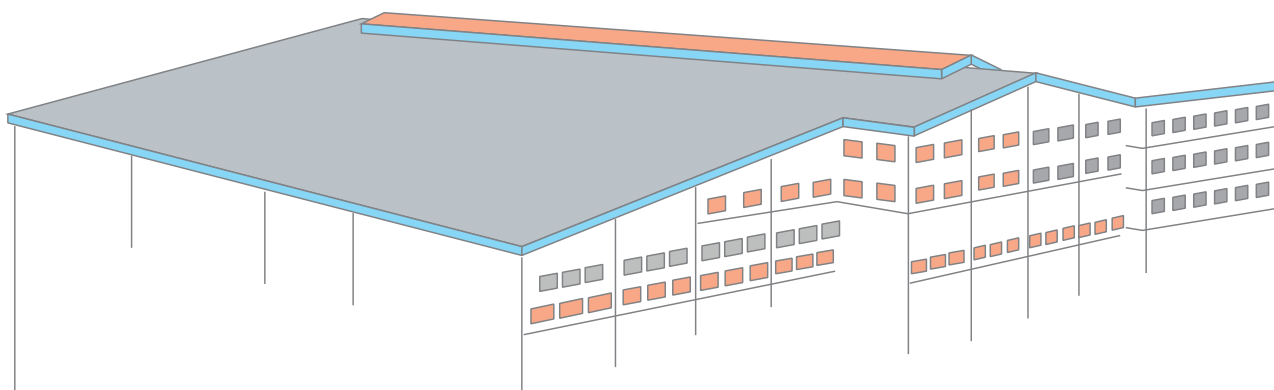
KONTAK TERKAIT LAPORAN [GRI 2-3]

Para pemangku kepentingan dapat menghubungi Perseroan apabila memerlukan informasi lebih lanjut atau pertanyaan tentang Laporan ini kepada:

CONTACT FOR THIS REPORT [GRI 2-3]

Stakeholders may contact the Company should they require further information or have any inquiries regarding this Report at:

CORPORATE SECRETARY & INVESTOR RELATIONS



PT SELAMAT SEMPURNA Tbk

MANUFACTURER OF AUTOMOTIVE PARTS
MEMBER OF ADR GROUP - AUTOMOTIVE DIVISION

PT Selamat Sempurna Tbk

ADR Tower, Lantai 20 | ADR Tower, 20th Floor

Jl. Pantai Indah Kapuk Boulevard | Pantai Indah Kapuk St Boulevard

Kamal Muara, Penjaringan | Kamal Muara, Penjaringan

Jakarta Utara 14470, Indonesia | North Jakarta 14470, Indonesia

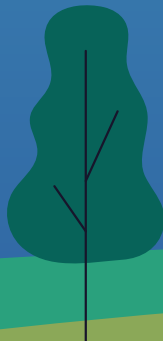
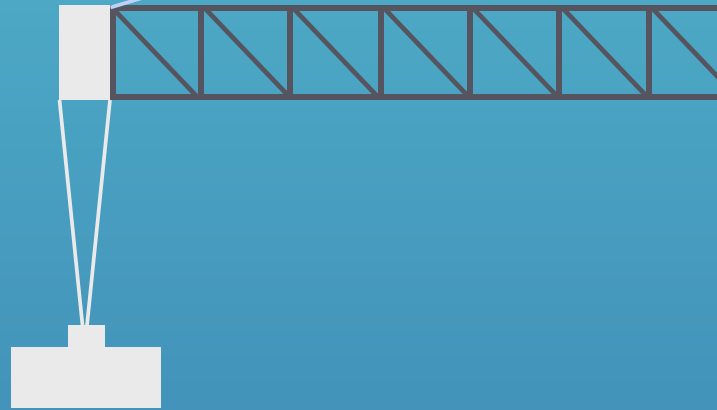
Surel: corporate@adr-group.com | Email: corporate@adr-group.com



TENTANG PERSEROAN

About The Company

- 38** **Profil Perseroan**
Company Profile
- 41** **Visi, Misi, dan Nilai Perseroan**
Vision, Mission, and Corporate Values
- 42** **Perubahan Signifikan**
Significant Changes
- 43** **Keanggotaan pada Asosiasi**
Membership in Associations
- 44** **Sertifikasi dan Akreditasi**
Certifications and Accreditations
- 45** **Penghargaan**
Awards
- 48** **Peristiwa Penting terkait Keberlanjutan**
Key Sustainability Events







02

TENTANG PERSEROAN

ABOUT THE COMPANY



PROFIL PERSEROAN [GRI 2-1]

PT Selamat Sempurna Tbk (kode ticker: SMSM) didirikan di Indonesia pada tanggal 19 Januari 1976 berdasarkan akta Notaris Ridwan Suselo, S.H., No. 207 dan memulai kegiatan operasi komersialnya sejak tahun 1980. Perseroan telah berstatus sebagai perusahaan publik sejak tahun 1996 dan tercatat di Bursa Efek Indonesia. Kantor Pusat Perseroan berlokasi di Jakarta Utara dan memiliki fasilitas produksi yang berlokasi di Jakarta Barat dan Tangerang.

Perseroan memproduksi dan menjual *filter, radiator, oil coolers, condensers, fuel tanks, exhaust systems, dan press parts*. Sudah lebih dari 50 tahun Perseroan memberikan solusi otomotif dan pengadaan suku cadang untuk pelanggan *Original Equipment Manufacturer (OEM), Original Equipment Supplier (OES), serta aftermarket*. Adapun merek dagang Perseroan, yaitu SAKURA Filter dan ADR Radiator, yang telah terdaftar di lebih dari 130 negara dan telah diekspor ke lebih dari 125 negara di seluruh dunia.

Hingga akhir tahun pelaporan, Perseroan memiliki 5 (lima) entitas anak dan 2 (dua) entitas asosiasi, serta bekerja sama dengan perusahaan internasional melalui perjanjian bantuan teknik dan lisensi. PT Adrindo Interperkasa merupakan entitas induk terakhir dari Perseroan. [GRI 2-2]

COMPANY PROFILE [GRI 2-1]

PT Selamat Sempurna Tbk (ticker code: SMSM) was established in Indonesia on January 19, 1976, based on Notarial Deed No. 207 by Ridwan Suselo, S.H., and commenced its commercial operations in 1980. The Company has been a publicly listed entity since 1996 and is registered on the Indonesia Stock Exchange. The Company's Head Office is located in North Jakarta, with production facilities situated in West Jakarta and Tangerang.

The Company manufactures and sells filters, radiators, oil coolers, condensers, fuel tanks, exhaust systems, and press parts. For more than 50 years, the Company has provided automotive solutions and spare parts for Original Equipment Manufacturer (OEM) customers, Original Equipment Supplier (OES), and the aftermarket. The Company's trademarks, SAKURA Filter and ADR Radiator, are registered in over 130 countries and exported to more than 125 countries worldwide.

By the end of the reporting year, the Company has 5 (five) subsidiaries and 2 (two) associates, and collaborates with international companies through technical assistance and licensing agreements. PT Adrindo Interperkasa is the ultimate parent entity of the Company. [GRI 2-2]

Tujuan utama Perseroan adalah menyediakan produk filtrasi serta komponen otomotif dan industrial yang berkualitas, andal, dan berdayasaing global untuk mendukung performa pelanggan dan menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan. Tujuan ini sejalan dengan prinsip keberlanjutan karena Perseroan berkomitmen menjalankan operasional yang efisien, bertanggung jawab terhadap lingkungan, menjaga keselamatan, dan kesejahteraan karyawan, serta memperkuat tata kelola perusahaan. Melalui praktik bisnis yang transparan, efisiensi proses, dan manajemen rantai pasok yang bertanggung jawab, Perseroan memastikan bahwa pertumbuhan usaha dicapai secara berkelanjutan dan memberikan manfaat bagi lingkungan serta masyarakat.

The Company's primary objective is to provide high-quality, reliable, and globally competitive filtration products as well as automotive, and industrial components to support customer performance and create long-term value for all stakeholders. This objective aligns with sustainability principles, as the Company is committed to conducting operations efficiently, responsibly managing environmental impacts, safeguarding employee safety, and well-being, and strengthening corporate governance. Through transparent business practices, process efficiency, and responsible supply chain management, the Company ensures sustainable business growth that benefits both the environment and society.



Nama Perusahaan

Company Name

PT Selamat Sempurna Tbk



Kode Saham

Ticker Code

SMSM



Tanggal Pendirian

Date of Establishment

19 Januari 1976



Penjelasan singkat mengenai produk, layanan, dan kegiatan usaha yang dijalankan [OJK C.4]

Brief description of the products, services, and business activities conducted [OJK C.4]

Dalam kegiatan usahanya, Perseroan bergerak di bidang industri suku cadang dan aksesoris untuk kendaraan bermotor roda empat atau lebih. Perseroan memproduksi dan menjual berbagai komponen otomotif, antara lain penyaring, radiator, alat pengangkat, dan komponen kendaraan yang meliputi pembuatan karoseri, *dump truck*, tangki, *box*, *trailer*, dan *dump hoist*, serta produk komponen otomotif lainnya seperti tangki bahan bakar, knalpot, dan pipa rem.

In its business activities, the Company engages in the spareparts and accessories industry for four or more wheeled vehicles. The Company produces and sells a variety of automotive components, including filters, radiators, hydraulic, and automotive components, such as body maker, dump truck, tank, box, trailer, and dump hoist, as well as other automotive component products such as fuel tanks, mufflers, and brake pipe.



Alamat Kantor Pusat [OJK C.2]

Head Office Address [OJK C.2]

Informasi perpindahan alamat kantor pusat per 26 Januari 2026:

Information on the change of the Head Office address as of 26 January 2026:

ADR Tower, 20th Floor
 Jl. Pantai Indah Kapuk Boulevard
 Kamal Muara, Penjaringan
 North Jakarta 14470, Indonesia
 Telp : +62 21 3951 8888 (Hunting)
 Fax : +62 21 3951 8880



Alamat surat elektronik (e-mail)

Email Address

corporate@adr-group.com

Situs Web | Website

www.smsm.co.id



Alamat Pabrik Filter, DII

Addresses of Filter Plant and Other Facilities

Kompleks Industri ADR
 Jl. Raya Curug No. 88 Kadu Jaya,
 Kadu Jaya, Curug, Tangerang, Banten, 15810
 Telp : +62 21 598 4388



Alamat Pabrik Radiator

Address of the Radiator Plant

Jl. Kapuk Kamal, 88, Kamal Muara, Penjaringan
 North Jakarta 14470, Indonesia
 Telp : +62 21 555 5888
 +62 21 555 1646



Tentang Perseroan

About the Company



Negara Tempat Operasi

Countries of Operation

Indonesia, Malaysia,
Australia & Thailand.



Sifat Kepemilikan dan Badan Hukum

Ownership Status and Legal Entity

Perusahaan Terbuka
Public Company



Pasar yang dilayani

Markets Served

Lokasi

Location

Dalam Negeri | Domestic
(Indonesia)

Luar Negeri | Overseas
(Asia, Amerika, Eropa, Australia & Afrika)

Sektor

Sector

Barang Konsumen Non-Primer
Consumer Cyclical

Subsektor

Subsector

Otomotif & Komponen Otomotif
Automobiles & Components

Industri

Industry

Komponen Otomotif
Auto Components

Jenis Pelanggan

Customer Types

Korporasi, Individu & Distribusi
Corporate, Individual & Distributors



Skala Organisasi (per 31 Desember 2025)

Organizational Scale
(as of 31 December 2025)

Jumlah Total Karyawan

Total Number of Employees

5.286 Orang
5,286 Employees

Jumlah Total Operasi

Total Number of Operations

4 Negara | Countries

Penjualan Bersih

Net Sales

Rp 5.338,79 Miliar
IDR 5,338.79 Billion

Posisi Keuangan

Financial Position

Aset : Rp 5.163,20 Miliar
Assets : IDR 5,163.20 Billion

Liabilitas : Rp 856,41 Miliar
Liabilities : IDR 856.41 Billion

Ekuitas : Rp 4.306,79 Miliar
Equity : IDR 4,306.79 Billion

Jenis Produk dan Jasa yang Disediakan

Types of Products and
Services Provided

Filter & Radiator



Kepemilikan Saham

Share Ownership

PT Adrindo Intiperkasa

50.54%

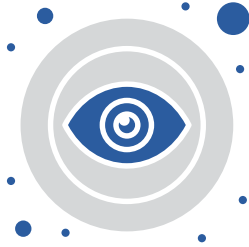
Masyarakat* Public*

49.46%

*) Masing-masing dengan kepemilikan di bawah 5%.
Each with ownership interest below 5%.

VISI, MISI, DAN NILAI PERSEROAN [OJK C.1]

VISION, MISSION, AND CORPORATE VALUES [OJK C.1]



VISI Vision

Menjadi perusahaan kelas dunia dalam industri komponen otomotif.

To become a world class company in the automotive components industry.

MISI Mission

Peningkatan berkesinambungan dalam memenuhi semua persyaratan melalui kecemerlangan dalam proses transformasi.

Continuous improvement in meeting all requirements through excellence in transformation processes.



NILAI PERSEROAN Corporate Values



Berkembang bersama stakeholders.

Growing together with stakeholders.



Berjuang menjadi yang terbaik.

Striving to be the best.



Saling menghargai sebagai anggota tim.

Respecting one another as team members.



Tanggap terhadap perubahan.

Being responsive to change.



SKALA PERSEROAN [OJK C.3]

Company Scale [OJK C.3]

KETERANGAN Description	SATUAN Unit	2025	2024	2023
Jumlah Aset Total Assets	Miliar (Rp) Billions (IDR)	5,163.20	4,963.94	4,588.82
Kapitalisasi: Capital Structure: Liabilitas Liabilities Ekuitas Equity		856.41 4,306.79	1,037.92 3,926.02	947.28 3,641.54
Jumlah Karyawan ^{*)} Total of Employees ^{*)}	Orang Persons	5,286	5,558	5,684
Jumlah Wilayah Operasi Total of Operational Areas	Negara Countries	4	4	4
Jumlah Fasilitas Produksi Total of Production Facilities	Unit	3	3	3
Kapasitas Produksi Produk: Production Capacity by Product:		110,400,000 1,950,000 10,000	110,400,000 1,950,000 10,000	110,400,000 1,950,000 10,000
Penyaring Filter				
Radiator Radiator Karoseri Body maker				
Cakupan Pasar Aktif Active Market Coverage	Negara Countries	77	79	80

Catatan | Note:

^{*)} Data tahun 2024 dinyatakan kembali.
The 2024 data has been restated.

PERUBAHAN SIGNIFIKAN [OJK C.6]

Sepanjang tahun 2025, Perseroan melalui entitas anak, Sure Filter (Thailand) Co., Ltd., melakukan peningkatan modal ditempatkan dan disetor. Langkah ini bertujuan untuk mendukung ekspansi bisnis serta memperkuat kapasitas entitas anak sebagai distributor tunggal Perseroan di wilayah Thailand. Dalam kegiatan ini, Perseroan menambah penyertaan sahamnya sebanyak 66.000 lembar saham senilai THB 6.600.000 dari total 374.000 lembar saham (THB 37.400.000), sehingga kepemilikan Perseroan meningkat menjadi 440.000 lembar saham senilai THB 44.000.000.

SIGNIFICANT CHANGES [OJK C.6]

During 2025, the Company, through its subsidiary Sure Filter (Thailand) Co., Ltd., increased its paid-up capital. This initiative was intended to support business expansion and strengthen the subsidiary's capacity as the Company's sole distributor in Thailand. In this transaction, the Company acquired an additional 66,000 shares, amounting to THB 6,600,000, out of a total of 374,000 shares (THB 37,400,000), thereby increasing its total shareholding to 440,000 shares, valued at THB 44,000,000.

KEANGGOTAAN PADA ASOSIASI

[GRI 2-28] [OJK C.5]



Anggota Asosiasi Perusahaan Fasilitas Kemudahan Impor Tujuan Ekspor (KITE)

Member of the Association of Companies Benefiting from the Export Destination Import Facility (KITE)



Anggota Gabungan Industri Alat Mobil dan Motor (GIAMM)

Member of the Automotive and Motorcycle Equipment Industry Association (GIAMM)



Anggota Asosiasi Emiten Indonesia (AEI)

Member of the Indonesian Issuers Association (AEI)



Anggota Isuzu Supply Chain Partners (ISCP)

Member of Isuzu Supply Chain Partners (ISCP)

MEMBERSHIP IN ASSOCIATIONS

[GRI 2-28] [OJK C.5]



Anggota Asosiasi Perusahaan Jalur Prioritas (APJP)

Member of the Priority Line Company Association (APJP)



Anggota Kamar Dagang dan Industri Indonesia (KADIN)

Member of the Indonesian Chamber of Commerce and Industry (KADIN)



Anggota Indonesian Corporate Secretary Association (ICOSA)

Member of the Indonesian Corporate Secretary Association (ICOSA)



Anggota Hino Indonesia Manufacturing Club (HIMC)

Member of the Hino Indonesia Manufacturing Club (HIMC)



SERTIFIKASI DAN AKREDITASI

Perseroan telah berpedoman pada standar nasional dan internasional dalam menjalankan operasionalnya. Hal ini untuk memastikan terjaminnya kualitas dari produk yang dihasilkan. Berikut sertifikasi dan akreditasi yang dimiliki Perseroan hingga akhir tahun 2025:

CERTIFICATIONS AND ACCREDITATIONS

The Company has adhered to both national and international standards in conducting its operations. This is to ensure the quality of the products it produces. The following certifications and accreditations were held by the Company as of the end of 2025:

NAMA SERTIFIKAT Certificate Name	LEMBAGA/PERUSAHAAN YANG MEMBERIKAN SERTIFIKAT Issuing Institution/Company	PENERIMA SERTIFIKAT Certificate Holder	MASA BERLAKU SERTIFIKAT Certificate Validity Period
IATF 16949:2016 Kualitas Quality	TUV SUD Management Service GmbH	PT Selamat Sempurna Tbk	2024 - 2027
		PT Panata Jaya Mandiri	2024 - 2027
	DQS GmbH	PT Tokyo Radiator Selamat Sempurna	2023 - 2026
ISO 14001:2015 Lingkungan Environmental	TUV SUD	PT Selamat Sempurna Tbk	2024 - 2028
		PT Panata Jaya Mandiri	2024 - 2028
		PT Hydraxle Perkasa	2024 - 2027
		PT Tokyo Radiator Selamat Sempurna	2024 - 2027
	GERMAN CERT Environmental Management System	PT POSCO Indonesia Jakarta Processing Center	2022 - 2025
ISO/IEC 17025:2017 Kualitas Quality	KAN Komite Akreditasi Nasional National Accreditation Committee	PT Selamat Sempurna Tbk	2024 - 2029
ISO 9001:2015 Kualitas Quality	SGS United Kingdom Ltd	PT Prapat Tunggal Cipta	2025 - 2028
		PT Prima Honeycomb International	2026 - 2029
		PT Dinamikajaya Bumipersada	2024 - 2027
	DQS GmbH	PT Hydraxle Perkasa	2023 - 2026
		PT Rubberindo Unggul Perkasa	2026 - 2029
		PT Tokyo Radiator Selamat Sempurna	2023 - 2026
	GERMAN CERT Environmental Management System	PT POSCO Indonesia Jakarta Processing Center	2022 - 2025
AEO - Authorized Economic Operator	Kementerian Keuangan Republik Indonesia Direktorat Jenderal Bea dan Cukai Ministry of Finance of the Republic of Indonesia, Directorate General of Customs and Excise	PT Selamat Sempurna Tbk	2023 - 2028
		PT Panata Jaya Mandiri	2021 - 2026

PENGHARGAAN

Perseroan menerima apresiasi dan penghargaan atas penerapan tata kelola yang baik sepanjang tahun 2025, yaitu:

AWARDS

The Company received recognition and awards for the implementation of good corporate governance throughout 2025, i.e.:



24 Februari 2025 24 February 2025

PT Tokyo Radiator Selamat Sempurna, entitas asosiasi Perseroan, dianugerahi penghargaan "Excellent Cost-Efficiency Effort in 2024" oleh PT Isuzu Astra Motor Indonesia.

PT Tokyo Radiator Selamat Sempurna, an associate of the Company, has been awarded the "Excellent Cost-Efficiency Effort in 2024" by PT Isuzu Astra Motor Indonesia.



24 Februari 2025 24 February 2025

PT Tokyo Radiator Selamat Sempurna, entitas asosiasi Perseroan, dianugerahi penghargaan "Excellent OEM Delivery Performance in 2024" oleh PT Isuzu Astra Motor Indonesia.

PT Tokyo Radiator Selamat Sempurna, an associate of the Company, has been awarded the "Excellent OEM Delivery Performance in 2024" by PT Isuzu Astra Motor Indonesia.



24 Februari 2025 24 February 2025

PT Panata Jaya Mandiri, entitas anak Perseroan, dianugerahi penghargaan "Consecutive Award (for the Consistent Best OES Delivery Performance 3 Years in a Row)" dan "Excellent OES Delivery Performance in 2024" oleh PT Isuzu Astra Motor Indonesia.

PT Panata Jaya Mandiri, a subsidiary of the Company, has been awarded the "Consecutive Award (for the Consistent Best OES Delivery Performance 3 Years in a Row)" and "Excellent OES Delivery Performance in 2024" by PT Isuzu Astra Motor Indonesia.



10 April 2025 10 April 2025

"Excellent Supplier FY2024" untuk kategori Stamping Part dari PT Yanmar Diesel Indonesia.

"Excellent Supplier FY2024" for the Stamping Part category from PT Yanmar Diesel Indonesia.



25 April 2025 25 April 2025

"Appreciation of Delivery - 2024" dari PT Hino Motors Manufacturing Indonesia.

"Appreciation of Delivery - 2024" from PT Hino Motors Manufacturing Indonesia.



29 April 2025 29 April 2025

"The Best Vendor Contribution and Performance 4W" dari PT Suzuki Indomobil Sales.

"The Best Vendor Contribution and Performance 4W" from PT Suzuki Indomobil Sales.



27 Mei 2025 27 May 2025

"The Best Sectors Investortrust Companies 2025 (Sektor Barang Konsumen Non-Primer)" oleh Investortrust.id.

"The Best Sectors Investortrust Companies 2025 (Consumer Cyclical Sector)" by Investortrust.id.



30 Juni 2025 30 June 2025

Penghargaan Bisnis Indonesia Award (BIA) 2025 "Resilience Towards Uncertainty" sebagai Emiten Terbaik Sektor Otomotif dan Komponen.

The Bisnis Indonesia Award (BIA) 2025 "Resilience Towards Uncertainty" as the Best Listed Company in the Automotive and Components Sector.



15 September 2025 15 September 2025

Penghargaan untuk kategori “Best Overall” dan “Top 50 Mid Capitalization Public Listed Company” pada acara “The 16th Corporate Governance Conference & Award 2025” yang diselenggarakan oleh Indonesian Institute for Corporate Directorship (IICD).

Awards in the categories of “Best Overall” and “Top 50 Mid Capitalization Public Listed Company” at “The 16th Corporate Governance Conference & Award 2025” organized by the Indonesian Institute for Corporate Directorship (IICD).



7 Oktober 2025 7 October 2025

PT Mangatur Dharma, entitas anak PT Prapat Tunggal Cipta - PT Selamat Sempurna Tbk, meraih penghargaan sebagai “Penyedia Barang dan Manufaktur Terbaik” pada acara Vendor Gathering 2025 yang diselenggarakan oleh PT PLN Indonesia Power UBP GRATI.

PT Mangatur Dharma, a subsidiary of PT Prapat Tunggal Cipta - PT Selamat Sempurna Tbk, received the “Best Goods and Manufacturing Provider” award at the Vendor Gathering 2025 organized by PT PLN Indonesia Power UBP GRATI.



28 Oktober 2025 28 October 2025

PT Tokyo Radiator Selamat Sempurna, entitas asosiasi Perseroan, menerima penghargaan dari Pemerintah Kota Yogyakarta atas partisipasinya dalam memberikan pendampingan dan pemberdayaan usaha berkelanjutan untuk Industri Kecil Menengah “IKM”.

PT Tokyo Radiator Selamat Sempurna, an associate entity of the Company, received an award from the Yogyakarta City Government for its participation in mentoring and sustainable empowerment programs for Small and Medium Industries “IKM”.



2 Desember 2025 2 December 2025

PT Tokyo Radiator Selamat Sempurna, entitas asosiasi Perseroan, menerima penghargaan “Link and Match 2025” dari Kementerian Perindustrian Republik Indonesia atas kontribusi perusahaan dalam memperkuat kemitraan antara Industri Besar dan IKM, serta dukungan berkelanjutan terhadap pengembangan inovasi dan teknologi lokal untuk mendukung program substitusi impor.

PT Tokyo Radiator Selamat Sempurna, an associate of the Company, received the “Link and Match 2025” award from the Ministry of Industry of the Republic of Indonesia for its contribution in strengthening partnerships between large industries and SMEs, as well as its ongoing support for the development of local innovation and technology to support import substitution programs.



PERISTIWA PENTING TERKAIT KEBERLANJUTAN KEY SUSTAINABILITY EVENTS

Januari | January

24 Januari | January 2025

Tercatat sebagai salah satu saham dalam Indeks IDX SMC Composite di Bursa Efek Indonesia (BEI) untuk periode 5 Februari sampai dengan 4 Agustus 2025.

Listed as part of the IDX SMC Composite Index in Indonesia Stock Exchange (IDX) for the period of 5 February to 4 August 2025.

Februari | February

11 Februari | February 2025

Tercatat sebagai konstituen MSCI Global Small Cap Index - Indonesia pada MSCI Index Review Februari 2025.

Listed as a constituent of the MSCI Global Small Cap Index - Indonesia as of the February 2025 MSCI Index Review.

24 Februari | February 2025

▶ PT Tokyo Radiator Selamat Sempurna (entitas asosiasi PT Selamat Sempurna Tbk) telah dianugerahi penghargaan "Excellent OEM Delivery Performance in 2024" dan "Excellent Cost-Efficiency Effort in 2024" oleh PT Isuzu Astra Motor Indonesia.

PT Tokyo Radiator Selamat Sempurna (an associate entity of PT Selamat Sempurna Tbk) has been awarded the "Excellent OEM Delivery Performance in 2024" and "Excellent Cost-Efficiency Effort in 2024" by PT Isuzu Astra Motor Indonesia.

▶ PT Panata Jaya Mandiri (entitas anak PT Selamat Sempurna Tbk) telah dianugerahi penghargaan "Consecutive Award (for the Consistent Best OES Delivery Performance 3 Years in a Row)" dan "Excellent OES Delivery Performance in 2024" oleh PT Isuzu Astra Motor Indonesia.

PT Panata Jaya Mandiri (subsidiary of PT Selamat Sempurna Tbk) has been awarded with the "Consecutive Award (for the Consistent Best OES Delivery Performance 3 Years in a Row)" and "Excellent OES Delivery Performance in 2024" by PT Isuzu Astra Motor Indonesia.

April | April

10 April | April 2025

PT Selamat Sempurna Tbk menerima apresiasi dan penghargaan "Excellent Supplier FY2024" untuk kategori Stamping Part dari PT Yanmar Diesel Indonesia.

PT Selamat Sempurna Tbk humble received appreciation and awarded as "Excellent Supplier FY2024" for the Stamping Part category from PT Yanmar Diesel Indonesia.

25 April | April 2025

PT Selamat Sempurna Tbk telah dianugerahi penghargaan "Appreciation of Delivery - 2024" sebagai pengakuan atas kinerja dan dukungan yang luar biasa kepada PT Hino Motors Manufacturing Indonesia.

PT Selamat Sempurna Tbk has been awarded the "Appreciation of Delivery - 2024" in recognition of its outstanding performance and support to PT Hino Motors Manufacturing Indonesia.

29 April | April 2025

PT Selamat Sempurna Tbk dengan bangga menerima "The Best Vendor Contribution and Performance 4W" dari PT Suzuki Indomobil Sales.

PT Selamat Sempurna Tbk proudly received "The Best Vendor Contribution and Performance 4W" from PT Suzuki Indomobil Sales.

Mei | May

15 Mei | May 2025

Perseroan meningkatkan modal ditempatkan dan disetor di Sure Filter (Thailand) Co., Ltd., (entitas anak PT Selamat Sempurna Tbk) dimana proporsi peningkatan penyertaan saham Perseroan adalah 66.000 lembar saham (THB 6.600.000) dari 374.000 lembar saham (THB 37.400.000) menjadi 440.000 lembar saham (THB 44.000.000).

The Company increased its share capital in Sure Filter (Thailand) Co., Ltd., (subsidiary of PT Selamat Sempurna Tbk) in which the proportion of increase of the Company's shares is 66,000 shares (THB 6,600,000) from 374,000 shares (THB 37,400,000) to 440,000 shares (THB 44,400,000).

22 Mei | May 2025

▶ Tercatat sebagai salah satu saham dalam Indeks SRI - KEHATI di Bursa Efek Indonesia (BEI) untuk periode 2 Juni sampai dengan 28 November 2025.

Listed as part of the SRI - KEHATI Index in Indonesia Stock Exchange (IDX) for the period of 2 June to 28 November 2025.

▶ Tercatat sebagai salah satu saham dalam Indeks ESG Sector Leaders IDX KEHATI (ESGSKEHATI) di Bursa Efek Indonesia (BEI) untuk periode 2 Juni sampai dengan 28 November 2025.

22 Mei | May 2025

Listed as part of the ESG Sector Leaders IDX KEHATI (ESGSKEHATI) Index in Indonesia Stock Exchange (IDX) for the period of 2 June to 28 November 2025.

- ▶ Tercatat sebagai salah satu saham dalam Indeks ESG Quality 45 IDX KEHATI (ESGQKEHATI) di Bursa Efek Indonesia (BEI) untuk periode 2 Juni sampai dengan 28 November 2025. Listed as part of the ESG Quality 45 IDX KEHATI (ESGQKEHATI) Index in Indonesia Stock Exchange (IDX) for the period of 2 June to 28 November 2025.

27 Mei | May 2025

- ▶ Tercatat sebagai salah satu saham dalam Indeks Saham Syariah Indonesia (ISSI) di Bursa Efek Indonesia (BEI) untuk periode 2 Juni sampai dengan 28 November 2025. Listed as part of the Indonesia Sharia Stock (ISSI) Index in Indonesia Stock Exchange (IDX) for the period of 2 June to 28 November 2025.

- ▶ PT Selamat Sempurna Tbk telah dianugerahi penghargaan "The Best Sectors Investortrust Companies 2025 (Sektor Barang Konsumen Non-Primer)" oleh Investortrust.id. PT Selamat Sempurna Tbk has been awarded "The Best Sectors Investortrust Companies 2025 (Consumer Cyclical Sector)" by Investortrust.id.

Juni | June

23 Juni | June 2025

Tercatat sebagai salah satu saham dalam Indeks Sektoral IDX-IC, yaitu IDX Sektor Barang Konsumen Non-Primer (IDXCYCLIC) dengan Sub-Industri "Auto Parts & Equipment" di Bursa Efek Indonesia (BEI) untuk periode 1 Juli 2025 sampai dengan 30 Juni 2026.

Listed as part of the IDX-IC Sectoral Index, i.e. IDX Sector Consumer Cyclical (IDXCYCLIC) with the Sub-Industry "Auto Parts & Equipment" in Indonesia Stock Exchange (IDX) for the period of 1 July 2025 to 30 June 2026.

30 Juni | June 2025

PT Selamat Sempurna Tbk kembali dianugerahi Bisnis Indonesia Award (BIA) 2025 "Resilience Towards Uncertainty" sebagai Emiten Terbaik Sektor Otomotif dan Komponen. PT Selamat Sempurna Tbk was once again honored with the Bisnis Indonesia Award (BIA) 2025 "Resilience Towards Uncertainty" as the Best Listed Company in the Automotive and Components Sector.

Juli | July

29 Juli | July 2025

Tercatat sebagai salah satu saham dalam Indeks IDX SMC Composite di Bursa Efek Indonesia (BEI) untuk periode 5 Agustus 2025 sampai dengan 3 Februari 2026. Listed as part of the IDX SMC Composite Index in Indonesia Stock Exchange (IDX) for the period of 5 August 2025 to 3 February 2026.

September | September

15 September | September 2025

Penghargaan untuk kategori "Best Overall" dan "Top 50 Mid Capitalization Public Listed Company" pada acara "The 16th Corporate Governance Conference & Award 2025" yang diselenggarakan oleh Indonesian Institute for Corporate Directorship (IICD).

Awards in the categories of "Best Overall" and "Top 50 Mid Capitalization Public Listed Company" at "The 16th Corporate Governance Conference & Award 2025" organized by the Indonesian Institute for Corporate Directorship (IICD).

Oktober | October

7 Oktober | October 2025

PT Mangatur Dharma (entitas anak PT Prapat Tunggal Cipta - PT Selamat Sempurna Tbk), meraih penghargaan sebagai "Penyedia Barang dan Manufaktur Terbaik" pada acara Vendor Gathering 2025 yang diselenggarakan oleh PT PLN Indonesia Power UBP GRATI. PT Mangatur Dharma (subsidiary of PT Prapat Tunggal Cipta - PT Selamat Sempurna Tbk) received the "Best Goods and Manufacturing Provider" award at the Vendor Gathering 2025 organized by PT PLN Indonesia Power UBP GRATI.

28 Oktober | October 2025

PT Tokyo Radiator Selamat Sempurna (entitas asosiasi PT Selamat Sempurna Tbk), menerima penghargaan dari Pemerintah Kota Yogyakarta atas partisipasinya dalam memberikan pendampingan dan pemberdayaan usaha berkelanjutan untuk Industri Kecil Menengah "IKM". PT Tokyo Radiator Selamat Sempurna (an associate entity of PT Selamat Sempurna Tbk), received an award from the Yogyakarta City Government for its participation in mentoring and sustainable empowerment programs for Small and Medium Industries "IKM".



November | November

24 November | November 2025

- ▶ Tercatat sebagai salah satu saham dalam Indeks ESG Sector Leaders IDX KEHATI (ESGSKEHATI) di Bursa Efek Indonesia (BEI) untuk periode 1 Desember 2025 sampai dengan 29 Mei 2026.

Listed as part of the ESG Sector Leaders IDX KEHATI (ESGSKEHATI) Index in Indonesia Stock Exchange (IDX) for the period of 1 December 2025 to 29 May 2026.

- ▶ Tercatat sebagai salah satu saham dalam Indeks ESG Quality 45 IDX KEHATI (ESGQKEHATI) di Bursa Efek Indonesia (BEI) untuk periode 1 Desember 2025 sampai dengan 29 Mei 2026.

Listed as part of the ESG Quality 45 IDX KEHATI (ESGQKEHATI) Index in Indonesia Stock Exchange (IDX) for the period of 1 December 2025 to 29 May 2026.

28 November | November 2025

Tercatat sebagai salah satu saham dalam Indeks Saham Syariah Indonesia (ISSI) di Bursa Efek Indonesia (BEI) untuk periode 1 Desember 2025 sampai dengan 29 Mei 2026.

Listed as part of the Indonesia Sharia Stock (ISSI) Index in Indonesia Stock Exchange (IDX) for the period of 1 December 2025 to 29 May 2026.

Desember | December

2 Desember | December 2025

PT Tokyo Radiator Selamat Sempurna (entitas asosiasi PT Selamat Sempurna Tbk), menerima penghargaan "Link and Match 2025" dari Kementerian Perindustrian Republik Indonesia atas kontribusi perusahaan dalam memperkuat kemitraan antara Industri Besar dan IKM, serta dukungan berkelanjutan terhadap pengembangan inovasi dan teknologi lokal untuk mendukung program substitusi impor.

PT Tokyo Radiator Selamat Sempurna (an associate entity of PT Selamat Sempurna Tbk), received the "Link and Match 2025" award from the Ministry of Industry of the Republic of Indonesia for its contribution in strengthening partnerships between large industries and SMEs, as well as its ongoing support for the development of local innovation and technology to support import substitution programs.





TATA KELOLA KEBERLANJUTAN

Sustainability Governance

- | | |
|-----------|--|
| 57 | Struktur Tata Kelola Perseroan
Corporate Governance Structure |
| 61 | Komitmen Keberlanjutan
Sustainability Commitment |
| 64 | Permasalahan, Perkembangan Kinerja Keberlanjutan, dan Pengaruhnya terhadap Perseroan
Challenges, Progress in Sustainability Performance, and Its Impact on the Company |
| 66 | Pengelolaan Risiko Keberlanjutan
Sustainability Risk Management |
| 70 | Kode Etik dan Perilaku Anti Persaingan
Code of Ethics and Anti-Competitive Conduct |
| 74 | Sistem Pelaporan Pelanggaran
Whistleblowing System |
| 75 | Pelibatan Pemangku Kepentingan
Stakeholder Engagement |







03

TATA KELOLA KEBERLANJUTAN

SUSTAINABILITY GOVERNANCE



Perseroan berkomitmen menjalankan operasional bisnis berdasarkan prinsip Tata Kelola Perusahaan yang Baik (Good Corporate Governance/GCG) guna menciptakan kinerja yang optimal bagi seluruh pemangku kepentingan. Sebagai bagian dari upaya peningkatan kualitas tata kelola secara berkelanjutan, Perseroan menjalani penilaian GCG untuk Tahun Buku 2025 yang dilakukan secara independen oleh Indonesian Institute for Corporate Directorship (IICD). Penilaian ini mencakup evaluasi menyeluruh terhadap penerapan prinsip-prinsip GCG Perseroan berdasarkan tolak ukur yang diakui secara internasional, termasuk aspek hak pemegang saham, perlakuan setara, peran pemangku kepentingan, keterbukaan informasi, serta tanggung jawab Dewan.

Berdasarkan penilaian tersebut, Perseroan memperoleh skor sebesar 100,17 poin dalam ASEAN Corporate Governance Scorecard (ACGS), yang menempatkan Perseroan pada predikat "Leadership in Corporate Governance" atau Level 5 (>100). Hasil ini mencerminkan keselarasan praktik tata kelola Perseroan dengan praktik tata kelola yang diakui secara internasional. Evaluasi kinerja keberlanjutan tetap dilaksanakan oleh Direksi dengan pengawasan Dewan Komisaris. Namun demikian, pada periode pelaporan Perseroan belum membentuk fungsi khusus yang secara

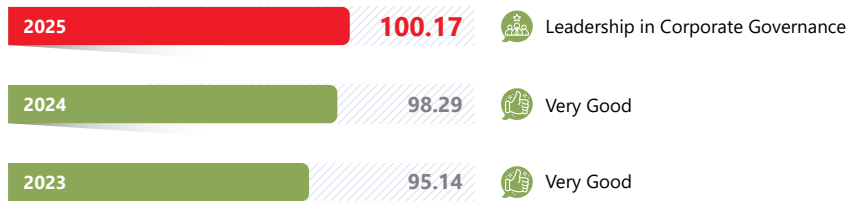
The Company is committed to conducting its business operations in accordance with the principles of Good Corporate Governance (GCG) in order to deliver optimal performance for all stakeholders. As part of its ongoing efforts to enhance governance quality, the Company undertook a GCG assessment for the 2025 financial year, conducted independently by the Indonesian Institute for Corporate Directorship (IICD). The assessment comprised a comprehensive evaluation of the Company's implementation of GCG principles based on internationally recognised benchmarks, including shareholders' rights, equitable treatment, the role of stakeholders, transparency, and Board responsibilities.

Based on this assessment, the Company achieved a score of 100.17 points in the ASEAN Corporate Governance Scorecard (ACGS), placing it in the "Leadership in Corporate Governance" category or Level 5 (>100). This result reflects the Company's alignment with internationally recognised governance practices. The evaluation of sustainability performance continues to be carried out by the Board of Directors under the supervision of the Board of Commissioners. However, during the reporting period, the Company has not yet established a dedicated function responsible for the integrated

terintegrasi menangani perencanaan, pelaksanaan, dan pemantauan kinerja keberlanjutan. Hasil penilaian IICD Perseroan untuk Tahun Buku 2025 dapat dilihat pada tabel di bawah ini. [GRI 2-14, 2-18]

planning, implementation, and monitoring of sustainability performance. The detailed results of the Company's IICD assessment for the 2025 financial year are presented in the table below. [GRI 2-14, 2-18]

HASIL PENILAIAN GCG BERDASARKAN STANDAR ACGS OLEH IICD
GCG assessment results based on ACGS standards by IICD



Catatan | Notes:
ACGS : ASEAN Corporate Governance Scorecard
IICD : Indonesian Institute for Corporate Directorship





**PT SELAMAT SEMPURNA TBK MERAHAI PENGHARGAAN “BEST OVERALL” DAN
“TOP 50 MID CAPITALIZATION PUBLIC LISTED COMPANY”.**

PT Selamat Sempurna Tbk received the “Best Overall” and
“Top 50 Mid Capitalization Public Listed Company” award.



PT Selamat Sempurna Tbk (SMSM) secara konsisten menunjukkan komitmen dalam penerapan Tata Kelola Perusahaan yang Baik (Good Corporate Governance/GCG) sebagai fondasi utama dalam mendukung keberlanjutan usaha. Atas komitmen tersebut, Perseroan memperoleh pengakuan dari lembaga independen di bidang tata kelola perusahaan. Pada tahun 2025, Perseroan meraih penghargaan “Best Overall” dan “Top 50 Mid Capitalization Public Listed Company” dalam acara The 16th Corporate Governance Conference & Award 2025 yang diselenggarakan oleh Indonesian Institute for Corporate Directorship (IICD) bekerja sama dengan Majalah Investor. Penilaian yang dilakukan oleh IICD mengacu pada ASEAN Corporate Governance Scorecard (ACGS), sebuah kerangka yang dikembangkan oleh ASEAN Capital Market Forum (ACMF) dan berlandaskan prinsip-prinsip OECD, yang mencakup aspek hak-hak pemegang saham, perlakuan setara kepada pemegang saham, peran pemangku kepentingan, pengungkapan dan transparansi, serta tanggung jawab Dewan Komisaris dan Direksi. Hasil tersebut mencerminkan upaya berkelanjutan Perseroan dalam menjaga kualitas tata kelola yang selaras dengan praktik terbaik di tingkat ASEAN.

PT Selamat Sempurna Tbk (SMSM) has consistently demonstrated its commitment to the implementation of Good Corporate Governance (GCG) as a fundamental pillar in supporting business sustainability. In recognition of this commitment, the Company has received acknowledgement from an independent institution specialising in corporate governance. In 2025, the Company received the “Best Overall” and “Top 50 Mid Capitalization Public Listed Company” awards at The 16th Corporate Governance Conference & Award 2025, organised by the Indonesian Institute for Corporate Directorship (IICD) in collaboration with Investor Magazine. The assessment conducted by IICD is based on the ASEAN Corporate Governance Scorecard (ACGS), a framework developed by the ASEAN Capital Market Forum (ACMF) and grounded in OECD principles, which covers shareholders’ rights, equitable treatment of shareholders, the role of stakeholders, disclosure and transparency, as well as the responsibilities of the Board of Commissioners and the Board of Directors. These results reflect the Company’s ongoing efforts to maintain high standards of corporate governance in line with best practices at the ASEAN level.

STRUKTUR TATA KELOLA PERSEROAN

[GRI 2-9]

Secara umum, struktur tata kelola Perusahaan dapat dilihat pada bagan di bawah ini. Informasi lebih lanjut tentang tugas dan tanggung jawab masing-masing organ tata kelola, serta pencalonan dan pemilihan badan tata kelola dapat dilihat dalam Laporan Tahunan bagian Tata Kelola Perusahaan. [GRI 2-11, 2-15, 2-16]

Sementara itu, Perseroan juga telah mengidentifikasi dan mempertimbangkan risiko serta peluang yang timbul dari perubahan iklim dengan melibatkan seluruh fungsi terkait. Direksi bertanggung jawab atas pemantauan, pengelolaan, dan pengawasan isu-isu iklim beserta implementasi strategi yang ditetapkan, sementara Dewan Komisaris menjalankan fungsi pengawasan serta memberikan arahan dan masukan guna memastikan strategi keberlanjutan dijalankan secara efektif dan selaras dengan tujuan Perseroan kepada Direksi.

Perseroan memiliki kebijakan yang mengatur pemisahan yang jelas antara jabatan *Chairman of The Board* dan *Chief Executive Officer* (CEO) guna menjamin independensi fungsi pengawasan dan pengelolaan operasional Perseroan. Pemisahan peran ini bertujuan untuk menciptakan keseimbangan kekuasaan (*checks and balances*) yang efektif, mencegah terjadinya pemusatan kewenangan pada satu individu, serta memastikan bahwa setiap keputusan strategis diambil melalui mekanisme pengawasan yang memadai dan akuntabel. Kebijakan ini dapat diakses secara publik melalui laman resmi Perseroan di: <https://smsm.co.id/structurecorpgov.php> [IDX G-03]

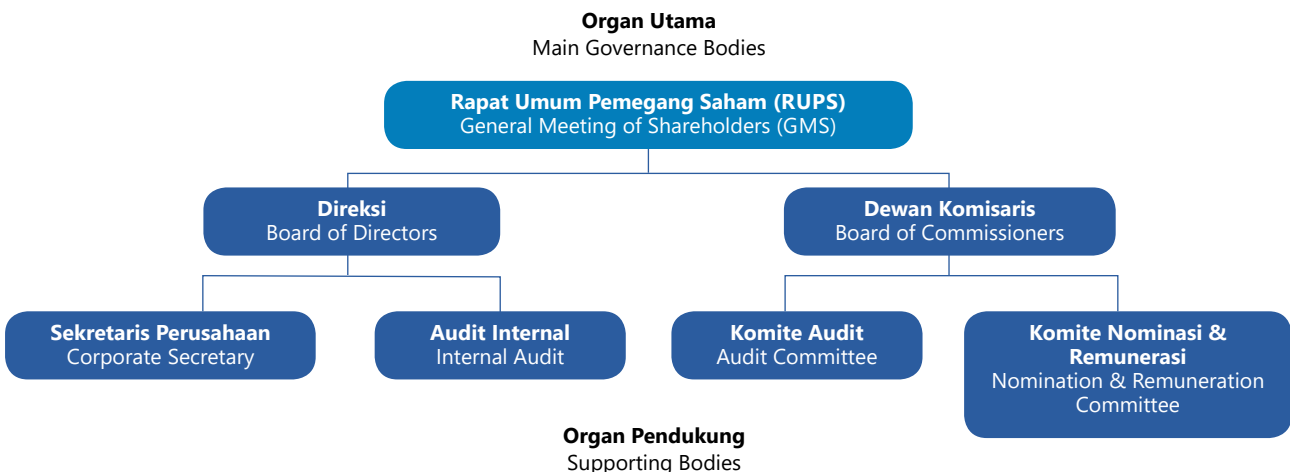
CORPORATE GOVERNANCE STRUCTURE

[GRI 2-9]

In general, the Company's governance structure is presented in the chart below. Further information on the roles and responsibilities of each governance body, as well as the nomination and selection processes, is provided in the Corporate Governance section of the Annual Report. [GRI 2-11, 2-15, 2-16]

The Company has also identified and assessed risks and opportunities arising from climate change by involving all relevant functions. The Board of Directors is responsible for overseeing the management and monitoring of climate-related issues, including the implementation of the established strategies. Meanwhile, the Board of Commissioners provides oversight, as well as direction and advice, to ensure that sustainability strategies are effectively implemented and aligned with the Company's objectives.

The Company has established a policy that ensures a clear separation between the roles of the Chairman of the Board and the Chief Executive Officer (CEO) to maintain the independence of oversight and operational management functions. This separation is intended to establish effective checks and balances, prevent the concentration of authority in a single individual, and ensure that strategic decisions are undertaken through appropriate and accountable oversight mechanisms. The policy is publicly accessible on the Company's official website at: <https://smsm.co.id/structurecorpgov.php> [IDX G-03]





PENGAWASAN TERHADAP ASPEK KEBERLANJUTAN [GRI 2-12] [OJK E.1, E.2]
Oversight of Sustainability Aspects [GRI 2-12] [OJK E.1, E.2]

JABATAN/FUNGSI Position/Function	TANGGUNG JAWAB Responsibilities
Dewan Komisaris Board of Commissioners	Memantau dan mengevaluasi kebijakan terkait isu-isu ekonomi, lingkungan (termasuk isu-isu perubahan iklim), dan sosial yang telah direncanakan oleh Direksi. Dewan Komisaris juga didukung oleh Komite Audit, dan Komite Nominasi dan Remunerasi untuk memastikan efektivitas pengendalian internal, kepatuhan terhadap peraturan, serta tata kelola yang transparan dan akuntabel. Monitors and evaluates policies related to economic, environmental (including climate change), and social issues that have been established by the Board of Directors. The Board of Commissioners is also supported by the Audit Committee and the Nomination and Remuneration Committee to ensure the effectiveness of internal control, regulatory compliance, and the implementation of sound and accountable governance.
Direktur Utama President Director	Bertanggung jawab atas pengambilan keputusan tertinggi terkait strategi dan kebijakan ekonomi, lingkungan, dan sosial Perseroan, termasuk arah penerapan Keuangan Berkelanjutan. Holds ultimate responsibility for strategic decision-making related to the Company's economic, environmental, and social policies, including the direction of Sustainable Finance implementation.
Direktur Keuangan Finance Director	Menganalisis dan mengelola risiko keuangan yang timbul dari dampak perubahan iklim dan faktor keberlanjutan terhadap kegiatan operasional dan kinerja keuangan Perseroan. Analyses and manages financial risks arising from climate change impacts and other sustainability factors affecting the Company's operational activities and financial performance.
Direktur Pemasaran & Direktur Operasional Marketing Director & Operations Director	Mengembangkan dan mengimplementasikan inovasi produk dan proses yang lebih ramah lingkungan, serta memastikan penerapan kebijakan "Towards Zero Waste" dalam aktivitas produksi dan operasional. Develop and implement product and process innovations that are more environmentally friendly, as well as ensure the implementation of the "Towards Zero Waste" policy in production and operational activities.
Umum General Affairs	Memastikan peningkatan dan pemeliharaan kinerja lingkungan, termasuk pengelolaan fasilitas, limbah, dan kepatuhan terhadap peraturan lingkungan. Ensures the improvement and maintenance of environmental performance, including facility management, waste management, and compliance with environmental regulations.
Sumber Daya Manusia Human Capital	Memastikan peningkatan kualitas dan kompetensi sumber daya manusia, termasuk integrasi aspek keberlanjutan, keselamatan kerja, dan pengembangan karyawan. Ensures the enhancement of human resources quality and competence, including sustainability, occupational safety, and employee development.
Sekretaris Perusahaan Corporate Secretary	Memastikan peningkatan dan pemeliharaan kepatuhan tata kelola, keterbukaan informasi, serta komunikasi keberlanjutan kepada pemangku kepentingan. Ensures the enhancement and maintenance of governance compliance, information transparency, and sustainability communication to stakeholders.

Perseroan menetapkan kriteria khusus yang komprehensif dalam proses pemilihan anggota Dewan Komisaris dan Direksi, guna memastikan bahwa hanya individu yang memiliki integritas, kompetensi, rekam jejak, serta pemahaman mendalam terhadap bisnis Perseroan yang menduduki jabatan kepemimpinan strategis. Kriteria tersebut meliputi antara lain, latar belakang pendidikan, pengalaman profesional yang relevan, rekam jejak yang bersih, serta kemampuan bekerja secara

The Company has established comprehensive and specific criteria for the selection of the Board of Commissioners and the Board of Directors, in order to ensure that only individuals with integrity, competence, a proven track record, and a thorough understanding of the Company's business are appointed to strategic leadership positions. These criteria include, among others, educational background, relevant professional experience, a clean track record, and the ability to work collaboratively in

kolaboratif demi kepentingan terbaik Perseroan dan seluruh pemangku kepentingan. Kebijakan ini dapat diakses secara publik melalui laman resmi Perseroan di <https://smsm.co.id/id/codeconduct.php> dan <https://smsm.co.id/id/antibribe.php> [IDX G-06]

Penilaian Kinerja Dewan Komisaris dan Direksi

Selain itu, Perseroan juga menerapkan kebijakan penilaian kinerja bagi Dewan Komisaris dan Direksi secara berkala sebagai bagian dari upaya peningkatan efektivitas tata kelola Perusahaan. Proses penilaian dilakukan secara terstruktur dan objektif dengan mempertimbangkan pelaksanaan tugas, tanggung jawab, serta kontribusi masing-masing anggota terhadap pencapaian tujuan Perseroan. Hasil penilaian menjadi dasar evaluasi dan penyempurnaan berkelanjutan atas kinerja organ tata kelola Perseroan. Hal ini turut didukung oleh tingkat kehadiran seluruh anggota Dewan Komisaris dan Direksi yang mencapai 100% dalam setiap rapat dewan yang diselenggarakan sepanjang tahun. Kebijakan dan tata cara penilaian dewan komisaris dan direksi dapat diakses secara publik melalui laman resmi Perseroan di <https://smsm.co.id/id/bocbodperformpolicy.php> [IDX G-04]

Remunerasi Dewan Komisaris dan Direksi

[GRI 2-19, 2-20]

Perseroan memiliki kebijakan dan tata cara remunerasi bagi Dewan Komisaris dan Direksi yang disusun dan dilaksanakan berdasarkan prinsip Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*). Penetapan remunerasi dilakukan melalui Komite Nominasi dan Remunerasi, yang bertugas membantu Dewan Komisaris dalam menyusun dan memberikan rekomendasi terkait struktur, kebijakan dan besaran remunerasi bagi Dewan Komisaris dan Direksi. Rekomendasi tersebut selanjutnya dibahas dan diputuskan oleh Dewan Komisaris sesuai dengan kewenangannya dan ketentuan peraturan perundang-undangan yang berlaku, termasuk melalui Rapat Umum Pemegang Saham (RUPS) apabila dipersyaratkan.

the best interests of the Company and its stakeholders. The policy is publicly accessible on the Company's official website at <https://smsm.co.id/id/codeconduct.php> and <https://smsm.co.id/id/antibribe.php> [IDX G-06]

Performance Assessment of the Board of Commissioners and the Board of Directors

In addition, the Company implements a periodic performance assessment policy for the Board of Commissioners and the Board of Directors as part of its efforts to enhance the effectiveness of corporate governance. The assessment process is conducted in a structured and objective manner, taking into account the execution of duties, responsibilities, and each member's contribution to the achievement of the Company's objectives. The results of the assessment serve as a basis for continuous evaluation and improvement of the performance of the Company's governance bodies. This is further supported by the full attendance of all members of the Board of Commissioners and Board of Directors, each achieving 100% attendance at every board meeting held throughout the year. The policy and procedures for the performance assessment of the Board of Commissioners and the Board of Directors are publicly accessible on the Company's official website at <https://smsm.co.id/id/bocbodperformpolicy.php> [IDX G-04]

Remuneration of the Board of Commissioners and the Board of Directors [GRI 2-19, 2-20]

The Company has established policies and procedures governing the remuneration of the Board of Commissioners and the Board of Directors, which are formulated and implemented in accordance with the principles of Good Corporate Governance (GCG). The determination of remuneration is carried out through the Nomination and Remuneration Committee, which assists the Board of Commissioners in formulating and providing recommendations on the structure, policy, and level of remuneration for the Board of Commissioners and the Board of Directors. These recommendations are subsequently reviewed and resolved by the Board of Commissioners in accordance with its authority and the prevailing laws and regulations, including through the General Meeting of Shareholders (GMS), where required.



Struktur remunerasi dapat terdiri dari gaji atau honorarium, insentif, serta tunjangan yang bersifat tetap dan/atau variabel. Evaluasi atas struktur, kebijakan, dan besaran remunerasi dilakukan secara berkala dan paling kurang satu kali dalam satu tahun untuk memastikan kesesuaian dengan kinerja dan tanggung jawab masing-masing organ Perseroan.

Dalam menetapkan remunerasi bagi Dewan Komisaris dan Direksi, Perseroan mempertimbangkan beberapa faktor utama, antara lain:

1. Kesesuaian dengan praktik remunerasi yang berlaku di industri sejenis, dengan memperhatikan skala dan kompleksitas usaha Perseroan;
2. Tugas, tanggung jawab, dan wewenang masing-masing anggota Dewan Komisaris dan Direksi;
3. Kinerja Perseroan serta kinerja masing-masing anggota Dewan Komisaris dan Direksi; dan
4. Keseimbangan antara remunerasi yang bersifat tetap dan variabel.

Dengan dasar tersebut, kebijakan remunerasi Perseroan diharapkan dapat mendukung pencapaian kinerja yang berkelanjutan serta selaras dengan tujuan dan strategi jangka panjang Perseroan. Piagam Komite Nominasi & Remunerasi dapat diakses secara publik melalui laman resmi Perseroan di <https://smsm.co.id/id/nomicomiteecharter.php>

Perlakuan Adil terhadap Pemegang Saham [IDX G-08]

Sebagai perusahaan terbuka, Perseroan menyadari bahwa perlindungan dan perlakuan yang adil terhadap seluruh pemegang saham merupakan salah satu pilar utama dalam penerapan tata kelola perusahaan yang baik. Oleh karena itu, Perseroan telah menetapkan kebijakan yang secara khusus mengatur hak-hak pemegang saham dan memastikan pemenuhannya dilakukan secara konsisten.

Perseroan menjunjung tinggi prinsip perlakuan yang adil dan setara kepada seluruh pemegang saham tanpa diskriminasi. Setiap pemegang saham berhak mendapatkan informasi yang akurat, lengkap, dan tepat waktu mengenai kondisi dan perkembangan Perseroan, serta mendapatkan akses yang sama terhadap hak-hak korporasi sesuai

The remuneration structure may consist of salary or honorarium, incentives, as well as fixed and/or variable allowances. Evaluations of the remuneration structure, policy, and level are conducted periodically, at least once a year, to ensure alignment with the performance and responsibilities of each governing body.

In determining remuneration for the Board of Commissioners and the Board of Directors, the Company considers several key factors, including:

1. Alignment with remuneration practices in comparable industries, taking into account the scale and complexity of the Company's business;
2. The duties, responsibilities, and authority of each member of the Board of Commissioners and the Board of Directors;
3. The performance of the Company as well as the performance of each member of the Board of Commissioners and the Board of Directors; and
4. The balance between fixed and variable remuneration.

On this basis, the Company's remuneration policy is expected to support the achievement of sustainable performance and align with the Company's long-term objectives and strategy. The Charter of the Nomination and Remuneration Committee is publicly accessible on the Company's official website at <https://smsm.co.id/id/nomicomiteecharter.php>

Equitable Treatment of Shareholders [IDX G-08]

As a public company, the Company recognises that the protection and equitable treatment of all shareholders constitute one of the key pillars in the implementation of good corporate governance. Accordingly, the Company has established policies that specifically regulate shareholders' rights and ensure their consistent fulfilment.

The Company upholds the principle of fair and equal treatment of all shareholders without discrimination. Each shareholder is entitled to receive accurate, complete, and timely information regarding the Company's condition, and developments, as well as equal access to corporate rights in accordance with prevailing laws and regulations.

peraturan perundang-undangan yang berlaku. Perseroan juga memastikan bahwa setiap kebijakan yang berpotensi memengaruhi hak pemegang saham disusun dan dilaksanakan secara transparan dan akuntabel. Kebijakan ini dapat diakses secara publik melalui laman resmi Perseroan di <https://smsm.co.id/gcgprinciple.php>

KOMITMEN KEBERLANJUTAN

[IDX G-05]

Perseroan meyakini keberlanjutan adalah sebuah komitmen yang harus ditanamkan secara mendalam dalam bisnis Perseroan. Dengan demikian, komitmen ini akan bertumbuh menjadi nilai-nilai yang mengakar dan mengendap dalam pikiran, dan terwujud menjadi pola pikir dan tindakan nyata.

- Menerapkan prinsip-prinsip tata kelola perusahaan yang baik, memenuhi peraturan yang berlaku serta menghormati norma sosial dan prinsip-prinsip hak asasi manusia.
- Melakukan praktik operasi yang adil, termasuk di dalamnya memperhatikan isu-isu konsumen serta ketenagakerjaan sepenuhnya.
- Mendengarkan dan memperhatikan aspirasi dari pemangku kepentingan, termasuk di dalamnya melibatkan masyarakat di sekitar area operasi dan turut berkembang bersamanya.
- Menjalankan sistem pengelolaan yang terbuka dan akuntabel sebagai salah satu upaya perbaikan berkelanjutan.
- Mengintegrasikan aktivitas tanggung jawab sosial dan lingkungan ke dalam organisasi dan menjadi bagian dari aktivitas operasional Perseroan.
- Memastikan seluruh karyawan memahami kebijakan tata kelola dan keberlanjutan, menjadikannya panduan dalam menjalankan tugas, serta berperan dalam mengkomunikasikannya pada setiap level organisasi.

Meskipun Perseroan tidak memiliki kebijakan khusus terkait pelatihan Dewan Komisaris dan Direksi, namun Perseroan tetap berkomitmen untuk terus meningkatkan kapasitas, kompetensi, dan literasi keberlanjutan bagi Dewan Komisaris dan Direksi, guna mendukung efektivitas pelaksanaan tugas dan pengambilan keputusan. Dalam rangka peningkatan dan pengembangan kompetensi, perluasan wawasan, serta mengikuti perkembangan industri dan regulasi terkini, sepanjang tahun 2025, Dewan

The Company also ensures that any policies that may affect shareholders' rights are developed and implemented in a transparent and accountable manner. This policy is publicly accessible on the Company's official website at <https://smsm.co.id/gcgprinciple.php>

SUSTAINABILITY COMMITMENT

[IDX G-05]

The Company believes that sustainability is a commitment that must be deeply embedded within its business. Accordingly, this commitment grows into values that are firmly rooted in mindset, and are reflected in both thinking and tangible actions.

- Implementing the principles of good corporate governance, complying with applicable regulations, and respecting social norms and human rights principles.
- Conducting fair operational practices, including full consideration of consumer and employment issues.
- Listening to and addressing the aspirations of stakeholders, including engaging with local communities around operational areas and supporting their development.
- Maintaining an open and accountable management system as part of continuous improvement efforts.
- Integrating social and environmental responsibility activities into the organization, making them an integral part of the Company's operational activities.
- Ensuring that all employees understand governance and sustainability policies, use them as guidance in carrying out their duties, and play a role in communicating these policies across all levels of the organisation.

Although the Company does not have a specific policy regarding training for the Board of Commissioners and the Board of Directors, it remains committed to continuously enhancing the capacity, competence, and sustainability literacy of both Boards to support effective execution of duties and decision-making. In pursuit of competency development, knowledge expansion, and staying up to date with industry and regulatory developments, the Board of Commissioners and the Board of Directors routinely



Komisaris dan Direksi secara rutin mengikuti berbagai pelatihan, seminar, dan *workshop* yang relevan, antara lain sebagai berikut: [GRI 2-17] [OJK E.2]

participated in various relevant training programs, seminars, and workshops throughout 2025, including the following: [GRI 2-17] [OJK E.2]

NAMA PELATIHAN, SEMINAR, WORKSHOP Name of Trainings, Seminars, Workshops	TANGGAL Date	PENYELENGGARA Organizer
Webinar “Unboxing PMK No. 131 Tahun 2024: PPN tetap 11% atau menjadi 12%?” Webinar on “Unboxing PMK No. 131 of 2024: Will VAT remain at 11% or increase to 12%?”	2 Jan 2025 Jan 2, 2025	Pajak Express by Ortax & Fast Consulting Indonesia
Webinar “Ingin tahu bagaimana implemmentasi <i>Core Tax Administration System</i> (CTAS) sesuai PMK No. 81 Tahun 2024?” Webinar on “Want to know how to implement the Core Tax Administration System (CTAS) according to PMK No. 81 of 2024?”	3 Jan 2025 Jan 3, 2025	DJP
Webinar “Unboxing PER-01/2025: Petunjuk Pembuatan Faktur Pajak di Era Coretax”. Webinar on “Unboxing PER-01/2025: Guidelines for Issuing Tax Invoices in the Coretax Era”.	6 Jan 2025 Jan 6, 2025	Pajak Express by Ortax & Fast Consulting Indonesia
Sosialisasi Implementasi Kenaikan Tarif PPN menjadi 12% (PMK No. 131 Tahun 2024). Socialisation on Implementation of the VAT Rate increase to 12% (PMK No. 131 of 2024).	8 Jan 2025 Jan 8, 2025	P2 Humas DJP
Webinar “Pengenalan dan Pemahaman atas Penerapan PMK 131 Tahun 2024”. Webinar on “Introduction and Understanding of the Implementation of PMK 131 of 2024”.	22 Jan 2025 Jan 22, 2025	AEI & DJP
Knowledge Sharing & Training.	12 Feb 2025 Feb 12, 2025	PT Sucaco Tbk
<ul style="list-style-type: none"> • Webinar “Coretax dan DJP Online, pakai yang mana?”. Webinar on “Coretax and DGT Online, which one to use?”. • CEO <i>Gathering</i> APINDO 2025. 	17 Feb 2025 Feb 17, 2025	P3KPI & DJP APINDO
Webinar “TERC Tax Update: Kupas Tuntas PMK 10, 11 dan 12 Tahun 2025”. Webinar on “TERC Tax Update: In-Depth Review of PMK 10, 11 and 12 of 2025”.	21 Feb 2025 Feb 21, 2025	UI & DJP
Seminar dari Kabel Metal Indonesia. Seminar organized by Kabel Metal Indonesia.	25 Feb 2025 Feb 25, 2025	Kabel Metal Indonesia
Webinar “Coretax bagi Pengusaha Kena Pajak”. Webinar on “Coretax for Taxable Entrepreneurs”.	26 Feb 2025 Feb 26, 2025	KEMENKEU
Webinar “Penerapan PMK 136 Tahun 2024, tentang Pengenaan Pajak Minimum Global Berdasarkan Kesepakatan Internasional”. Webinar on “The Implementation of PMK 136 of 2024, concerning the Imposition of Global Minimum Tax Based on International Agreements”.	27 Feb 2025 Feb 27, 2025	AEI & DJP
Sosialisasi dan Masukan Asosiasi Usaha terhadap Penerapan Tarif Perdagangan Baru Amerika Serikat terhadap Negara Mitra. Socialisation and Input of Business Associations on the Implementation of New Trade Tariffs of the United States against Partner Countries.	7 Apr 2025 Apr 7, 2025	Kementerian Koordinator Bidang Perekonomian Sekretariat Secretariat of the Coordinating Ministry for Economic Affairs of the Republic of Indonesia

NAMA PELATIHAN, SEMINAR, WORKSHOP Name of Trainings, Seminars, Workshops	TANGGAL Date	PENYELENGGARA Organizer
Kebijakan Trump menetapkan Tarif 32% Ekspor ke Amerika. Trump Policy sets 32% Tariffs on Exports to America.	10 Apr 2025 Apr 10, 2025	GIAMM
Webinar on "Trump's Tariff Policy, USD/IDR, and Hedging Strategy".	15 Apr 2025 Apr 15, 2025	Bank CIMB Niaga
Sosialisasi Peraturan Pajak Terbaru & Sukses Menghadapi Pemeriksaan Pajak. Socialisation on the Latest Tax Regulations & Successfully Navigating Tax Audits.	22 Apr 2025 Apr 22, 2025	AEI & DJP
One-Day Seminar on "Crisis Transformation".	3 Mei 2025 May 3, 2025	SW HR Consulting Jakarta
Training on Paper: HD Air Filter Construction + Line Survey.	7 Mei 2025 May 7, 2025	H&V
Training on Paper: Pocket Filter Construction and Processing + Line Survey.	8 Mei 2025 May 8, 2025	H&V
Training on Paper: V-bank Construction + Line Survey.	9 Mei 2025 May 9, 2025	H&V
Musyawarah Anggota AEI Tahun 2025. AEI Member Deliberation in 2025.	2 Jun 2025 Jun 2, 2025	AEI
Temu Responden: Kantor Perwakilan Bank Indonesia Provinsi DKI Jakarta 2025. Respondent Meeting: Bank Indonesia Representative Office of DKI Jakarta Province 2025.	3 Jun 2025 Jun 3, 2025	BI
Webinar "Penerapan PMK 118 Tahun 2024: Tata Cara Pembetulan, Keberatan, Pengurangan, Penghapusan, dan Pembatalan di Bidang Perpajakan". Webinar on "The Implementation of PMK 118 of 2024: Procedures for Correction, Objection, Reduction, Elimination, and Cancellation in the Field of Taxation".	11 Jun 2025 Jun 11, 2025	AEI & DJP
Webinar "Tax Amnesty: Efektifkah Mengakselerasi dan Mendongkrak Penerimaan Pajak?" Webinar on "Tax Amnesty: Is It Effective in Accelerating and Boosting Tax Revenue?"	13 Jun 2025 Jun 13, 2025	IKPI
Webinar on "Tax Update PER-11/PJ/2025".	25 Jun 2025 Jun 25, 2025	P3KPI & DJP
Seminar Emiten 2025 - "Navigating Global Dynamics: The Resilience of Indonesia's Economic and Financial Systems".	8 Jul 2025 Jul 8, 2025	KSEI
Innovation Talk : Energy Just in Time.	25 Jul 2025 Jul 25, 2025	ISCP
Webinar on "Debt Financing Strategies amid Economic Uncertainty".	5 Ags 2025 Aug 5, 2025	Webinar on "2025 Annual Technical Update".
Webinar on "Standard Chartered's H2 2025 Global & Indonesia Outlook".	6 Ags 2025 Aug 6, 2025	Standard Chartered Indonesia
<ul style="list-style-type: none"> The event "Risk and Governance Summit (RGS) 2025" with the theme "Empowering the GRC Ecosystem to Drive Economic Growth and National Resilience". Webinar on "2025 Annual Technical Update". 	19 Ags 2025 Aug 19, 2025	OJK PwC Indonesia
Sosialisasi Aplikasi e-PBK versi 3.0. Socialisation on the e-PBK Application Version 3.0.	26 Sep 2025 Sep 26, 2025	DJP
Indonesia - Current Transfer Pricing Trend.	11 Nov 2025 Nov 11, 2025	PwC Indonesia



NAMA PELATIHAN, SEMINAR, WORKSHOP Name of Trainings, Seminars, Workshops	TANGGAL Date	PENYELENGGARA Organizer
CEO Networking 2025 "Managing Global Trade and Empowering Business Strategy".	18 Nov 2025 Nov 18, 2025	OJK, IDX, IDCclear & KSEI
Webinar on "Navigating Economic Challenges in 2026".	3 Des 2025 Dec 3, 2025	Bank Mizuho Indonesia
Training on Paper: Basic of Non-woven, Filtration, Filtration mechanism & Applications.	10 Des 2025 Dec 10, 2025	H&V
Big Alpha Business Summit 2025 - Navigating Indonesia's Twin Growth Engines: Transformation and Acceleration.	19 Des 2025 Dec 19, 2025	BIG ALPHA & AEI

Catatan | Notes:

- Asosiasi Emiten Indonesia (AEI) | Indonesian Public Listed Companies Association (AEI)
- Asosiasi Pengusaha Indonesia (APINDO) | Indonesian Employers Association (APINDO)
- Bank Indonesia (BI) | The Central Bank of the Republic of Indonesia (BI)
- Bursa Efek Indonesia (BEI) | Indonesia Stock Exchange (IDX)
- Direktorat Jenderal Pajak (DJP) | Directorate General of Taxes (DGT)
- Gabungan Industri Alat-Alat Mobil & Motor Indonesia (GIAMM) | Indonesian Automotive Parts & Components Industries Association (GIAMM)
- Hollingsworth & Vose (H&V)
- Ikatan Konsultan Pajak Indonesia (IKPI) | Indonesian Tax Consultants Association (IKPI)
- Isuzu Supply Chain Partner (ISCP)
- Kementerian Keuangan Republik Indonesia (KEMENKEU) | Ministry of Finance Republic of Indonesia (MOF)
- Kustodian Sentral Efek Indonesia (KSEI) | Indonesia Central Securities Depository (KSEI)
- Otoritas Jasa Keuangan (OJK) | Financial Services Authority (OJK)
- Profesi Konsultan Pajak Indonesia (P3KPI) | Indonesian Tax Consultant Profession (P3KPI)
- Universitas Indonesia (UI) | University of Indonesia (UI)

PERMASALAHAN, PERKEMBANGAN KINERJA, KEBERLANJUTAN, DAN PENGARUHNYA TERHADAP PERSEROAN

[OJK E.5]

Dalam menjalankan operasional bisnisnya, Perseroan menghadapi sejumlah tantangan strategis yang dipengaruhi perubahan lanskap industri dan faktor eksternal, antara lain transisi industri otomotif menuju elektrifikasi, volatilitas harga bahan baku, dan energi, dinamika rantai pasok global, serta meningkatnya tuntutan kepatuhan terhadap standar lingkungan dan keselamatan. Berbagai dampak dan tantangan tersebut telah diidentifikasi dan dianalisis sebagai dasar perumusan langkah mitigasi yang tepat dan berkelanjutan.

Untuk mengatasi tantangan tersebut, Perseroan mengintegrasikan prinsip keberlanjutan ke dalam strategi bisnis melalui diversifikasi portofolio produk ke segmen *non-engine applications*, peningkatan efisiensi operasional melalui otomasi dan digitalisasi, serta penerapan

CHALLENGES, PROGRESS IN SUSTAINABILITY PERFORMANCE, AND ITS IMPACT ON THE COMPANY

[OJK E.5]

In carrying out its business operations, the Company faces a number of strategic challenges influenced by changes in the industrial landscape and external factors, including the transition of the automotive industry towards electrification, volatility in raw material, and energy prices, global supply chain dynamics, as well as increasing compliance requirements with environmental and safety standards. These impacts and challenges have been identified and analysed as the basis for formulating appropriate and sustainable mitigation measures.

To address these challenges, the Company integrates sustainability principles into its business strategy through the diversification of its product portfolio into non-engine applications, the enhancement of operational efficiency through automation and digitalisation, and

manajemen risiko rantai pasok melalui diversifikasi pemasok dan instrumen *hedging*. Selain itu, Perseroan terus memperkuat penerapan Tata Kelola Perusahaan yang Baik (GCG) serta secara konsisten menyusun Laporan Keberlanjutan sebagai sarana evaluasi kinerja ESG guna menciptakan nilai tambah jangka panjang bagi seluruh pemangku kepentingan.

the implementation of supply chain risk management through supplier diversification and hedging instruments. In addition, the Company continues to strengthen the implementation of Good Corporate Governance (GCG) and consistently prepares its Sustainability Report as a means of evaluating ESG performance in order to create long-term value for all stakeholders.

ASPEK Aspect	TANTANGAN Challenges	PENGARUH TERHADAP PERSEROAN Impact on the Company
	<ul style="list-style-type: none"> Kebijakan pemerintah mengenai adanya peraturan baru terkait perubahan izin lingkungan menjadi persetujuan lingkungan. Government policies regarding new regulations that require environmental permits to be converted into environmental approvals. Kebijakan pemerintah mengenai kewajiban perusahaan untuk menyusun Program Kedaruratan pengelolaan B3 dan/atau limbah B3. Government policies requiring companies to prepare Emergency Response Programs for the management of hazardous and toxic waste (B3) and/or B3 waste. 	<p>Potensi mendapat sanksi dari pemerintah apabila tidak mengikuti regulasi terbaru. Untuk itu, saat ini Perseroan dalam proses melakukan:</p> <p>Potential sanctions from the government if the Company does not comply with the latest regulations. Therefore, the Company is currently undertaking the following measures:</p> <ul style="list-style-type: none"> Perubahan izin lingkungan menjadi persetujuan lingkungan secara bertahap. Gradual conversion of environmental permits into environmental approvals. Penyusunan program kedaruratan pengelolaan B3 dan limbah B3. Preparation of emergency response programs for the management of hazardous and toxic waste (B3).
	<ul style="list-style-type: none"> Polusi suara. Noise pollution. Terdapat tunakarya di lingkungan sekitar Perseroan. Presence of unemployed individuals in the communities surrounding the Company's operational areas. 	<ul style="list-style-type: none"> Perseroan melakukan koordinasi dan sosialisasi terhadap masyarakat sekitar melalui musyawarah dengan perangkat desa setempat terkait kegiatan operasional pabrik. The Company conducts coordination and outreach with local communities through consultations with local village authorities regarding the Company's operational activities. Potensi akan adanya gangguan keamanan akibat adanya kelompok pengangguran di lingkungan sekitar Perseroan. Oleh karena itu, Perseroan bekerja sama dengan perangkat desa setempat terkait penyerapan tenaga kerja. Potential security disturbances arising from unemployment in the surrounding communities. Therefore, the Company works with local village authorities to promote local employment opportunities.



ASPEK
Aspect

TANTANGAN
Challenges

PENGARUH TERHADAP PERSEROAN
Impact on the Company



Ekonomi
Economic

- **Kepatuhan Perseroan terhadap kontribusi pada pendapatan asli daerah (PAD).**
The Company's compliance with regional revenue contribution obligations (Local Own-Source Revenue/PAD).
- **Permintaan masyarakat untuk perekrutan tenaga kerja lokal.**
Community requests for local workforce recruitment.

- Perseroan telah mematuhi aturan dan melakukan pembayaran pajak daerah (Pajak Bumi dan Bangunan/PBB, retribusi).
The Company complies with applicable regulations and pays local taxes, including Land and Building Tax (PBB) and other local levies.
- Perseroan dan Entitas Anaknya mempekerjakan tenaga kerja lokal.
The Company and its subsidiaries provide employment opportunities for local workforce.

PENGELOLAAN RISIKO KEBERLANJUTAN

[GRI 2-13] [OJK E.3]

Perseroan melakukan pemetaan risiko keberlanjutan melalui proses identifikasi tantangan dan dampak yang relevan guna mendukung penetapan langkah mitigasi untuk meminimalkan setiap potensi risiko yang dapat mempengaruhi kinerja keuangan, operasional, dan keberlanjutan usaha. Direksi bersama fungsi-fungsi terkait bertanggung jawab atas pengelolaan risiko, sementara Dewan Komisaris menjalankan fungsi pengawasan untuk memastikan penerapan manajemen risiko berjalan secara efektif.

Selain itu, Perseroan melaksanakan penilaian risiko terkait iklim sebagai bagian dari penyelarasan manajemen risiko Perseroan secara menyeluruh. Penilaian ini mencakup identifikasi risiko fisik dan risiko transisi yang berpotensi memengaruhi kegiatan usaha dan aset operasional, dengan melibatkan perwakilan lintas fungsi untuk mengukur implikasi finansial serta menetapkan prioritas risiko dan rencana adaptasi yang diperlukan.

Dalam proses prioritas risiko iklim, Perseroan melibatkan pemangku kepentingan yang relevan dengan mempertimbangkan signifikansi terhadap keberlangsungan bisnis (*business continuity*), tingkat urgensi (*level of urgency*), kemungkinan (*likelihood*), dan tingkat keparahan dampaknya (*severity of impact*). Pemantauan terhadap risiko iklim dilakukan secara berkala guna memastikan efektivitas langkah pengelolaan dan adaptasi yang telah ditetapkan.





SUSTAINABILITY RISK MANAGEMENT

[GRI 2-13] [OJK E.3]



The Company conducts sustainability risk mapping through a process of identifying relevant challenges and impacts in order to support the determination of mitigation measures aimed at minimising potential risks that may affect financial performance, operations, and business sustainability. The Board of Directors, together with relevant functions, is responsible for risk management, while the Board of Commissioners performs a supervisory role to ensure that risk management is implemented effectively.


In addition, the Company carries out climate-related risk assessments as part of aligning the Company's overall risk management framework. This assessment includes the identification of physical risks and transition risks that may affect business activities and operational assets, involving cross-functional representatives to assess potential financial implications and to determine risk priorities and the necessary adaptation plans.

In the process of prioritising climate-related risks, the Company engages relevant stakeholders by considering their significance to business continuity, the level of urgency, likelihood, and the severity of potential impacts. Climate-related risks are monitored on a regular basis to ensure the effectiveness of the established risk management and adaptation measures.

No.	JENIS RISIKO Risk Type	PENJELASAN Description	MITIGASI RISIKO Mitigation Measures
1	Pasokan Bahan Baku Raw Material Supply 	Keberlangsungan pasokan bahan baku untuk menunjang produksi. The continuity of raw material supply is essential to support production activities. Kekurangan pasokan bahan baku yang disebabkan oleh keterlambatan pasokan maupun tidak mencukupinya persediaan bahan baku sesuai dengan kebutuhan Perseroan dapat mempengaruhi kegiatan produksi Perseroan. A shortage of raw materials caused by supply delays or insufficient inventory to meet the Company's requirements may disrupt production activities.	Upaya yang dilakukan melalui manajemen persediaan yang baik, dimana Perseroan memiliki persediaan bahan baku rata-rata 3 bulan, optimalisasi perencanaan produksi, dan pengendalian persediaan bahan baku. Adanya <i>second supplier</i> untuk bahan baku. Risk mitigation measures are implemented through effective inventory management, whereby the Company maintains an average raw material inventory level of approximately three months. In addition, the Company optimises production planning, and inventory control, and engages secondary suppliers for raw materials.
2	Nilai Tukar Valuta Asing Foreign Exchange Rate 	Fluktuasi nilai tukar mata uang asing dapat berdampak signifikan bagi bisnis Perseroan mengingat sebagian besar bahan baku produk Perseroan diimpor dan sebagian besar produk jadi Perseroan diekspor. Fluctuations in foreign exchange rates may significantly affect the Company's business, as a substantial portion of the Company's raw materials is imported and a large proportion of its finished products is exported.	Eksposur terhadap mata uang dikelola dalam batas yang ditentukan, diantaranya dengan menggunakan kontrak valuta berjangka. Foreign currency exposure is managed within predetermined limits, including through the use of forward foreign exchange contracts.
3	Hubungan Distributor dan/ atau Pelanggan Distributor and/ or Customer Relationships 	Perseroan memiliki distributor atau pelanggan baik, domestik maupun di luar negeri. Apabila hubungan Perseroan dengan distributor atau pelanggan tersebut tidak berjalan dengan baik dapat mempengaruhi pemasaran produk dan pendapatan Perseroan. The Company maintains relationships with distributors and customers both domestically and internationally. Any disruption or deterioration in these relationships may affect the marketing of the Company's products and its revenue.	Besarnya tingkat ketergantungan ini dapat diminimalisasi dengan adanya perjanjian kerja sama penjualan jangka waktu panjang dan hubungan jangka panjang yang baik terhadap distributor dan pelanggan. This dependency is mitigated through long-term sales cooperation agreements and by maintaining strong and long-term relationships with distributors and customers.
4	Persaingan Usaha Business Competition 	Perseroan beroperasi di industri komponen otomotif yang semakin kompetitif serta dengan hadirnya banyak pesaing baru yang memperebutkan pasar yang terbatas. The Company operates in the automotive components industry, which is becoming increasingly competitive, with the presence of numerous new competitors competing for a limited market.	<ul style="list-style-type: none"> Menjaga kualitas produk sesuai dengan standar internasional. Maintaining product quality in accordance with international standards. Melakukan penetrasi pasar dan meningkatkan pencitraan merek SAKURA untuk produk filter dan ADR untuk produk radiator. Conducting market penetration initiatives and strengthening the brand image of SAKURA for filter products and ADR for radiator products. Melakukan reviu dan pembaruan model bisnisnya. Reviewing and updating the Company's business model. Terus meningkatkan kepekaan terhadap perubahan pasar dan mampu menangkap peluang agar mampu bersaing dan memberikan nilai lebih. Enhancing responsiveness to market changes and identifying emerging opportunities to maintain competitiveness.



No.	JENIS RISIKO Risk Type	PENJELASAN Description	MITIGASI RISIKO Mitigation Measures
5	<p>Perubahan Peraturan Pemerintah Government Regulatory Changes</p> 	<p>Perseroan patuh terhadap hukum dan peraturan daerah, regional, dan global yang berlaku di berbagai bidang, seperti keamanan produk, klaim produk, merek dagang, hak cipta, paten, persaingan, keselamatan dan kesehatan kerja tenaga kerja, lingkungan, tata kelola perusahaan, ketenagakerjaan, serta perpajakan.</p> <p>The Company complies with applicable local, regional, and global laws and regulations across various areas, including product safety, product claims, trademarks, copyrights, patents, competition, occupational safety and health, environmental protection, corporate governance, employment, and taxation.</p> <p>Perubahan peraturan/kebijakan pemerintah dapat berdampak langsung bagi usaha Perseroan seperti peraturan pemerintah dalam hal impor bahan baku dan insentif bea masuk impor bahan baku dari Kementerian Perindustrian.</p> <p>Changes in government regulations or policies may directly affect the Company's business activities, including regulations related to the import of raw materials and import duty incentives for raw materials issued by the Ministry of Industry.</p>	<ul style="list-style-type: none"> Melakukan pendekatan dengan pemerintah melalui asosiasi dan mempersiapkan diri untuk dapat sewaktu-waktu menyesuaikan rencana dan strategi dalam menghadapi perubahan peraturan. Engaging with the government through industry associations and preparing to adjust business plans and strategies in response to regulatory changes. Melakukan pemantauan atas perubahan peraturan untuk mengantisipasi kesempatan dan/atau risiko yang muncul. Monitoring regulatory developments to anticipate potential opportunities and/or risks. Senantiasa mematuhi peraturan dan menghindari gugatan hukum. Ensuring continuous compliance with applicable regulations to avoid legal disputes. Meningkatkan kompetensi sumber daya dan kesiapan dari segi legalitas. Strengthening human resource competencies and legal preparedness.
6	<p>Masalah Pencemaran Lingkungan Environmental Pollution Issues</p> 	<p>Perusahaan memahami bahwa kualitas lingkungan dari kegiatan, produk, dan layanannya merupakan faktor penting dalam keberlangsungan bisnisnya, dan oleh karena itu berusaha untuk mempertahankan rantai produksinya sesuai dengan undang-undang lingkungan yang berlaku, untuk meminimalkan kemungkinan dampak buruk dalam operasi Perseroan yang mungkin terjadi terhadap lingkungan.</p> <p>The Company recognises that the environmental quality of its activities, products, and services is a critical factor in sustaining its business. Accordingly, the Company strives to maintain its production processes in compliance with applicable environmental laws and regulations to minimise potential environmental impacts arising from its operations.</p>	<p>Perseroan telah menerapkan sistem pengelolaan lingkungan ISO 14001 dan melaksanakan segala ketentuan yang dikeluarkan pemerintah untuk memperkecil pengaruh dampak lingkungan.</p> <p>The Company has implemented an environmental management system in accordance with ISO 14001 and complies with all applicable government regulations to minimise environmental impacts.</p> <p>Perseroan memiliki Kode Etik Pemasok yang mengharuskan semua Pemasok Perseroan untuk mematuhi semua regulasi tentang lingkungan yang berlaku, termasuk ketentuan tentang izin dan pelaporan.</p> <p>The Company also enforces a Supplier Code of Conduct requiring all suppliers to comply with applicable environmental regulations, including requirements related to permits and reporting.</p>

No.	JENIS RISIKO Risk Type	PENJELASAN Description	MITIGASI RISIKO Mitigation Measures
7	Pengelolaan Sumber Daya Manusia, termasuk Tenaga Kerja Lokal Human Capital Management Risk, including Local Workforce 	Ketidakmampuan untuk mengidentifikasi, mengembangkan sumber daya manusia (SDM) yang memadai, menarik, atau mempertahankan personel yang berkualifikasi, dapat menyulitkan pengelolaan bisnis dan dapat berdampak negatif pada operasi dan hasil keuangan. The inability to identify, develop, attract, or retain qualified human capital (HC) may hinder the effective management of the Company's business and may negatively affect its operations and financial performance.	<ul style="list-style-type: none"> Menjalankan pengelolaan SDM yang baik, mulai dari rekrutmen hingga pengembangan karier. Implementing sound HC management practices, from recruitment to career development. Menjalankan manajemen terpadu yang meliputi penilaian kinerja rutin terkait perilaku kepemimpinan, keterampilan, dan kompetensi. Conducting regular performance evaluations related to leadership behaviour, skills, and competencies. Mengembangkan program Mini MDP dan platform ADR Digital Learning. Developing programmes such as the Mini MDP and the ADR Digital Learning platform. Membuka kesempatan bagi masyarakat lokal untuk bekerja. Providing employment opportunities for local communities. Meningkatkan keharmonisan hubungan Perseroan dengan masyarakat sekitar serta meminimalkan potensi risiko sosial. Strengthening harmonious relationships with surrounding communities to minimise potential social risks.

Manajemen Risiko dan Peluang Terkait Perubahan Iklim

Perseroan mengelola risiko dan peluang terkait perubahan iklim sebagai bagian integral dari kerangka manajemen risiko terintegrasi, tidak dikelola secara terpisah dari risiko bisnis lainnya. Identifikasi risiko mencakup *transition risks*, seperti perubahan kebijakan dan regulasi lingkungan, serta *physical risks* yang berpotensi memengaruhi operasional dan rantai pasok, sekaligus memetakan peluang melalui peningkatan efisiensi, pengelolaan lingkungan yang lebih baik, dan penguatan daya saing berbasis standar keberlanjutan.

Penilaian risiko dan peluang dilakukan menggunakan metodologi manajemen risiko yang sama dengan risiko bisnis lainnya, dengan mempertimbangkan kemungkinan terjadinya dan besaran dampak terhadap kinerja

Climate-Related Risk and Opportunity Management

The Company manages climate-related risks and opportunities as an integral part of its enterprise risk management framework and does not treat them separately from other business risks. The identification of risks includes transition risks, such as changes in environmental policies and regulations, as well as physical risks that may affect operations and supply chains. At the same time, the Company identifies opportunities through improved operational efficiency, enhanced environmental management, and the strengthening of competitiveness based on sustainability standards.

The assessment of risks and opportunities is conducted using the same risk management methodology applied to other business risks, taking into account the likelihood of occurrence and the magnitude of potential impacts on the



operasional, keuangan, kepatuhan, serta reputasi Perseroan dalam cakrawala jangka pendek, menengah, dan panjang. Perseroan juga menerapkan analisis skenario perubahan iklim secara kualitatif dan bertahap untuk memahami potensi dampak terhadap keberlangsungan usaha, yang hasilnya menjadi masukan dalam penetapan prioritas mitigasi dan langkah pengendalian, termasuk kepatuhan regulasi lingkungan, penerapan sistem manajemen lingkungan ISO 14001, pengelolaan limbah dan B3 sesuai ketentuan berlaku, serta peningkatan efisiensi operasional.

Pemantauan dilaksanakan secara berkala melalui mekanisme pengendalian internal dan pelaporan unit kerja terkait, dengan dukungan fungsi Manajemen Risiko, Audit Internal, serta unit kerja relevan dalam proses identifikasi, pemantauan, dan mitigasi risiko iklim. Hal ini memastikan pertimbangan perubahan iklim terintegrasi dalam perencanaan usaha, kegiatan operasional, dan pengambilan keputusan manajemen. Direksi bertanggung jawab atas pengelolaan risiko iklim secara operasional dan secara berkala melaporkan hasilnya kepada Dewan Komisaris, yang menjalankan fungsi pengawasan sekaligus memberikan arahan strategis agar Perseroan tetap adaptif terhadap perkembangan isu perubahan iklim, memastikan pendekatan yang diterapkan selaras dengan prinsip kehati-hatian, dan strategi keberlanjutan jangka panjang. Ke depan, Perseroan akan terus mengevaluasi dan menyempurnakan pendekatan analisis skenario sesuai perkembangan praktik terbaik dan regulasi yang berlaku.

KODE ETIK DAN PERILAKU ANTI PERSAINGAN

Perseroan memiliki Kode Etik (*Corporate Code of Conduct*) sebagai pedoman perilaku bagi seluruh insan Perseroan, termasuk Dewan Komisaris, Direksi, Karyawan, Entitas Anak, serta pihak lain yang bertindak atas nama Perseroan. Kode Etik ini disusun sebagai bagian dari komitmen Perseroan dalam menerapkan prinsip Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) secara konsisten dan berkelanjutan.

Company's operational performance, financial performance, compliance, and reputation over the short, medium, and long term. The Company also applies a gradual and qualitative climate scenario analysis to understand potential impacts on business continuity. The results serve as input in determining mitigation priorities and control measures, including compliance with environmental regulations, the implementation of the ISO 14001 environmental management system, the management of waste and hazardous and toxic materials (B3) in accordance with applicable regulations, and improvements in operational efficiency.

Monitoring is conducted periodically through internal control mechanisms and reporting by relevant business units, supported by the Risk Management function, Internal Audit, and other relevant functions involved in the identification, monitoring, and mitigation of climate-related risks. This approach ensures that climate considerations are integrated into business planning, operational activities, and management decision-making. The Board of Directors is responsible for the operational management of climate-related risks and periodically reports the results to the Board of Commissioners, which performs a supervisory role while providing strategic guidance to ensure that the Company remains adaptive to evolving climate change issues. This approach ensures alignment with the prudence principle, and the Company's long-term sustainability strategy. Going forward, the Company will continue to evaluate and refine its scenario analysis approach in line with evolving best practices and applicable regulations.

CODE OF ETHICS AND ANTI-COMPETITIVE CONDUCT

The Company has established a Corporate Code of Conduct as a guideline for the conduct of all individuals within the Company, including the Board of Commissioners, the Board of Directors, Employees, Subsidiaries, and other parties acting on behalf of the Company. The Code of Conduct has been developed as part of the Company's commitment to consistently and sustainably implement the principles of Good Corporate Governance (GCG).

Kode Etik Perseroan mengatur standar perilaku yang mencakup etika bisnis dan etika kerja, antara lain kepatuhan terhadap peraturan perundang-undangan, pencegahan benturan kepentingan, larangan gratifikasi, anti-suap, dan anti-korupsi, perlindungan aset dan kerahasiaan informasi, serta hubungan yang profesional dan beretika dengan seluruh pemangku kepentingan.

Perseroan mewajibkan seluruh insan Perseroan untuk memahami, mematuhi, dan menerapkan Kode Etik dalam setiap aktivitas usaha. Melalui penerapan Kode Etik tersebut, Perseroan berkomitmen untuk menjaga integritas, transparansi, dan akuntabilitas dalam menjalankan kegiatan usaha, sekaligus mendukung keberlanjutan usaha dan penciptaan nilai jangka panjang bagi para pemangku kepentingan. Kebijakan ini dapat diakses secara publik melalui laman resmi Perseroan di <https://smsm.co.id/id/codeoconduct.php> [IDX G-07]

Upaya penegakkan Kode Etik dilakukan secara berkala agar tumbuh menjadi sebuah kebiasaan baik seluruh pekerja dari segi sikap dan perbuatan, yang dilakukan sebagai berikut:

1. Komitmen Dewan Komisaris dan Direksi Perseroan

Komitmen Dewan Komisaris dan Direksi Perseroan untuk tidak menerima uang dan/atau barang gratifikasi dan/atau bingkisan yang berhubungan dengan kewajiban atau tugasnya dipublikasikan melalui situs web Perseroan.

2. Pakta Integritas

Pakta integritas ditandatangani oleh seluruh rekanan/mitra Perseroan yang terlibat dalam proses pengadaan barang dan jasa. Seluruh karyawan Perseroan juga menandatangani Pakta Integritas untuk penerapan gratifikasi setiap tahun.

Sosialisasi Kode Etik tidak hanya dilakukan kepada karyawan, melainkan juga dilakukan kepada Dewan Komisaris dan Direksi. Sosialisasi dilaksanakan dengan memberikan materi sekaligus *assessment* yang dilakukan setiap tahunnya. Adapun seluruh mitra usaha dan pemasok diwajibkan menandatangani Pakta Integritas sebagai

The Company's Code of Conduct sets out standards of behaviour covering both business ethics and work ethics, including compliance with applicable laws and regulations, the prevention of conflicts of interest, the prohibition of gratuities, anti-bribery, and anti-corruption practices, the protection of assets and confidentiality of information, as well as professional and ethical relationships with all stakeholders.

The Company requires all personnel to understand, comply with, and implement the Code of Conduct in all business activities. Through the implementation of this Code of Conduct, the Company is committed to maintaining integrity, transparency, and accountability in conducting its business operations, while supporting business sustainability and the creation of long-term value for stakeholders. This policy is publicly accessible on the Company's official website at <https://smsm.co.id/id/codeoconduct.php> [IDX G-07]

Efforts to enforce the Code of Conduct are carried out periodically to ensure that ethical behaviour becomes an integral part of the attitudes and actions of all employees. These efforts include the following:

1. Commitment of the Board of Commissioners and the Board of Directors

The commitment of the Board of Commissioners and the Board of Directors not to accept money and/or gratuities and/or gifts related to their duties and responsibilities is publicly disclosed through the Company's official website.

2. Integrity Pact

An Integrity Pact is signed by all partners and business counterparts involved in the procurement of goods and services. All employees of the Company also sign an Integrity Pact annually as part of the implementation of the gratuities control policy.

The socialisation of the Code of Conduct is carried out not only for employees, but also for the Board of Commissioners and the Board of Directors. The socialisation is conducted through the provision of training materials accompanied by annual assessments. In addition, all business partners and suppliers are required to sign



komitmen atas prinsip etika, integritas, serta pencegahan gratifikasi dan benturan kepentingan. Perseroan terus berupaya dalam mengembangkan usaha dengan tetap mengikuti peraturan perundangan yang berlaku.

Sepanjang tahun 2025, tidak terdapat laporan pelanggaran persaingan usaha tidak sehat yang diterima Perseroan, khususnya dari Komisi Pengawas Persaingan Usaha (KPPU).

Anti Korupsi dan Gratifikasi

Perseroan berkomitmen untuk berinisiasi dalam upaya anti korupsi dan gratifikasi dari pihak eksternal dengan melaksanakan sosialisasi kepada seluruh jajaran manajemen dan karyawan, serta menandatangani Pakta Integritas untuk menjunjung tinggi nilai-nilai Perseroan dan mengedepankan kepentingan Perseroan di atas kepentingan pribadi, keluarga, kelompok, maupun golongan. Kebijakan terkait anti korupsi dapat diakses melalui laman resmi Perseroan di <https://smsm.co.id/id/antibribe.php> [IDX G-07]

Sosialisasi kebijakan anti korupsi dan gratifikasi disampaikan di berbagai kesempatan, termasuk saat pelaksanaan program orientasi karyawan baru, Dewan Komisaris dan/atau Direksi baru, dan saat menjelang periode hari raya.

Dalam proses penerapannya, perwujudan dari komitmen tersebut tertuang dalam kebijakan Perseroan berupa:

1. Kode Etik.
2. Pedoman Penanganan Gratifikasi yang disahkan berdasarkan Keputusan Direksi Nomor: 002/DU/ADRG/III/2025 tanggal 14 Maret 2025, yang selaras dengan Pedoman Tata Kelola Perusahaan (*Corporate Governance Guidelines*) dan Pedoman Perilaku (*Code of Conduct*), serta nilai-nilai Perseroan.
3. Kebijakan Anti-Penyuapan, Anti-Korupsi dan Anti-Pencucian Uang, yang merupakan kebijakan turunan dari standar Etika sebagai panduan untuk identifikasi, mengenali, dan menyikapi tindakan yang dapat dianggap dan/atau dikategorikan sebagai penyuapan, korupsi dan/atau pencucian uang.

an Integrity Pact as a commitment to ethical principles, integrity, and the prevention of gratuities and conflicts of interest. The Company continues to develop its business while maintaining compliance with applicable laws and regulations.

Throughout 2025, the Company did not receive any reports of violations related to unfair business competition, particularly from the Business Competition Supervisory Commission (KPPU).

Anti-Corruption and Anti-Bribery

The Company is committed to initiating and strengthening anti-corruption and gratuities prevention efforts involving external parties by conducting socialisation programmes for all levels of management and employees, as well as requiring the signing of an Integrity Pact to uphold the Company's values and prioritise the interests of the Company over personal, family, group, or other interests. The anti-corruption policy is publicly accessible through the Company's official website at <https://smsm.co.id/id/antibribe.php> [IDX G-07]

The socialisation of anti-corruption and gratuities policies is delivered on various occasions, including during orientation programmes for new employees, newly appointed members of the Board of Commissioners and/or the Board of Directors, as well as prior to major festive periods.

In practice, the Company's commitment is reflected in several internal policies, including:

1. Code of Conduct.
2. Gratuities Handling Guidelines, enacted through Board of Directors Decree Number: 002/DU/ADRG/III/2025 dated 14 March 2025, which are aligned with the Corporate Governance Guidelines, the Code of Conduct, and the Company's values.
3. Anti-Bribery, Anti-Corruption and Anti-Money Laundering Policy, which serves as a derivative policy of the Company's ethical standards and provides guidance for identifying, recognizing, and addressing actions that may be considered or categorised as bribery, corruption and/or money laundering.

Selama tahun 2025, Perseroan tidak menemukan adanya insiden korupsi dan gratifikasi. [GRI 205-2, 205-3]

Keterlibatan dalam Kegiatan Politik

Perseroan tidak memiliki afiliasi dan melarang pemberian sumbangan kepada organisasi dan/atau partai politik. Perseroan juga mewajibkan seluruh karyawan untuk bersikap netral dan melarang penggunaan aset Perseroan dalam tujuan berpolitik. Namun, Perseroan tetap menghormati hak karyawan dalam melaksanakan kewajibannya sebagai warga negara sesuai peraturan perundangan yang berlaku. [GRI 415-1]

Pengadaan Barang dan Jasa yang Transparan

Perseroan berkomitmen untuk bersikap profesional kepada pemasok. Perseroan menerapkan Kebijakan Seleksi Pemasok atau Vendor, Peningkatan Kemampuan Pemasok atau Vendor, dan Kode Etik Pemasok untuk menjaga integritas dan menjalankan proses pengadaan barang, dan jasa secara transparan. Pakta Integritas Pemasok juga wajib ditandatangani oleh seluruh pemasok dalam proses pengadaan barang dan jasa.

Pengelolaan Konflik Kepentingan

Pengelolaan konflik kepentingan merupakan elemen yang sangat penting untuk menjaga integritas dan objektivitas dalam setiap pengambilan keputusan, baik di tingkat badan tata kelola maupun manajemen. Perseroan mewajibkan seluruh anggota Dewan Komisaris dan Direksi untuk senantiasa mengutamakan kepentingan Perseroan di atas kepentingan pribadi maupun golongan dalam setiap pengambilan keputusan. Kebijakan ini mengatur kewajiban pengungkapan (*disclosure*) atas setiap potensi konflik kepentingan yang dimiliki oleh anggota Direksi maupun Dewan Komisaris, serta mekanisme penanganan yang transparan dan terstruktur. Dengan adanya kebijakan ini, Perseroan berupaya menjaga objektivitas dan integritas dalam proses pengambilan keputusan, sehingga setiap tindakan korporasi dilandasi oleh itikad baik dan semata-mata demi kemajuan Perseroan serta perlindungan kepentingan seluruh pemangku kepentingan. Kebijakan ini dapat diakses secara publik melalui laman resmi Perseroan di <https://www.smsm.co.id/id/corpaffconf.php> [IDX G-09]

Throughout 2025, the Company did not identify any incidents of corruption or gratuities. [GRI 205-2, 205-3]

Involvement in Political Activities

The Company has no affiliation with and prohibits donations to political organisations and/or political parties. The Company also requires all employees to maintain neutrality and prohibits the use of Company assets for political purposes. Nevertheless, the Company respects employees' rights to fulfil their obligations as citizens in accordance with applicable laws and regulations. [GRI 415-1]

Transparent Procurement of Goods and Services

The Company is committed to maintaining professional relationships with its suppliers. The Company implements policies on Supplier or Vendor Selection, Supplier or Vendor Capability Development, and a Supplier Code of Conduct to uphold integrity and ensure that the procurement of goods and services is conducted transparently. In addition, all suppliers are required to sign a Supplier Integrity Pact as part of the procurement process for goods and services.

Conflict of Interest Management

Effective management of conflicts of interest is a critical component in safeguarding integrity and objectivity in all decision-making processes, both at the governance and management levels. The Company requires all members of the Board of Commissioners and the Board of Directors to consistently prioritise the Company's interests over personal or group interests in every decision they make. This policy sets out the obligation to disclose any potential conflicts of interest held by members of the Board of Directors or Board of Commissioners, as well as the transparent and structured mechanisms for addressing such conflicts. Through the implementation of this policy, the Company aims to maintain objectivity and integrity in decision-making, ensuring that all corporate actions are conducted in good faith and solely for the advancement of the Company, while protecting the interests of all stakeholders. The full policy is publicly accessible on the Company's official website at <https://www.smsm.co.id/id/corpaffconf.php> [IDX G-09]



SISTEM PELAPORAN PELANGGARAN

Sistem Pelaporan Pelanggaran (*whistleblowing system*) sebagai bagian dari komitmen terhadap penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) serta menjadi salah satu sarana pelaporan tindak kecurangan dan/atau pelanggaran di lingkungan Perseroan. Ruang lingkup pelaporan meliputi antara lain, korupsi, kolusi, dan nepotisme, pelanggaran terhadap kode etik, serta keluhan atau permasalahan yang berkaitan dengan keakuratan laporan keuangan Perseroan, press release atau pengungkapan publik lainnya, akuntansi, pengendalian internal, maupun kepentingan audit. Selain itu, pelapor juga dapat menyampaikan keluhan atau masalah terkait keakuratan data dan informasi yang dipublikasikan oleh Perseroan melalui:

WHISTLEBLOWING SYSTEM

The Whistleblowing System forms part of the Company's commitment to implementing Good Corporate Governance and serves as a channel for reporting fraud and/or violations within the Company. The scope of reporting includes, among others, corruption, collusion, and nepotism, breaches of the Code of Conduct, as well as complaints or issues related to the accuracy of the Company's financial statements, press releases or other public disclosures, accounting, internal controls, and audit matters. In addition, whistleblowers may also submit complaints or raise concerns regarding the accuracy of data and information published by the Company through:

KOMITE AUDIT DAN SEKRETARIS PERUSAHAAN - FEEDBACK UNIT Audit Committee and Corporate Secretary - Feedback Unit



PT Selamat Sempurna Tbk
ADR Tower, Lantai 20 | 20th Floor
Jl. Pantai Indah Kapuk Boulevard
Kamal Muara, Penjaringan
Jakarta Utara | North Jakarta 14470
Indonesia
Surel | Email: adr@adr-group.com
corporate@adr-group.com

Setiap laporan yang diterima dikelola secara rahasia, objektif, dan independen, serta ditindaklanjuti melalui proses verifikasi dan investigasi sesuai dengan ketentuan internal Perseroan. Sebagai langkah mitigasi, Perseroan juga menerapkan pengendalian internal, pengawasan berkala, serta sosialisasi kebijakan dan kode etik untuk meminimalkan potensi terjadinya pelanggaran. [GRI 2-16]

All reports received are handled confidentially, objectively, and independently, and are followed up through verification and investigation processes in accordance with the Company's internal regulations. As a mitigation measure, the Company also implements internal controls, regular monitoring, and the dissemination of policies and the Code of Conduct to minimise the potential for violations. [GRI 2-16]

Selama tahun pelaporan 2025, Perseroan tidak menerima adanya keluhan dan/atau pelanggaran melalui *whistleblowing system*. Selain itu, Perseroan juga tidak terlibat kasus hukum yang memiliki dampak signifikan atau risiko kepada Perseroan. Oleh karena itu, tidak terdapat sanksi administratif yang diberikan oleh regulator, baik kepada Perseroan maupun Dewan Komisaris dan Direksi.

[GRI 2-27]

During the 2025 reporting year, the Company did not receive any complaints or reports of violations through the *whistleblowing system*. Furthermore, the Company was not involved in any legal cases that had a significant impact or posed a material risk. Consequently, no administrative sanctions were imposed by regulators on the Company, the Board of Commissioners, or the Board of Directors. [GRI 2-27]

KETERANGAN Description	SATUAN Unit	2025	2024	2023
Jumlah Pengaduan Number of Complaints	Kasus Cases	0	0	0
Terselesaikan Resolved	Kasus Cases	0	0	0
Sedang Berjalan Ongoing/In Progress	Kasus Cases	0	0	0
Persentase perselisihan diselesaikan Percentage of Disputes Resolved	%	0	0	0

PELIBATAN PEMANGKU KEPENTINGAN

[GRI 2-29] [OJK E.4]

Pemangku kepentingan merupakan aspek penting yang memiliki peran strategis dalam mendukung keberlanjutan bisnis Perseroan. Perseroan melaksanakan proses pelibatan pemangku kepentingan melalui identifikasi, interaksi, dan seleksi pihak-pihak yang memiliki pengaruh terhadap kegiatan operasional dan kinerja Perseroan.

Pelibatan pemangku kepentingan membantu Perseroan dalam mengidentifikasi isu-isu yang signifikan, memahami kebutuhan dan ekspektasi mereka, serta menentukan langkah tindak lanjut yang relevan atas isu-isu material serta pemenuhan kebutuhan dan ekspektasi pemangku kepentingan. Perseroan memastikan bahwa penentuan pemangku kepentingan dilakukan secara relevan, terstruktur dan selaras dengan prinsip Tata Kelola Perusahaan yang Baik, serta mendukung pengelolaan aspek keberlanjutan secara berkesinambungan.

STAKEHOLDER ENGAGEMENT

[GRI 2-29] [OJK E.4]

Stakeholders play a crucial role in supporting the sustainability of the Company's business. The Company engages stakeholders through a structured process of identification, interaction, and selection of parties that have an influence on the Company's operational activities and performance.

Stakeholder engagement helps the Company identify significant issues, understand their needs and expectations, and determine relevant follow-up actions concerning material issues as well as the fulfilment of stakeholder needs and expectations. The Company ensures that the determination of stakeholders is carried out in a relevant, structured manner, aligned with the principles of Good Corporate Governance, and supports the continuous management of sustainability aspects.



Perseroan mengidentifikasi 7 (tujuh) pemangku kepentingan yang teridentifikasi memiliki pengaruh terhadap Perseroan, yaitu sebagai berikut:

The Company has identified seven (7) stakeholders that are considered to have a significant influence on the Company, as follows:

IDENTIFIKASI KEBUTUHAN DAN PENDEKATAN PEMANGKU KEPENTINGAN
Stakeholder Needs Identification and Engagement Approach

Pemangku Kepentingan Stakeholders	METODE DAN FREKUENSI PELIBATAN PEMANGKU KEPENTINGAN Stakeholder Engagement Methods and Frequency		KEBUTUHAN PEMANGKU KEPENTINGAN Stakeholder Needs	TINDAK LANJUT PERSEROAN Company Follow-up
	METODE PELIBATAN Engagement Methods	FREKUENSI Frequency		
Pemegang Saham Shareholders	Rapat Umum Pemegang Saham (RUPS). General Meeting of Shareholders (GMS).	<ul style="list-style-type: none"> RUPS Tahunan setahun sekali. Annual GMS once a year. RUPS Luar Biasa sesuai kebutuhan. Extraordinary GMS as needed. 	<ul style="list-style-type: none"> Evaluasi kinerja Dewan Komisaris dan Direksi. Evaluation of the performance of the Board of Commissioners and the Board of Directors. Penggunaan laba bersih dan pembagian dividen. Use of net profit and dividend distribution. Pengesahan Laporan Tahunan. Approval of the Annual Report. Penyesuaian Anggaran Dasar sesuai dengan peraturan yang berlaku (jika diperlukan). Amendments to the Articles of Association in accordance with applicable regulations (if required). Penunjukkan Kantor Akuntan Publik. Public Accounting Firm Appointment. Pergantian Direksi dan Komisaris (jika diperlukan). Change of Directors and Commissioners (if required). 	<ul style="list-style-type: none"> Menyediakan dokumen evaluasi kinerja. Provide performance evaluation documents. Menyiapkan dokumen terkait yang telah dikoordinasikan dengan Biro Administrasi Efek (BAE) dan notaris. Prepare related documents in coordination with the Share Registrar (BAE) and notary. Melakukan Pengumuman Bukti Iklan di Media (Koran), situs web Perseroan dan Program eASY KSEI. Publish proof of advertisement in media (newspapers), the Company website and the eASY KSEI program.
	Laporan kinerja. Performance Report.	Tiga bulan sekali (triwulan). Once every three months (quarterly).	Laporan Keuangan. Financial Statements.	<ul style="list-style-type: none"> Menyusun Laporan Keuangan dan melakukan audit. Prepare Financial Statements and conduct audits. Menyusun presentasi atas kinerja Perseroan. Prepare presentations on the Company's performance. Rapat Komite Audit. Audit Committee meetings.

Pemangku Kepentingan Stakeholders	METODE DAN FREKUENSI PELIBATAN PEMANGKU KEPENTINGAN Stakeholder Engagement Methods and Frequency		KEBUTUHAN PEMANGKU KEPENTINGAN Stakeholder Needs	TINDAK LANJUT PERSEROAN Company Follow-up
	METODE PELIBATAN Engagement Methods	FREKUENSI Frequency		
		Setahun sekali. Once a year.	<ul style="list-style-type: none"> Laporan Tahunan. Annual Report. Laporan Keberlanjutan. Sustainability Report. 	<ul style="list-style-type: none"> Menyusun Laporan Tahunan. Prepare the Annual Report. Menyusun Laporan Keberlanjutan. Prepare the Sustainability Report.
Investor Investors	Pertemuan, <i>Conference Call, Earnings Calls, Conference Meeting</i> dan <i>Site Visit</i> . Meetings, conference calls, earnings calls, conferences/ seminars and site visits.	Rutin. Routine.	<ul style="list-style-type: none"> Informasi Keuangan (Laporan data keuangan detail dan summary, Ikhtisar Keuangan, Laporan Tahunan, dan Laporan Keberlanjutan). Financial information (Detailed and summary financial reports, Financial Highlights, Annual Report, and Sustainability Report). Presentasi atas kinerja per tiap triwulanan. Quarterly performance presentations. 	<ul style="list-style-type: none"> Menyediakan dokumen dan menyusun evaluasi kinerja per tiap triwulan. Provide documents and prepare quarterly performance evaluations. Menyediakan dokumen terkait informasi keuangan per tiap triwulan. Provide documents related to quarterly financial information.
Pemerintah/ Regulator Government/ Regulators	<ul style="list-style-type: none"> Laporan pengelolaan Lingkungan (UKL-UPL) ke Dinas Lingkungan Hidup Kabupaten, Provinsi, dan Kementerian Lingkungan Hidup. Environmental management reports (UKL-UPL) to the Environmental Agencies at the Regency, Provincial and Ministry levels. Laporan kualitas air ke Dinas Lingkungan Hidup Kabupaten Tangerang. Water quality reports to the Environmental Agency of Tangerang Regency. Laporan neraca limbah B3 ke Dinas Lingkungan Hidup Kabupaten Tangerang. Hazardous and Toxic Waste (B3) balance reports to the Environmental Agency of Tangerang Regency. 	<ul style="list-style-type: none"> Enam bulan sekali (semester). Every six months (semi-annually). Tiga bulan sekali (triwulan). Once every three months (quarterly). Tiga bulan sekali (triwulan). Once every three months (quarterly). 	<ul style="list-style-type: none"> Laporan Pengelolaan Lingkungan. Environmental Management Reports. Evaluasi kualitas air limbah yang dihasilkan. Evaluation of the quality of wastewater generated. Evaluasi jumlah limbah B3 yang dihasilkan. Evaluate the quantity of hazardous and toxic waste (B3) generated. 	<ul style="list-style-type: none"> Menyusun Laporan UKL-UPL. Prepare UKL-UPL Reports. Menyusun Laporan kualitas air limbah. Prepare wastewater quality reports. Menyusun Laporan neraca limbah B3. Prepare hazardous and toxic waste (B3) balance reports.



Pemangku Kepentingan Stakeholders	METODE DAN FREKUENSI PELIBATAN PEMANGKU KEPENTINGAN Stakeholder Engagement Methods and Frequency		KEBUTUHAN PEMANGKU KEPENTINGAN Stakeholder Needs	TINDAK LANJUT PERSEROAN Company Follow-up
	METODE PELIBATAN Engagement Methods	FREKUENSI Frequency		
	<ul style="list-style-type: none"> Laporan P2K3 ke Dinas Tenaga Kerja Provinsi. P2K3 (Occupational Safety and Health Committee) reports to the Provincial Manpower Office. Perpanjangan Lisensi Operator <i>Forklift & Crane</i> ke Kementerian Tenaga Kerja Republik Indonesia. Renewal of Forklift & Crane Operator Licenses to the Ministry of Manpower of the Republic of Indonesia. 	<ul style="list-style-type: none"> Tiga bulan sekali (triwulan). Once every three months (quarterly). Lima tahun sekali. Once every five years. 	<ul style="list-style-type: none"> Evaluasi Kegiatan P2K3 dengan ikut serta dalam kompetisi P2K3 terbaik/<i>Zero Accident</i> tingkat Provinsi Banten. Evaluate P2K3 activities by participating in the best P2K3/ Zero Accident competition at the Banten Provincial level. Pengoperasian alat angkat-angkut sesuai dengan Lisensi. Operate lifting equipment in accordance with licenses. 	<ul style="list-style-type: none"> Menyusun Laporan tiga bulanan. Prepare quarterly reports. Mendata masa laku Lisensi Kementerian Ketengakerjaan. Record the validity period of Ministry of Manpower licenses.
Karyawan Employees	Pertemuan tiap tiga bulan antara Pengurus Unit Kerja (PUK) dan Manajemen. Quarterly meetings between Work Unit Managers (PUK) and Management.	Tiga bulan sekali (triwulan). Once every three months (quarterly).	Diskusi permasalahan ketenagakerjaan. Discussion on labor-related issues.	<ul style="list-style-type: none"> Membuat notulen rapat. Prepare meeting minutes. Pembahasan di rapat Direksi. Discuss in Board of Directors meetings.
Mitra Kerja Business Partners	<ul style="list-style-type: none"> Badan Sertifikasi Sistem Manajemen Mutu. Quality Management System Certification Body. Badan Sertifikasi Sistem Manajemen Lingkungan. Environmental Management System Certification Body. 	<ul style="list-style-type: none"> Enam bulan sekali (semester). Every six months (semi-annually). Setahun sekali. Once a year. 	<ul style="list-style-type: none"> Sertifikasi dan <i>surveillance audit</i> IATF 16949 : 2016. IATF 16949:2016 certification and surveillance audit. Sertifikasi dan <i>surveillance audit</i> ISO 14001 : 2015. ISO 14001:2015 certification and surveillance audit. 	<ul style="list-style-type: none"> Perbaikan sesuai hasil audit dalam rangka perbaikan berkesinambungan. Implement improvements based on audit findings as part of continuous improvement. Perbaikan sesuai hasil audit dalam rangka perbaikan berkesinambungan. Implement improvements based on audit findings as part of continuous improvement.
Masyarakat Community	<p>CSR</p> <ul style="list-style-type: none"> Survei lokasi pelaksanaan CSR. CSR implementation site survey. Pertemuan dengan perwakilan masyarakat penerima CSR. Meeting with representatives of CSR recipient communities 	Rutin. Routine.	Tanggung jawab sosial Perusahaan. Corporate social responsibility.	Pelaksanaan kegiatan tanggung jawab sosial Perseroan (CSR) kepada masyarakat sesuai dengan kondisi dan kebutuhannya. Implement corporate social responsibility (CSR) activities for the community in accordance with their conditions and needs.

Pemangku Kepentingan Stakeholders	METODE DAN FREKUENSI PELIBATAN PEMANGKU KEPENTINGAN Stakeholder Engagement Methods and Frequency		KEBUTUHAN PEMANGKU KEPENTINGAN Stakeholder Needs	TINDAK LANJUT PERSEROAN Company Follow-up
	METODE PELIBATAN Engagement Methods	FREKUENSI Frequency		
	<p>Rekrutmen Tenaga Kerja Lokal Local Workforce Recruitment</p> <ul style="list-style-type: none"> Menyebarkan informasi lowongan kerja kepada masyarakat melalui masing-masing personalia unit usaha, baik lisan maupun tertulis. Disseminate job vacancy information to the community through each business unit's HR, both verbally and in writing. Memasang poster informasi lowongan kerja pada papan informasi masing-masing unit usaha. Post job vacancy information on notice boards at each business unit. 	<p>Rutin, sesuai kebutuhan. Routine, as needed.</p>	<p>Lowongan kerja bagi tenaga kerja lokal yang sesuai dengan keterampilan dan latar belakang pendidikan masyarakat, serta disesuaikan dengan kebutuhan posisi dalam Perseroan. Job vacancies for local workforce that match the skills and educational background of the community, and are aligned with the Company's position requirements.</p>	<p>Pelaksanaan perekrutan tenaga kerja melalui proses yang adil dan transparan. Conduct recruitment of workforce through a fair and transparent process.</p>
Pelanggan Customers	<ul style="list-style-type: none"> Menyampaikan pemberitahuan (<i>notice</i>) terkait perubahan kebijakan dan peraturan pemerintah, maupun informasi lainnya yang dibutuhkan pelanggan (seperti pengiriman barang). Provide notices regarding changes in policies and government regulations, as well as other information required by customers (e.g., delivery of goods). Survei kepuasan pelanggan. Customer satisfaction survey. 	<ul style="list-style-type: none"> Rutin, menyesuaikan kondisi perubahan kebijakan dan peraturan, maupun kebutuhan pelanggan lainnya. Routine, adjusted to changes in policies and regulations, as well as other customer needs. Setahun sekali. Once a year. 	<p>Informasi terbaru terkait hubungan Perseroan dengan pelanggan, serta kebijakan, dan peraturan terbaru yang dapat memengaruhi kepentingan pelanggan. Up-to-date information regarding the Company's relationship with customers, as well as the latest policies, and regulations that may affect customer interests.</p>	<ul style="list-style-type: none"> Pelaksanaan survei kepuasan pelanggan. Conduct customer satisfaction surveys. Melaksanakan evaluasi dan menyusun kerangka kerja (<i>action plan</i>) dari hasil survei kepuasan pelanggan yang diaudit oleh Tim Management Representative (MR) melalui <i>Managerial Review Meeting</i> (MRM) setiap tiga bulan. Selanjutnya, Perseroan menindaklanjuti hasil MRM, yakni berupa <i>Planning Result</i>. Evaluate and develop an action plan based on the results of customer satisfaction surveys, audited by the Management Representative (MR) through the Managerial Review Meeting (MRM) every three months. The Company then follows up on the MRM results in the form of a Planning Result.

4



KINERJA KEBERLANJUTAN

Sustainability Performance

82

Kinerja Ekonomi
Economic Performance

93

Kinerja Lingkungan
Environmental Performance

107

Kinerja Sosial
Social Performance







04

KINERJA KEBERLANJUTAN

SUSTAINABILITY PERFORMANCE



KINERJA EKONOMI

[GRI 3-3]

PT Selamat Sempurna Tbk menunjukkan kinerja ekonomi yang solid dan berkelanjutan pada tahun 2025 dengan berhasil mencapai target pertumbuhan sebesar 3,37%. Hal ini tercermin dari meningkatnya penjualan bersih menjadi Rp 5,34 triliun, yang didorong oleh kontribusi dominan dari segmen penyaring sebesar sekitar 76,01% terhadap total penjualan produk. Sementara itu, segmen radiator, karoseri, dan distribusi masing-masing berkontribusi sebesar 11,09%, 2,70% dan 31,07%.

Penjualan ke pasar domestik tercatat sebesar Rp 1,89 triliun atau 35% dari total penjualan, sedangkan penjualan ke pasar luar negeri mencapai Rp 3,45 triliun atau 65% dari total penjualan. Penjualan ke pasar luar negeri juga meningkat sebesar 10,71%, yang mencerminkan kemampuan Perseroan dalam menjaga keseimbangan kinerja penjualan antara pasar domestik dan internasional.

Sejalan dengan peningkatan penjualan bersih, laba bersih Perseroan pada tahun 2025 turut meningkat sebesar 9,12% dibandingkan tahun sebelumnya menjadi Rp 1,22 triliun, dengan margin laba bersih sebesar 22,85%. Pencapaian ini mencerminkan efektivitas pengelolaan

ECONOMIC PERFORMANCE

[GRI 3-3]

PT Selamat Sempurna Tbk demonstrated solid and sustainable economic performance in 2025, successfully achieving a growth target of 3.37%. This was reflected in the increase in net sales to Rp 5.34 trillion, driven primarily by the dominant contribution of the filter segment, which accounted for approximately 76.01% of total product sales. Meanwhile, the radiator, coachwork, and distribution segments contributed 11.09%, 2.70% and 31.07%, respectively.

Sales to the domestic market amounted to Rp 1.89 trillion, representing 35% of total sales, while sales to international markets reached Rp 3.45 trillion, or 65% of total sales. Export sales also increased by 10.71%, reflecting the Company's ability to maintain a balanced sales performance across both domestic and international markets.

In line with the increase in net sales, the Company's net profit in 2025 also grew by 9.12% compared to the previous year, reaching Rp 1.22 trillion, with a net profit margin of 22.85%. This achievement reflects the effectiveness of the Company's operational and financial

operasional dan keuangan Perseroan serta memperkuat kepercayaan para pemangku kepentingan terhadap kinerja dan prospek keberlanjutan usaha Perseroan.

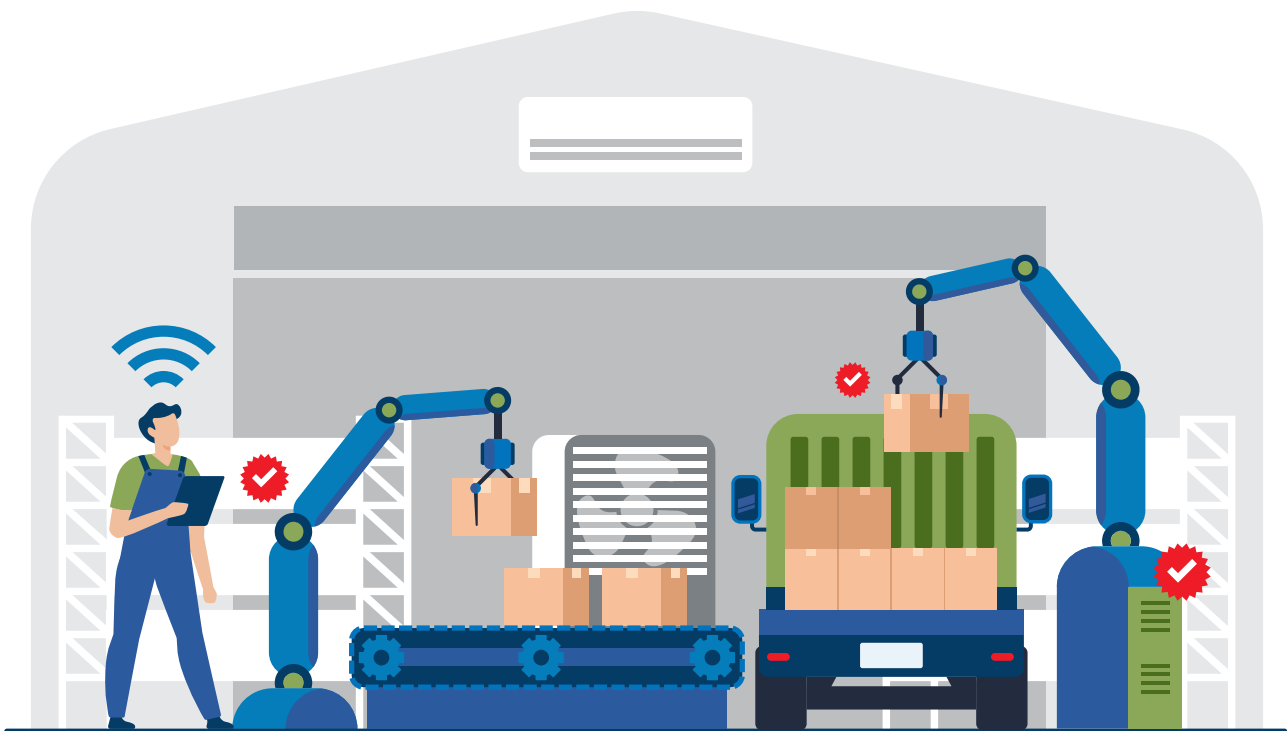
management and further strengthens stakeholders' confidence in the Company's performance and long-term business sustainability prospects.

Rincian lebih lanjut mengenai kinerja keuangan Perseroan disajikan dalam Laporan Tahunan 2025.

Further details on the Company's financial performance are presented in the 2025 Annual Report.

TARGET DAN REALISASI KINERJA KEUANGAN [OJK F.2]
Financial Performance Targets and Achievements [OJK F.2]

KETERANGAN Description	TARGET 2025 2025 Target	REALISASI Actual		
		2025	2024	2023
		Miliar (Rp) Billion (IDR)	Miliar (Rp) Billion (IDR)	Miliar (Rp) Billion (IDR)
Pendapatan Revenue	8% dari tahun 2024. 8% increase compared to 2024.	5,338.79	5,164.99	5,108.40
Laba Kotor Gross Profit	Menjaga tingkat margin yang sehat dan berkelanjutan, minimal sama dengan tahun 2024. Maintain a healthy and sustainable margin level, at least in line with 2024.	1,978.15	1,914.01	1,836.90
Laba (Rugi) Tahun Berjalan Profit (Loss) for The Year	10% dari tahun 2024. 10% increase compared to 2024.	1,220.33	1,117.90	1,038.30





NILAI EKONOMI YANG DIHASILKAN DAN DIDISTRIBUSIKAN (RP MILIAR) [GRI 201-1]
Economic Value Generated and Distributed (IDR Billion) [GRI 201-1]

KETERANGAN Description		REALISASI Actual		
		2025	2024	2023
Nilai Ekonomi yang Dihasilkan Economic Value Generated				
I	Pendapatan Usaha Revenue	5,338.79	5,164.99	5,108.40
II	Tambahan: Additions:			
	- Laba (Rugi) Selisih Kurs Mata Uang Asing Foreign Exchange Gain (Loss)	54.30	66.47	(21.27)
	- Pendapatan Bunga Interest Income	40.94	42.06	32.60
	- Laba Penjualan Aset Tetap Gain on Sale of Fixed Assets	8.79	13.65	6.63
	- Lain-lain – Bersih Others – Net			
	(Terdiri atas Net Pendapatan & Beban Operasi Lainnya kecuali Net Laba (Rugi) Selisih Kurs, Net Laba (Rugi) Penjualan Aset Tetap, <i>Tax Penalties & Tax Expenses</i>) (Consists of Net Other Operating Income & Expenses excluding Foreign Exchange Gain (Loss), Net Gain (Loss) on Sale of Fixed Assets, Tax Penalties & Tax Expenses)	4.40	(71.47)	(23.71)
Jumlah Nilai Ekonomi yang Dihasilkan Total Economic Value Generated		5,447.22	5,215.70	5,102.65
Nilai Ekonomi yang Didistribusikan Economic Value Distributed				
I	Pembayaran dividen kepada Pemegang Saham Dividends Paid to Shareholders	806.22	777.42	604.66
II	Jumlah gaji karyawan dan manfaat lainnya Employee Wages and Benefits	875.34	860.47	841.22
III	Biaya Operasional Operating Expenses	963.91	938.15	883.03
IV	Pembayaran kepada Pemerintah (Terdiri atas Tax Penalties & Tax Expenses) Payments to Government (Consists of tax penalties & tax expenses)	59.23	72.52	59.77
V	Pengeluaran dana untuk kegiatan kemasyarakatan Community Investment	1.42	0.13	0.41
Jumlah Nilai Ekonomi yang Didistribusikan Total Economic Value Distributed		2,706.12	2,648.69	2,389.09
Nilai Ekonomi yang Ditahan Economic Value Retained		2,741.10	2,567.01	2,713.56

Bantuan Finansial dari Pemerintah

[GRI 201-4]

Perseroan mendapatkan manfaat dari pemberian insentif pajak sesuai dengan ketentuan pasal 2 ayat (a) dan pasal 3 Peraturan Pemerintah Republik Indonesia No. 30 Tahun 2020 tanggal 18 Juni 2020 tentang Penurunan Tarif Pajak Penghasilan bagi Wajib Pajak Badan Dalam Negeri yang Berbentuk Perseroan Terbuka. Namun selama tahun 2025, Pada tahun pelaporan, Perseroan tidak menerima bantuan finansial dalam bentuk apa pun dari pemerintah, baik pemerintah pusat maupun pemerintah daerah. Perseroan tidak memperoleh subsidi, hibah, insentif pajak khusus, keringanan biaya, maupun bentuk dukungan finansial lainnya yang diberikan secara langsung oleh pemerintah. Seluruh kegiatan operasional, investasi, serta program keberlanjutan Perseroan dibiayai secara mandiri melalui pendanaan internal.

Implikasi Finansial terkait Perubahan Iklim

[GRI 201-2]

Perseroan menyadari bahwa perubahan iklim berpotensi memberikan dampak signifikan terhadap kelangsungan operasional bisnis, sehingga penilaian risiko iklim telah dilakukan secara terstruktur. Risiko yang diidentifikasi mencakup sebagai berikut:

1. Risiko Fisik

Yang dapat mengganggu ketersediaan bahan baku serta proses produksi seperti banjir dan peningkatan suhu ekstrem.

2. Risiko Transisi

Yang berkaitan dengan perubahan regulasi lingkungan, perkembangan teknologi, dinamika pasar, dan reputasi usaha.

Dalam merespons risiko tersebut, Perseroan menerapkan pendekatan manajemen risiko yang komprehensif dengan mengintegrasikan identifikasi risiko dan peluang ke dalam proses pengambilan keputusan. Langkah ini bertujuan untuk memastikan kesiapan Perseroan dalam menghadapi dampak iklim sekaligus menjaga keberlangsungan operasional dan kinerja keuangan.

Financial Assistance received from Government

[GRI 201-4]

The Company benefited from tax incentives in accordance with Article 2(a) and Article 3 of Government Regulation of the Republic of Indonesia No. 30 of 2020 dated 18 June 2020 concerning the Reduction of Corporate Income Tax Rates for Domestic Corporate Taxpayers in the form of Public Listed Companies. However, during the reporting year of 2025, the Company did not receive any financial assistance from the government, either from the central or regional governments. The Company did not obtain subsidies, grants, specific tax incentives, cost reductions, or any other forms of financial support provided directly by the government. All of the Company's operational activities, investments, and sustainability programmes were financed independently through internal funding.

Financial Implications of Climate Change

[GRI 201-2]

The Company recognises that climate change has the potential to significantly affect the continuity of its business operations. Therefore, climate-related risk assessments have been conducted in a structured manner. The risks identified include the following:

1. Physical Risks

These risks may disrupt the availability of raw materials and production processes, such as flooding and increasing extreme temperatures.

2. Transition Risks

These risks are associated with changes in environmental regulations, technological developments, market dynamics, and business reputation.

In response to these risks, the Company adopts a comprehensive risk management approach by integrating the identification of risks and opportunities into its decision-making processes. This approach aims to ensure the Company's preparedness in addressing climate-related impacts while maintaining operational continuity and financial performance.



Melalui penerapan mitigasi yang tepat sasaran, Perseroan berupaya meminimalkan potensi dampak negatif risiko iklim serta mengoptimalkan peluang yang muncul, sejalan dengan komitmen Perseroan dalam menjalankan praktik bisnis yang berkelanjutan dan adaptif terhadap perubahan lingkungan.

Antisipasi terhadap Kondisi Finansial Perusahaan

Jangka Pendek

- Penguatan Manajemen Modal Kerja
 - Menambah *buffer stock* bahan baku kritis untuk mengantisipasi gangguan pasokan atau cuaca ekstrem.
 - Pemantauan ketat pergerakan harga komoditas dan energi untuk menjaga stabilitas *cashflow*.
- Optimalisasi Efisiensi Operasional
 - Penyesuaian proses produksi harian untuk mengurangi konsumsi energi saat suhu ekstrem.
 - Penerapan *lean production* untuk mengurangi *waste* bahan baku yang harganya *volatile*.
- Manajemen Risiko Nilai Tukar
 - Penggunaan *forward contract* untuk mengamankan nilai tukar USD, mengingat sebagian besar bahan baku masih diimpor.
 - Penyesuaian bertahap harga jual untuk mengurangi dampak fluktuasi biaya.
- Koordinasi Intensif dengan Pemasok Global
 - Percepatan proses pemesanan untuk menghindari keterlambatan akibat gangguan logistik atau cuaca ekstrem.
 - Evaluasi pemasok alternatif untuk memasok barang dengan risiko lebih rendah.

Jangka Menengah

- Automasi dan Modernisasi Fasilitas Produksi
 - Investasi pada automasi untuk mengurangi ketergantungan pada tenaga kerja manual serta menekan konsumsi energi.
 - Peningkatan efisiensi mesin dan sistem pendingin untuk menghadapi suhu tinggi dan perubahan kondisi iklim.

Through the implementation of targeted mitigation measures, the Company seeks to minimise the potential adverse impacts of climate-related risks while optimising emerging opportunities, in line with its commitment to conducting sustainable business practices and remaining adaptive to environmental changes.

Anticipation of the Company's Financial Condition

Short-Term Measures

- Strengthening Working Capital Management
 - Increasing buffer stock of critical raw materials to anticipate potential supply disruptions or extreme weather events.
 - Closely monitoring commodity and energy price movements to maintain cash flow stability.
- Operational Efficiency Optimisation
 - Adjusting daily production processes to reduce energy consumption during periods of extreme temperatures.
 - Implementing lean production practices to minimise raw material waste, particularly for materials with volatile prices.
- Foreign Exchange Risk Management
 - Utilising forward contracts to hedge USD exchange rate exposure, considering that a significant portion of raw materials is imported.
 - Gradually adjusting selling prices to mitigate the impact of cost fluctuations.
- Intensive Coordination with Global Suppliers
 - Accelerating procurement processes to avoid delays caused by logistics disruptions or extreme weather conditions.
 - Evaluating alternative suppliers to ensure more resilient sourcing with lower risk exposure.

Medium-Term Measures

- Automation and Modernisation of Production Facilities
 - Investing in automation to reduce reliance on manual labour while improving energy efficiency.
 - Enhancing the efficiency of machinery and cooling systems to adapt to rising temperatures and changing climate conditions.

- Penyesuaian Produk dan Portofolio Bisnis
 - Pengembangan produk terkait EV dan filter non-engine untuk menghadapi perubahan teknologi kendaraan.
 - Ekspansi signifikan di segmen HVAC karena meningkatnya kebutuhan kualitas udara dan efisiensi energi.
- Diversifikasi Pemasok dan Reduksi Risiko Impor
 - Mengembangkan pemasok dari negara yang lebih stabil secara iklim.
 - Mendorong peningkatan *sourcing* domestik untuk bahan baku tertentu.
- Pengelolaan Harga dan Struktur Margin
 - Evaluasi harga jual berdasarkan perubahan komoditas global secara terukur (tidak reaktif).
 - Optimalisasi *product mix* untuk meningkatkan kontribusi segmen yang memiliki margin lebih stabil, seperti *heavy-duty* dan HVAC.

Jangka Panjang

- Transformasi Portofolio ke Segmen Berkelanjutan
 - Membangun pondasi bisnis non-engine filtration (HVAC, industrial) sebagai pilar masa depan yang lebih tahan terhadap perubahan iklim dan transisi teknologi.
 - Meningkatkan pangsa pasar global dengan fokus pada produk yang mendukung efisiensi energi dan kualitas udara.
- Pembangunan Fasilitas Produksi Baru yang Lebih Efisien dan Ramah Iklim
 - Mendirikan fasilitas produksi HVAC khusus dengan teknologi hemat energi dan standar lingkungan tinggi.
 - Perencanaan jangka panjang untuk investasi fasilitas yang mampu beroperasi stabil di tengah perubahan temperatur dan cuaca.
- Penguatan Ketahanan Rantai Pasok Global
 - Membentuk model rantai pasok yang lebih resilien dengan melibatkan pemasok dari berbagai wilayah.
 - Menerapkan persyaratan keberlanjutan pada pemasok untuk meningkatkan kualitas dan efisiensi pasokan jangka panjang.

- Product and Business Portfolio Adjustment
 - Developing EV-related products and non-engine filtration products to respond to changes in vehicle technology.
 - Expanding significantly in the HVAC segment in response to the growing demand for improved air quality and energy efficiency.
- Supplier Diversification and Import Risk Reduction
 - Developing suppliers from countries with more stable climate conditions.
 - Increasing domestic sourcing for selected raw materials to reduce dependency on imports.
- Pricing and Margin Management
 - Evaluating selling prices in a structured and measured manner based on global commodity price developments.
 - Optimising the product mix to strengthen the contribution of segments with more stable margins, such as heavy-duty and HVAC products.

Long-Term Measures

- Transformation of the Business Portfolio towards Sustainable Segments
 - Establishing non-engine filtration businesses (HVAC, industrial) as key future growth pillars that are more resilient to climate change and technological transition.
 - Expanding global market share by focusing on products that support energy efficiency and improved air quality.
- Development of Climate-Resilient Production Facilities
 - Establishing dedicated HVAC production facilities equipped with energy-efficient technologies and high environmental standards.
 - Planning long-term investments in facilities capable of operating reliably under changing temperature and weather patterns.
- Strengthening Global Supply Chain Resilience
 - Developing a more resilient supply chain model by involving suppliers from multiple regions.
 - Implementing sustainability requirements for suppliers to enhance long-term supply quality and efficiency.



- Penguatan Ketahanan Finansial Jangka Panjang
 - Menjaga kas yang kuat untuk menghadapi ketidakpastian global dan mengamankan peluang strategis.
 - Mengalokasikan CAPEX lebih banyak pada inisiatif efisiensi energi, automasi, dan diversifikasi produk berkelanjutan.

Tantangan dan Upaya dalam Mengatasi Masalah terkait Kinerja Ekonomi

Pada tahun 2025, Perseroan menghadapi sejumlah tantangan, antara lain perubahan tren industri otomotif, fluktuasi harga bahan baku, ketidakpastian rantai pasokan global, persaingan yang semakin ketat, serta perubahan regulasi di beberapa segmen usaha. Untuk mengatasinya, Perseroan menerapkan strategi diversifikasi usaha melalui penguatan portofolio produk pada segmen *heavy-duty*, kendaraan komersial, *industrial* dan *non-engine filtration* termasuk HVAC, disertai program efisiensi operasional melalui peningkatan produktivitas, otomasi bertahap, dan optimalisasi proses produksi. Di sisi pasar, Perseroan memperkuat segmen *aftermarket* dan melakukan diversifikasi pasar ekspor, sementara dari sisi keuangan diterapkan prinsip kehati-hatian dalam menjaga likuiditas dan memantau risiko usaha, guna memastikan kinerja ekonomi tetap stabil dan berkelanjutan sepanjang tahun buku 2025.

Manajemen Rantai Pasokan [GRI 2-6]

Pengelolaan rantai pasokan merupakan bagian dari upaya Perseroan dalam memitigasi risiko operasional dan keberlanjutan usaha. Rantai pasokan dimulai dari pengadaan bahan baku dan barang penunjang melalui pemasok terseleksi, dengan penerapan mekanisme kontrak bagi pemasok produk utama guna memastikan kepastian pasokan, kualitas, dan kepatuhan terhadap persyaratan yang berlaku. Bahan baku selanjutnya diproses melalui manufaktur berstandar mutu dan didistribusikan kepada pelanggan domestik maupun internasional melalui jaringan distribusi yang dikelola secara efisien, patuh regulasi, dan berorientasi pada keberlanjutan usaha.

- Strengthening Long-Term Financial Resilience
 - Maintaining strong cash reserves to navigate global uncertainties and secure strategic opportunities.
 - Allocating greater capital expenditure (CAPEX) to energy efficiency initiatives, automation, and the diversification of sustainable products.

Challenges and Efforts in Addressing Economic Performance Issues

In 2025, the Company faced several challenges, including changes in automotive industry trends, fluctuations in raw material prices, uncertainties in global supply chains, intensifying competition, and regulatory changes in several business segments. To address these challenges, the Company implemented a business diversification strategy by strengthening its product portfolio in the heavy-duty, commercial vehicle, industrial, and non-engine filtration segments, including HVAC, accompanied by operational efficiency programmes through improved productivity, gradual automation, and optimisation of production processes. From a market perspective, the Company strengthened its aftermarket segment and diversified its export markets. From a financial perspective, the Company applied a prudent approach in maintaining liquidity and monitoring business risks to ensure stable and sustainable economic performance throughout the 2025 financial year.

Supply Chain Management [GRI 2-6]

Supply chain management forms part of the Company's efforts to mitigate operational risks and ensure business sustainability. The supply chain begins with the procurement of raw materials and supporting goods from selected suppliers, with contractual mechanisms applied for key product suppliers to ensure supply reliability, quality assurance, and compliance with applicable requirements. The raw materials are subsequently processed through manufacturing operations that adhere to established quality standards and are distributed to domestic and international customers through a distribution network that is managed efficiently, in compliance with regulations, and oriented towards sustainable business practices.

Perseroan berkomitmen menerapkan praktik LST dan penghormatan HAM dalam pengelolaan rantai pasokan. Dalam pengelolaan rantai pasok tahun 2025, Perseroan mengutamakan prinsip keadilan dan transparansi dengan memastikan seluruh mitra usaha mematuhi peraturan perundang-undangan yang berlaku. Meskipun demikian, Perseroan mengakui bahwa pada periode ini, aspek lingkungan, sosial, dan HAM belum ditetapkan sebagai indikator penilaian mandiri yang formal dalam proses seleksi dan evaluasi vendor. Saat ini, evaluasi terhadap pemasok dalam *Approved Supplier List* (ASL) masih menitikberatkan pada kriteria kualitas, biaya, dan ketepatan pengiriman (*Quality, Cost, and Delivery* atau QCD). Menyadari pentingnya Pengadaan Berkelanjutan (*Sustainable Procurement*) dalam standar keberlanjutan global, Perseroan berkomitmen untuk memperkuat tata kelola rantai pasok di masa mendatang. Perseroan berencana untuk secara bertahap mengintegrasikan kriteria ESG ke dalam sistem penilaian mandiri pemasok (*supplier self-assessment*). Selain itu, Perseroan akan mengevaluasi penerapan audit lapangan berbasis risiko sosial dan lingkungan bagi pemasok utama, guna memastikan bahwa seluruh mitra strategis tidak hanya unggul secara operasional, tetapi juga selaras dengan komitmen keberlanjutan dan penghormatan HAM yang dijunjung tinggi oleh Perseroan. Adapun kebijakan pengadaan barang dan jasa yang telah ditetapkan Perseroan, antara lain:

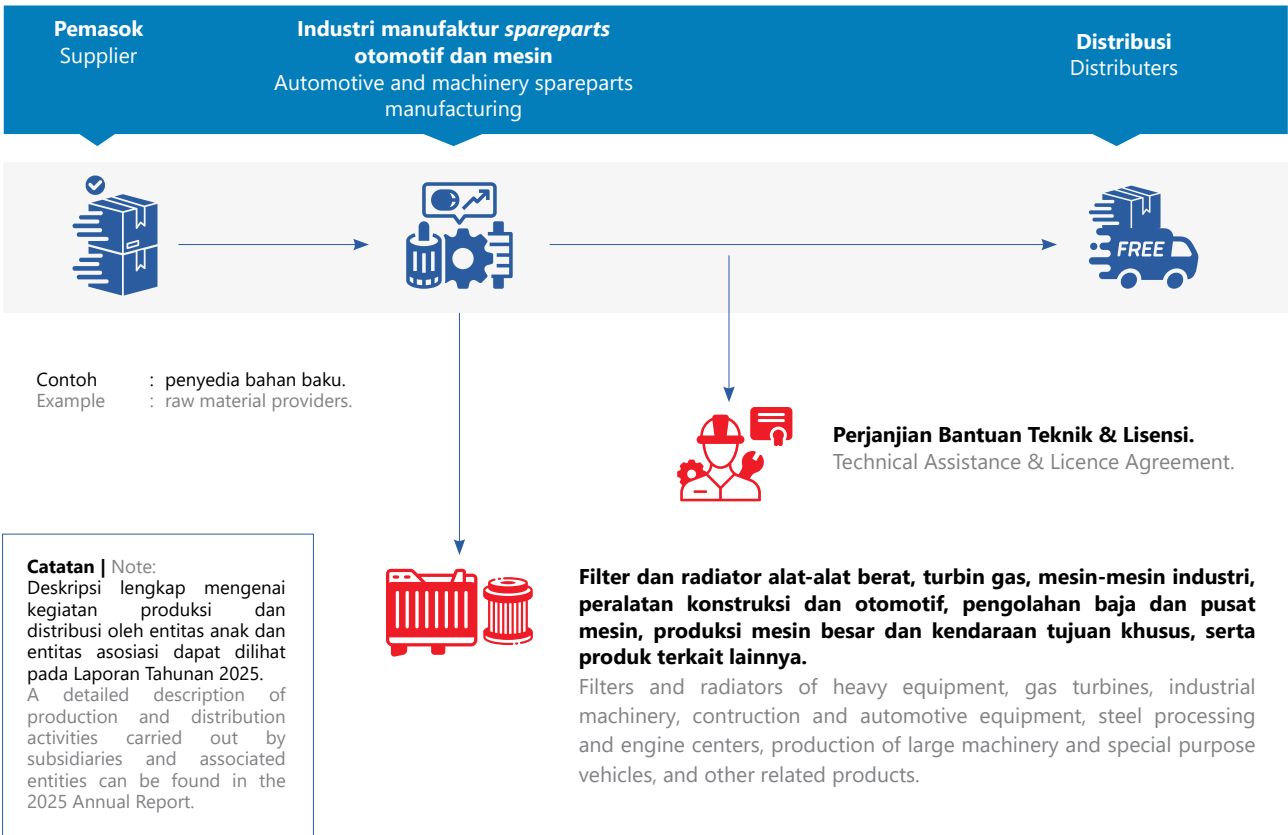
1. Kebijakan Seleksi Pemasok atau Vendor dan Peningkatan Kemampuan Pemasok atau Vendor, yang mengatur pemilihan, pengelolaan risiko, serta evaluasi kinerja pemasok secara efektif dan konsisten;
2. Kode Etik Pemasok, yang memuat persyaratan minimum bagi para pemasok terkait ketentuan etis dan bertanggung jawab dalam menjalankan bisnisnya.

Pengadaan dilakukan secara terbuka melalui perbandingan *Quality, Cost and Delivery* (QCD) dari beberapa pemasok yang terdaftar dalam *Approved Supplier List* (ASL), guna memastikan kualitas, efisiensi biaya, dan ketepatan pengiriman sesuai kebutuhan Perseroan.

The Company is committed to implementing Environmental, Social and Governance (ESG) practices and respecting Human Rights in the management of its supply chain. In managing the supply chain in 2025, the Company prioritizes the principles of fairness and transparency, ensuring that all business partners comply with applicable laws and regulations. Nevertheless, the Company acknowledges that during this period, environmental, social, and Human Rights (HR) aspects have not yet been established as separate and formal indicators within the vendor selection and evaluation process. Currently, the evaluation of suppliers on the Approved Supplier List (ASL) continues to focus on Quality, Cost, and Delivery (QCD) criteria. Recognizing the critical importance of Sustainable Procurement in global sustainability standards, the Company is committed to strengthening its supply chain governance in the future. The Company plans to progressively integrate ESG criteria into its supplier self-assessment systems. Furthermore, the Company will evaluate the implementation of on-site audits based on social and environmental risks for key suppliers to ensure that all strategic partners not only achieve operational excellence but also align with the Company's high standards of sustainability and respect for human rights. The Company has established several procurement-related policies, including:

1. Policy on Supplier or Vendor Selection and Capability Improvement, which regulates supplier selection, risk management, and supplier performance evaluation in an effective and consistent manner;
2. Supplier Code of Conduct, which sets out the minimum requirements for suppliers to conduct their business ethically and responsibly.

Procurement activities are conducted transparently through a comparison of Quality, Cost and Delivery (QCD) among several suppliers listed in the Approved Supplier List (ASL), ensuring product quality, cost efficiency, and timely delivery in accordance with the Company's requirements.



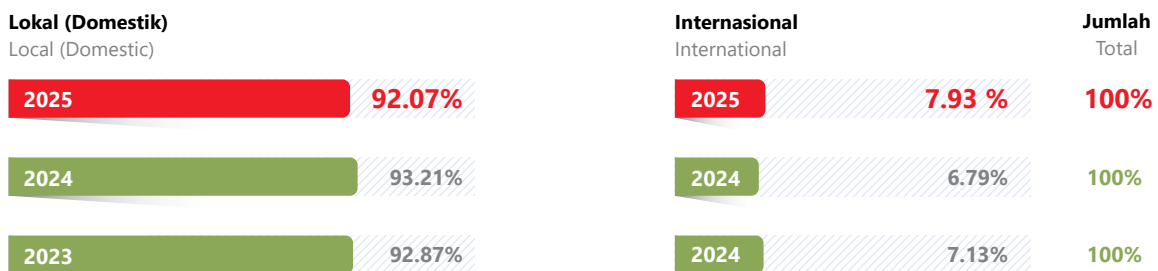
Perseroan memprioritaskan pemasok lokal sebagai bentuk kontribusi terhadap pertumbuhan ekonomi di sekitar wilayah operasional. Pemasok luar negeri digunakan apabila pemasok lokal belum mampu memenuhi kebutuhan dari sisi spesifikasi, kualitas, maupun kapasitas, dengan tetap mengedepankan prinsip keadilan, transparansi, dan kepatuhan regulasi.

The Company prioritises local suppliers as part of its contribution to economic growth in the areas surrounding its operational sites. International suppliers are engaged only when local suppliers are unable to meet requirements in terms of specifications, quality, or capacity, while maintaining principles of fairness, transparency, and regulatory compliance.

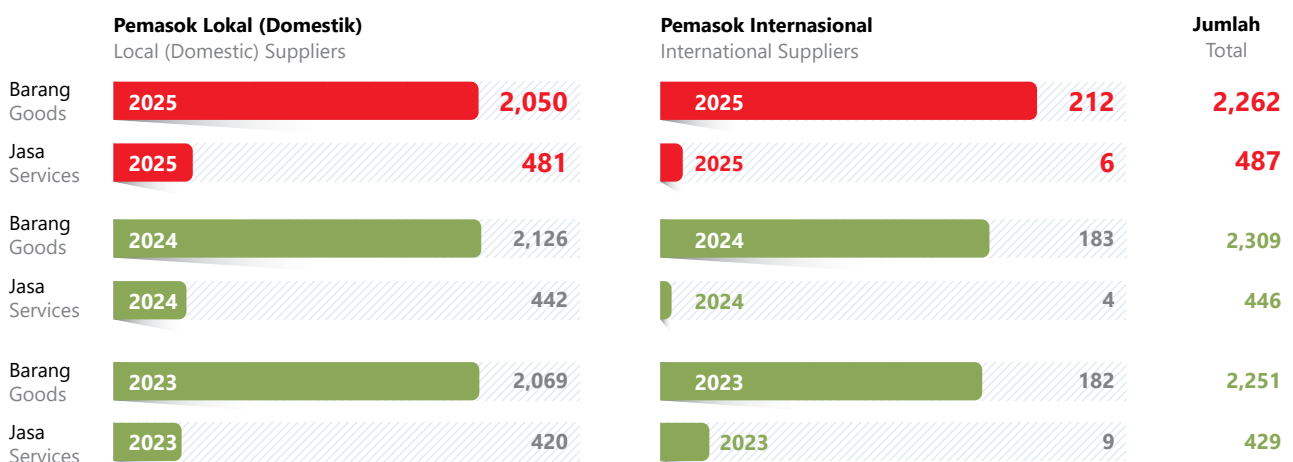
Evaluasi dan audit pemasok dilakukan setahun sekali di bawah koordinasi Kepala *Procurement* dan dipimpin oleh Kepala *Quality Assurance* (QA), serta diverifikasi oleh *Management Representative* (MR), guna memastikan kepatuhan terhadap ketentuan yang berlaku sekaligus memperkuat kemitraan dan mutu pemasok. Hasil evaluasi tahun 2025 menunjukkan seluruh pemasok mampu memenuhi kriteria QCD yang ditetapkan dan mendukung kelancaran operasional Perseroan.

Supplier evaluations and audits are conducted annually under the coordination of the Head of Procurement and led by the Head of Quality Assurance (QA), with verification by the Management Representative (MR), to ensure compliance with applicable requirements while strengthening supplier partnerships and quality standards. The results of the 2025 evaluation indicate that all suppliers were able to meet the established QCD criteria and supported the smooth operation of the Company's business activities.

KOMPOSISI JUMLAH PEMASOK* [OJK B.1]
Supplier* Composition [OJK B.1]



JUMLAH PEMASOK* PADA RANTAI PASOK PERSEROAN [OJK B.1]
Number of Suppliers* in the Company's Supply Chain [OJK B.1]



Catatan | Note:

*) Pemasok yang menyediakan barang/jasa untuk Perseroan dan Entitas Anak di Indonesia.
Suppliers providing goods/services to the Company and its Subsidiaries in Indonesia.



NILAI PENGADAAN BARANG OLEH PEMASOK* (RP MILIAR) DAN PERSENTASE [OJK B.1]

Value of Goods Procured from Suppliers* (IDR Billion) and Percentage [OJK B.1]

	Pemasok Lokal (Domestik) Local (Domestic) Suppliers	Pemasok Internasional International Suppliers	Jumlah Total
Nilai	2025 1,305.51	2025 1,442.54	2,748.05
%	2025 47.51%	2025 52.49%	100%
Nilai	2024 1,391.01	2024 1,430.06	2,821.07
%	2024 49.31%	2024 50.69%	100%
Nilai	2023 1,325.80	2023 1,200.91	2,526.71
%	2023 52.47%	2023 47.53%	100%

Catatan | Note:

*) Nilai Pembelian kepada pemasok terdiri atas pembelian bahan baku, pembelian barang dalam proses, dan pembelian barang jadi untuk Perseroan dan Entitas Anak di Indonesia.

The value of purchases from suppliers consists of purchases of raw materials, work-in-process goods, and finished goods for the Company and its Subsidiaries in Indonesia.

NILAI PENGADAAN JASA OLEH PEMASOK* (RP MILIAR) DAN PERSENTASE [OJK B.1]

Value of Services Procured from Suppliers* (IDR Billion) and Percentage [OJK B.1]

	Pemasok Lokal (Domestik) Local (Domestic) Suppliers	Pemasok Internasional International Suppliers	Jumlah Total
Nilai	2025 70.68	2025 0.33	71.01
%	2025 99.53%	2025 0.47%	100%
Nilai	2024 55.22	2024 0.86	56.08
%	2024 98.46%	2024 1.54%	100%
Nilai	2023 41.56	2023 0.89	42.45
%	2023 97.91%	2023 2.09%	100%

Catatan | Note:

*) Nilai Pengadaan Barang maupun Jasa oleh Pemasok, baik itu Pemasok Lokal (Nasional) dan Internasional, merupakan nilai atas pembelian bahan baku berdasarkan *Receiving Slip* untuk Perseroan dan Entitas Anak di Indonesia.

The value of goods and services procured from suppliers, both Local (Domestic) and International Suppliers, represents raw material purchases recorded based on Receiving Slips for the Company and its Subsidiaries in Indonesia.

KINERJA LINGKUNGAN

Perseroan menjalankan kegiatan operasional dengan mengedepankan pengelolaan lingkungan yang bertanggung jawab sebagai bagian dari komitmen terhadap keberlanjutan usaha. Perseroan memahami bahwa aktivitas bisnis berpotensi menimbulkan dampak terhadap lingkungan, seperti emisi dari proses produksi, limbah industri, limbah domestik, serta penggunaan sumber daya alam. Oleh karena itu, pengendalian dampak, pencegahan pencemaran, serta kepatuhan terhadap peraturan perundang-undangan menjadi landasan utama dalam pengelolaan lingkungan.

Implementasi pengelolaan lingkungan dilakukan melalui penerapan Sistem Manajemen Lingkungan yang mengacu pada standar internasional ISO 14001:2015. Melalui sistem ini, Perseroan menetapkan berbagai *environment objective* yang mencakup efisiensi penggunaan energi dan air, pengendalian emisi, pengelolaan limbah termasuk limbah B3, serta pemantauan kualitas lingkungan secara berkala. Pemantauan dilakukan melalui pengukuran penggunaan listrik, air dan gas, *monitoring* timbulan limbah, pengujian lingkungan yang bekerja sama dengan laboratorium terakreditasi, serta pelaporan kinerja lingkungan kepada instansi terkait guna memastikan kepatuhan terhadap regulasi yang berlaku.

Perseroan juga berupaya meminimalkan dampak lingkungan melalui pengelolaan air limbah menggunakan Instalasi Pengolahan Air Limbah (IPAL) sebelum dibuang ke lingkungan, pengurangan timbulan limbah padat melalui upaya daur ulang, serta pengendalian penggunaan bahan berbahaya sesuai ketentuan *Substance of Concern*. Selain itu, pengendalian pencemaran udara, kebisingan, bau, dan debu dilakukan secara rutin agar tetap berada di bawah baku mutu yang ditetapkan.

Sepanjang tahun 2025, Perseroan mempertahankan sertifikasi ISO 14001 dari lembaga sertifikasi internasional serta memperoleh peringkat Biru dalam Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup (PROPER) dari Kementerian Lingkungan Hidup Republik Indonesia. Hingga akhir periode pelaporan,

ENVIRONMENTAL PERFORMANCE

The Company conducts its operational activities by prioritising responsible environmental management as part of its commitment to business sustainability. The Company recognises that business activities may potentially have environmental impacts, including emissions from production processes, industrial waste, domestic waste, and the use of natural resources. Therefore, impact control, pollution prevention, and compliance with applicable laws and regulations serve as the main foundations of the Company's environmental management.

The implementation of environmental management is carried out through the Environmental Management System in accordance with the international standard ISO 14001:2015. Through this system, the Company establishes various environmental objectives covering energy and water efficiency, emission control, waste management including hazardous waste (B3), and periodic environmental quality monitoring. Monitoring is conducted through the measurement of electricity, water and gas consumption, monitoring of waste generation, environmental testing in collaboration with accredited laboratories, as well as reporting environmental performance to the relevant authorities to ensure compliance with applicable regulations.

The Company also strives to minimise environmental impacts through wastewater management using a Wastewater Treatment Plant (WWTP) before discharge into the environment, reduction of solid waste generation through recycling initiatives, and control over the use of hazardous substances in accordance with the Substance of Concern provisions. In addition, the control of air pollution, noise, odour, and dust is carried out regularly to ensure that they remain below the applicable quality standards.

Throughout 2025, the Company maintained its ISO 14001 certification from an international certification body and received a Blue Rating in the Corporate Performance Rating Assessment Program in Environmental Management (PROPER) from the Ministry of Environment of the Republic of Indonesia. As of the end of the reporting period, there



tidak terdapat pelanggaran terhadap ketentuan lingkungan hidup maupun sanksi hukum yang diterima oleh Perseroan. Perseroan juga terus melakukan evaluasi melalui audit internal dan pemantauan berkala guna memastikan efektivitas pengelolaan lingkungan serta mendorong perbaikan berkelanjutan di masa mendatang. [GRI 2-27]

were no violations of environmental regulations nor legal sanctions imposed on the Company. The Company continues to conduct evaluations through internal audits and periodic monitoring to ensure the effectiveness of environmental management and to promote continuous improvement in the future. [GRI 2-27]

BIAYA PENGELOLAAN LINGKUNGAN (DALAM JUTAAN RUPIAH) [OJK F.4]
Environmental Management Costs (in IDR Million) [OJK F.4]

KETERANGAN Description	2025	2024	2023
Kualitas Udara Air Quality			
Uji Udara Ambien, Lingkungan Kerja, dan Kebisingan Ambient Air, Workplace Environment, and Noise Testing	26.06	26.06	17.28
Uji Udara Emisi Tidak Bergerak (Cerobong) Stationary Source Emission Testing (Stack)	14.64	5.97	11.86
Uji Udara Emisi Bergerak (Forklift) Mobile Source Emission Testing (Forklift)	0.48	1.28	1.28
Uji Emisi <i>Incinerator</i> Incinerator Emission Testing	4.60	4.60	4.60
Pengelolaan Air & Air Limbah Water & Wastewater Management			
Uji Air Limbah <i>Sewage Treatment Plant</i> (STP) Sewage Treatment Plant (STP) Wastewater Testing	13.47	13.68	13.68
Uji Air Limbah <i>Wastewater Treatment</i> (WWT) Wastewater Testing (WWT)	12.54	12.72	12.72
Pengajuan Izin Pembuangan Limbah Cair Wastewater Discharge Permit Application	10.36	10.36	N/A
Uji Air Higiene Sanitasi Sanitation and Hygiene Water Testing	1.36	1.36	N/A
Pengelolaan Limbah & Bahan Berbahaya Waste & Hazardous Material Management			
Uji TBT <i>Incinerator</i> Incinerator Trial Burn Test (TBT)	N/A	N/A	N/A
Pembuatan Dokumen Lingkungan DELH Preparation of DELH Environmental Document	N/A	N/A	1,161.97
Jumlah Total	83.51	76.03	1,223.39

Catatan | Note:

- STP : Sewage Treatment Plant
- WWT : Wastewater Treatment
- TPS : Tempat Penyimpanan Sementara | Temporary Storage Facility
- B3 : Bahan Berbahaya dan Beracun | Hazardous and Toxic Materials
- TBT : Trial Burn Test
- DELH : Dokumen Evaluasi Lingkungan Hidup | Environmental Evaluation Document
- N/A : Not Available

Penggunaan Material Ramah Lingkungan [OJK F.5]

Perseroan menerapkan penggunaan material yang memperhatikan aspek keberlanjutan guna memastikan produk yang dihasilkan aman bagi lingkungan sepanjang siklus hidupnya. Pengendalian dilakukan melalui penerapan sistem *Substances of Concern* (SoC) yang bertujuan memastikan bahwa material yang digunakan dalam proses produksi tidak mengandung zat berbahaya yang dilarang sesuai dengan ketentuan nasional maupun standar internasional, seperti *lead*, *mercury*, *cadmium*, *hexavalent chromium*, *polybrominated biphenyls* (PBB), *polybrominated diphenyl ethers* (PBDE), serta *asbestos*.

Sebagai bagian dari pengelolaan rantai pasok yang bertanggung jawab, Perseroan juga menerapkan pengendalian SoC kepada pemasok, termasuk pemasok tingkat Tier-2. Pemasok diwajibkan untuk mengungkapkan kandungan material melalui sistem *International Material Data System* (IMDS). Apabila pemasok belum dapat menggunakan sistem tersebut, maka diwajibkan menyampaikan *Declaration Letter* yang menyatakan bahwa material yang dipasok tidak mengandung zat SoC yang dilarang. Mekanisme ini mendukung transparansi, keterlacakan, serta kepatuhan terhadap standar lingkungan dalam penggunaan material.

Selain itu, Perseroan secara berkelanjutan melakukan pemantauan dan peningkatan terhadap penggunaan material yang tergolong Bahan Berbahaya dan Beracun (B3). Area produksi yang menggunakan material tersebut telah dilengkapi dengan *Material Safety Data Sheet* (MSDS) yang disederhanakan agar mudah dipahami oleh operator, serta didukung oleh penyediaan perlengkapan keselamatan kerja dan prosedur operasional yang memadai guna meminimalkan potensi risiko kesehatan dan lingkungan.

Dalam rangka mengurangi penggunaan material baru serta menekan timbulan limbah, Perseroan juga menerapkan prinsip 3R (*Reduce, Reuse, Recycle*) dalam kegiatan operasional. Upaya ini dilakukan melalui substitusi material tertentu dengan bahan yang lebih ramah lingkungan, pemanfaatan kembali kemasan material produksi, serta pengelolaan limbah agar dapat didaur ulang atau

Use of Environmentally Friendly Materials [OJK F.5]

The Company applies the use of materials that take sustainability aspects into consideration to ensure that the products produced are environmentally safe throughout their life cycle. Control is implemented through the Substances of Concern (SoC) system to ensure that materials used in the production process do not contain prohibited hazardous substances in accordance with national regulations and international standards, such as lead, mercury, cadmium, hexavalent chromium, polybrominated biphenyls (PBB), polybrominated diphenyl ethers (PBDE), and asbestos.

As part of responsible supply chain management, the Company also implements SoC controls for suppliers, including Tier-2 suppliers. Suppliers are required to disclose material content through the International Material Data System (IMDS). If suppliers are unable to use the system, they are required to submit a Declaration Letter stating that the supplied materials do not contain prohibited SoC substances. This mechanism supports transparency, traceability, and compliance with environmental standards in the use of materials.

In addition, the Company continuously monitors and improves the use of materials classified as Hazardous and Toxic Materials (B3). Production areas that utilise such materials are equipped with simplified Material Safety Data Sheets (MSDS) to ensure they are easily understood by operators, supported by the provision of occupational safety equipment and adequate operational procedures to minimise potential health and environmental risks.

To reduce the use of new materials and minimise waste generation, the Company also applies the 3R principles (Reduce, Reuse, Recycle) in its operational activities. These efforts are carried out through the substitution of certain materials with more environmentally friendly alternatives, the reuse of production material packaging, and waste management practices that enable recycling or reuse



dimanfaatkan kembali melalui pihak pengelola yang berizin. Pendekatan ini mendukung upaya Perseroan dalam meminimalkan dampak lingkungan serta mendorong praktik operasional yang lebih berkelanjutan.

through licensed waste management parties. This approach supports the Company's efforts to minimise environmental impacts while promoting more sustainable operational practices.

PRINSIP 3R (REDUCE, REUSE, RECYCLE) SMSM

SMSM's 3R Principles (Reduce, Reuse, Recycle)



REDUCE

Penggantian material TCE (*Trichloro Ethiline*) untuk pencucian *end plate* dengan *solvent* RDL, yang merupakan material ramah lingkungan.

Replacement of TCE (Trichloro Ethiline) used for end plate cleaning with RDL solvent, which is a more environmentally friendly material.



REUSE

Kemasan material *adhesive* (lem) digunakan kembali untuk diisi ulang material *adhesive*.

Adhesive material packaging is reused for refilling adhesive materials.



RECYCLE

Limbah plastik produksi didaur ulang dan digunakan kembali (diproses ulang sebagai bahan produksi). Limbah kemasan plastik dikirim ke pengepul untuk didaur ulang.

Production plastic waste is recycled and reused (reprocessed as production material). Plastic packaging waste is sent to authorised recyclers for recycling.

Penggunaan Energi [GRI 3-3]

Penggunaan energi memiliki peran penting dalam kegiatan operasional Perseroan, khususnya pada proses produksi yang membutuhkan dukungan energi secara berkelanjutan. Perseroan menyadari bahwa konsumsi energi tidak hanya memengaruhi efisiensi biaya operasional, tetapi juga berkontribusi terhadap dampak lingkungan, terutama terkait emisi dan pemanfaatan sumber daya alam. Oleh karena itu, pengelolaan energi yang efektif menjadi bagian penting dalam upaya Perseroan menjaga keberlanjutan usaha sekaligus mengendalikan dampak lingkungan dari aktivitas bisnis.

Energy Use [GRI 3-3]

Energy use plays an important role in the Company's operational activities, particularly in production processes that require continuous energy support. The Company recognises that energy consumption not only affects operational cost efficiency but also contributes to environmental impacts, particularly related to emissions and the use of natural resources. Therefore, effective energy management has become an important part of the Company's efforts to maintain business sustainability while controlling the environmental impacts arising from its business activities.

Perseroan berkomitmen untuk mengelola penggunaan energi secara bertanggung jawab dengan mengedepankan prinsip efisiensi, kepatuhan terhadap peraturan yang berlaku, serta penerapan praktik operasional yang berkelanjutan. Pengelolaan energi berada di bawah tanggung jawab fungsi *maintenance* dan dipantau oleh tim *Environment Management System (EMS)*, yang secara berkala melakukan pemantauan dan evaluasi terhadap konsumsi energi dari berbagai sumber, seperti listrik, gas, dan solar.

Sepanjang tahun 2025, Perseroan melanjutkan berbagai inisiatif efisiensi energi dalam kegiatan operasional, antara lain:

1. Mengoptimalkan penghematan listrik dengan cara pengaturan jam kerja produksi untuk mengurangi operasional mesin produksi yang berkapasitas besar disaat waktu beban puncak tarif pemakaian listrik;
2. Mengoptimalkan pemakaian listrik dengan penggunaan *inverter* pada mesin produksi yang menggunakan motor listrik berkapasitas besar;
3. Mengoptimalkan pemakaian listrik dengan penggantian motor listrik atau pemilihan mesin baru dengan menggunakan *servo motor*;
4. Mengganti lampu dari model lampu pijar atau neon dengan menggunakan lampu hemat energi (model LED); dan
5. Mengoptimalkan penghematan listrik dengan pemasangan *automatic sensor on-off* untuk lampu ruangan.

Di sisi proses produksi, Perseroan juga melakukan berbagai perbaikan berkelanjutan untuk mengurangi konsumsi energi, seperti penggantian jenis *adhesive* yang lebih efisien dalam penggunaan energi serta penyesuaian proses produksi yang sebelumnya memerlukan penggunaan oven berbasis listrik menjadi sistem yang lebih efisien. Upaya ini tidak hanya menurunkan kebutuhan energi listrik, tetapi juga meningkatkan efisiensi proses produksi secara keseluruhan.

Kinerja pengelolaan energi dipantau melalui pencatatan dan evaluasi konsumsi energi serta pengukuran intensitas energi secara berkala. Pada tahun 2025, konsumsi energi

The Company is committed to managing energy use responsibly by prioritising efficiency, compliance with applicable regulations, and the implementation of sustainable operational practices. Energy management is under the responsibility of the maintenance function and is monitored by the Environment Management System (EMS) team, which periodically monitors and evaluates energy consumption from various sources, such as electricity, gas, and diesel fuel.

Throughout 2025, the Company continued to implement various energy efficiency initiatives in its operational activities, including:

1. Optimising electricity savings by adjusting production working hours to reduce the operation of high-capacity production machines during peak electricity tariff periods;
2. Optimising electricity use through the installation of inverters in production machines that utilise high-capacity electric motors;
3. Optimising electricity use by replacing electric motors or selecting new machines equipped with servo motors;
4. Replacing incandescent or fluorescent lamps with energy-efficient lighting (LED); and
5. Optimising electricity savings through the installation of automatic on-off sensors for room lighting.

In the production process, the Company has also implemented various continuous improvements to reduce energy consumption, such as replacing the type of adhesive used with a more energy-efficient alternative and adjusting production processes that previously required electric-based ovens to more efficient systems. These efforts not only reduce electricity consumption but also improve overall production process efficiency.

Energy management performance is monitored through the recording and evaluation of energy consumption as well as periodic measurement of energy intensity. In 2025,



Perseroan tercatat sedikit meningkat dibandingkan tahun sebelumnya seiring dengan dinamika operasional, sementara intensitas energi mengalami perubahan yang dipengaruhi oleh tingkat produksi. Perseroan terus melakukan evaluasi dan peningkatan inisiatif efisiensi energi agar pertumbuhan kegiatan usaha tetap sejalan dengan pengelolaan energi yang bertanggung jawab serta upaya pengurangan dampak lingkungan.

the Company's energy consumption slightly increased compared to the previous year in line with operational dynamics, while energy intensity experienced changes influenced by production levels. The Company continues to evaluate and enhance energy efficiency initiatives to ensure that business growth remains aligned with responsible energy management and efforts to reduce environmental impacts.

PENGUNAAN ENERGI [GRI 302-1] [GRI 302-3] [OJK F.6] [E-03]
Energy Use [GRI 302-1] [GRI 302-3] [OJK F.6] [E-03]

KETERANGAN Description	SATUAN Unit	2025	2024	2023
Sumber Tidak Terbarukan Non-Renewable Energy Sources				
Bahan Bakar Minyak (BBM) Fuel (BBM)	Liter Litre	23,433	32,456	29,369
	GJ	942	1,304	1,180
Bahan Bakar Gas (BBG) Gas (BBG)	MMBTU	22,500	18,364	24,083
	GJ	23,739	19,375	25,409
Listrik (yang Dikonsumsi secara Langsung) Electricity (Direct Consumption)	kWh	9,427,608	9,383,928	9,281,580
	GJ	33,939	33,782	33,414
Listrik (yang Dikonsumsi secara Tidak Langsung) Electricity (Indirect Consumption)	kWh	N/A	N/A	N/A
	GJ	N/A	N/A	N/A
Jumlah Konsumsi Energi Listrik Total Electricity Consumption	GJ	33,939	33,782	33,414
Jumlah Konsumsi Energi (BBM, BBG, Listrik) Total Energy Consumption (Fuel, Gas, Electricity)	GJ	58,620	54,461	60,003

INTENSITAS KONSUMSI ENERGI [GRI 302-3] [OJK F.6]
Energy Intensity [GRI 302-3] [OJK F.6]

KETERANGAN Description	SATUAN Unit	2025	2024	2023
Jumlah Produksi Production Volume	Pcs	58,294,262	58,543,757	57,080,155
Intensitas Konsumsi Energi (BBM, BBG, Listrik) Energy Intensity (Fuel, Gas, Electricity)	GJ/Pcs	0.00101	0.00093	0.00105
	kJ/Pcs	1,006	930	1,051

PENURUNAN KONSUMSI ENERGI [GRI 302-4] [OJK F.7]
Reduction of Energy Consumption [GRI 302-4] [OJK F.7]

KETERANGAN Description	SATUAN Unit	2025	2024	2023
Efisiensi Energi BBM Fuel Energy Efficiency	GJ	363	-124	59
Efisiensi Energi BGG Gas Energy Efficiency	GJ	-4,364	6,034	1,242
Efisiensi Energi Listrik Electricity Energy Efficiency	GJ	-157	-368	2,585
Jumlah Penurunan Konsumsi Energi (BBM, BGG, Listrik) Total Reduction of Energy Consumption (Fuel, Gas, Electricity)	GJ	-4,158	5,542	3,886
	%	-7.64	9.24	6.08

Catatan | Note:

Untuk perhitungan efisiensi BBM, Listrik dan Gas tidak bisa dibandingkan secara langsung jumlah pemakaian per tahun. Namun harus dibagi dengan hasil produksi, karena jika produksi banyak maka secara otomatis jam kerja dan pemakaian energi juga akan banyak.

The efficiency of Fuel, Electricity and Gas consumption cannot be directly compared based solely on total annual usage. The calculation must consider production output, as higher production levels will naturally lead to longer operating hours and higher energy consumption.

Pengendalian Emisi Gas Rumah Kaca [GRI 3-3]

Penggunaan energi dan bahan bakar dalam proses produksi berkontribusi terhadap timbulnya emisi gas rumah kaca (GRK) yang memiliki dampak terhadap lingkungan. Seiring dengan kebutuhan operasional yang terus berjalan, pengelolaan emisi GRK menjadi penting bagi Perseroan untuk menjaga efisiensi proses produksi, memenuhi ketentuan lingkungan, serta merespons ekspektasi pemangku kepentingan terkait pengendalian dampak perubahan iklim.

Perseroan berkomitmen untuk mengelola emisi GRK melalui penerapan prinsip efisiensi energi dan kepatuhan terhadap peraturan perundang-undangan di bidang lingkungan hidup. Komitmen ini sejalan dengan arah kebijakan nasional Indonesia dalam mencapai target *Net Zero Emissions* pada tahun 2060. Dalam pelaksanaannya, Perseroan berupaya mengoptimalkan penggunaan energi secara efisien guna menurunkan konsumsi bahan bakar dan energi, seperti solar, gas, dan listrik, sekaligus mengurangi emisi yang dihasilkan dari kegiatan operasional.

Greenhouse Gas Emissions Management [GRI 3-3]

Energy and fuel consumption in the production process contribute to the generation of greenhouse gas (GHG) emissions, which have environmental impacts. As operational activities continue to expand, the management of GHG emissions has become increasingly important for the Company to maintain production efficiency, comply with environmental regulations, and respond to stakeholders' expectations regarding climate change impact management.

The Company is committed to managing GHG emissions through the implementation of energy efficiency principles and compliance with applicable environmental regulations. This commitment is aligned with Indonesia's national policy direction to achieve the Net Zero Emissions target by 2060. In its implementation, the Company seeks to optimise energy use efficiently to reduce fuel and energy consumption, such as diesel, gas, and electricity, while simultaneously lowering emissions generated from operational activities.



Emisi GRK Perseroan yang termasuk ke dalam perhitungan, yaitu timbul dari aktivitas operasional yang berada dalam kendali langsung Perseroan (Cakupan-1), seperti penggunaan bahan bakar minyak dan bahan bakar gas, serta dari aktivitas tidak langsung (Cakupan-2) melalui pembelian energi listrik yang dipasok oleh PT PLN (Persero).

Upaya pengurangan emisi juga dilakukan melalui berbagai inisiatif efisiensi energi. Selain itu, Perseroan melakukan pemeliharaan peralatan dan mesin secara berkala guna memastikan proses operasional berjalan lebih efisien dan menghasilkan emisi yang lebih rendah. Efektivitas pengelolaan emisi GRK dipantau melalui pencatatan dan evaluasi emisi yang dihasilkan dari aktivitas operasional. Data tersebut digunakan untuk menilai perkembangan kinerja emisi dari waktu ke waktu serta menjadi dasar bagi Perseroan dalam menyempurnakan kebijakan, prosedur operasional, dan perencanaan inisiatif pengurangan emisi di masa mendatang.

The Company's GHG emissions included in the calculation arise from operational activities under the Company's direct control (Scope 1), such as the use of fuel oil and gas fuel, as well as from indirect activities (Scope 2) through the purchase of electricity supplied by PT PLN (Persero).

Emission reduction efforts are also carried out through various energy efficiency initiatives. In addition, the Company conducts regular maintenance of equipment and machinery to ensure that operational processes run more efficiently and produce lower emissions. The effectiveness of GHG emissions management is monitored through the recording and evaluation of emissions generated from operational activities. The data is used to assess emission performance trends over time and serves as a basis for the Company to enhance policies, operational procedures, and future emission reduction initiatives.

EMISI GAS RUMAH KACA (GRK) [GRI 305-1] [GRI 305-2] [OJK F.11] [E-01]
Greenhouse Gas (GHG) Emissions [GRI 305-1] [GRI 305-2] [OJK F.11] [E-01]

KETERANGAN Description	SATUAN Unit	2025	2024	2023
Emisi GRK Langsung (Cakupan-1) Direct GHG Emissions (Scope 1)	tCO ₂ e	105.34	121.19	124.08
Emisi GRK Tidak Langsung (Cakupan-2) Indirect GHG Emissions (Scope 2)	tCO ₂ e	8,400.00	8,361.08	8,269.89
Jumlah Emisi GRK (Cakupan-1 & 2) Total GHG Emissions (Scope 1 & 2)	tCO₂e	8,505.34	8,482.27	8,393.97

Catatan | Notes:

- Pendekatan batasan organisasi yang digunakan ialah *operational control*.
The organisational boundary approach applied is operational control.
- Jenis emisi GRK yang termasuk ke dalam perhitungan, yaitu gas CO₂.
The type of GHG emissions included in the calculation is CO₂.
- Metodologi perhitungan yang digunakan ialah Pedoman Penyelenggaraan Inventarisasi Gas Rumah Kaca Nasional, Kementerian Lingkungan Hidup tahun 2012.
The calculation methodology used refers to the Guidelines for the Implementation of National Greenhouse Gas Inventory, Ministry of Environment, 2012.
- Faktor emisi untuk bahan bakar minyak dan gas berdasarkan *The Intergovernmental Panel on Climate Change (IPCC) 2006* dan untuk energi listrik berdasarkan Gatrik Ketenagalistrikan ESDM 2019.
Emission factors for fuel oil and gas are based on *The Intergovernmental Panel on Climate Change (IPCC) 2006*, while emission factors for electricity are based on Directorate General of Electricity, Ministry of Energy and Mineral Resources (ESDM), 2019.
- Nilai *Global Warming Potential* yang digunakan untuk gas CO₂ berdasarkan *Sixth Assessment Report (CO₂ = 1)*.
The Global Warming Potential value used for CO₂ gas refers to the Sixth Assessment Report (CO₂ = 1).

INTENSITAS EMISI GAS RUMAH KACA (GRK) [GRI 305-4] [OJK F.11] [E-02]
Greenhouse Gas (GHG) Emissions Intensity [GRI 305-4] [OJK F.11] [E-02]

KETERANGAN Description	SATUAN Unit	2025	2024	2023
Jumlah Produksi Production Volume	Pcs	58,294,262	58,543,757	57,080,155
Jumlah Pendapatan Total Revenue	Rp Juta IDR Million	5,338,789	5,164,985	5,108,399
Intensitas Emisi GRK GHG Emissions Intensity	tCO₂e/Pcs	0.000146	0.000145	0.000147
	tCO₂e/Rp Juta tCO₂e/IDR Million	0.001593	0.001642	0.001643

PENURUNAN EMISI GAS RUMAH KACA (GRK) [GRI 305-5] [OJK F.12]
Reduction of Greenhouse Gas (GHG) Emissions [GRI 305-5] [OJK F.12]

KETERANGAN Description	SATUAN Unit	2025	2024	2023
Efisiensi Energi BBM Fuel Energy Efficiency	tCO ₂ e	24.83	-8.16	3.83
Efisiensi Energi BBG Gas Energy Efficiency	tCO ₂ e	-7.99	11.04	2.28
Efisiensi Energi Listrik Electricity Energy Efficiency	tCO ₂ e	-38.92	-91.19	639.92
Jumlah Penurunan Emisi GRK Langsung (Cakupan-1) Total Reduction of Direct GHG Emissions (Scope 1)	tCO₂e	16.84	2.88	6.11
Jumlah Penurunan Emisi GRK Tidak Langsung (Cakupan-2) Total Reduction of Indirect GHG Emissions (Scope 2)	tCO₂e	-38.92	-91.19	639.92
Jumlah Penurunan Emisi GRK (Cakupan-1 & 2) Total Reduction of GHG Emissions (Scope 1 & 2)	tCO₂e	-22.08	-88.31	646.03

Pengelolaan Limbah [GRI 306-1] [GRI 306-2]

Aktivitas perkantoran dan proses produksi menghasilkan berbagai jenis limbah, antara lain limbah cair (efluen), limbah padat Bahan Berbahaya dan Beracun (B3), dan limbah padat non-B3. Perseroan mengelola seluruh jenis limbah tersebut melalui kebijakan dan prosedur pengelolaan limbah yang mencakup limbah non-B3, limbah B3, dan limbah elektronik, yang diterapkan secara konsisten di seluruh kegiatan operasional.

Waste Management [GRI 306-1] [GRI 306-2]

Office activities and production processes generate various types of waste, including liquid waste (effluent), hazardous waste (B3), and non-hazardous solid waste. The Company manages all types of waste through waste management policies and procedures covering non-hazardous waste, hazardous waste, and electronic waste, which are consistently implemented across all operational activities.



Limbah cair yang dihasilkan dari kegiatan operasional diolah terlebih dahulu sebelum dilepaskan ke badan air, guna memastikan pemenuhan baku mutu lingkungan. Setiap unit usaha Perseroan dilengkapi dengan Instalasi Pengolahan Air Limbah (IPAL) untuk mengolah limbah cair dari proses produksi melalui metode koagulasi dan flokulasi. Sementara itu, limbah cair domestik diolah melalui *Sewage Treatment Plant* (STP) dengan proses aerob dan anaerob. Kualitas air limbah dipantau secara berkala melalui pengujian untuk memastikan kesesuaian dengan standar yang ditetapkan.

Pengelolaan limbah padat dilakukan dengan memperhatikan karakteristik masing-masing jenis limbah. Limbah B3 disimpan terlebih dahulu di Tempat Penyimpanan Sementara (TPS) Limbah B3 yang telah memiliki izin, sebelum diserahkan kepada pihak ketiga berizin untuk diangkut dan diolah lebih lanjut. Proses pengangkutan limbah B3 dipantau melalui sistem manifes elektronik guna memastikan keterlacakan dan kepatuhan terhadap ketentuan yang berlaku. Sementara itu, limbah padat non-B3 dan limbah domestik dikelola melalui proses pemilahan, pengumpulan, serta pemanfaatan kembali atau daur ulang sejauh memungkinkan, termasuk melalui kerja sama dengan pihak ketiga maupun instansi kebersihan setempat.

Selain pengelolaan oleh pihak ketiga, Perseroan juga melakukan pengelolaan mandiri terhadap limbah residu tertentu dari proses produksi, seperti kertas dan *reject filter*, melalui fasilitas *reciprocating incinerator*. Proses pembakaran dilakukan pada suhu di atas 800°C untuk memastikan pengolahan limbah yang efektif, sementara abu hasil pembakaran selanjutnya disimpan di TPS Limbah B3 sebelum diserahkan kepada pengelola limbah berizin.

Seluruh kegiatan pengelolaan limbah dilaksanakan dengan mengacu pada Peraturan Pemerintah No. 22 Tahun 2021 tentang Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup. Sepanjang tahun 2025, Perseroan menghasilkan limbah B3 sebesar 393,49 ton dan limbah non-B3 sebesar 3.902,72 ton, serta tidak tercatat adanya tumpahan maupun kebocoran limbah di Perseroan.

Wastewater generated from operational activities is treated prior to discharge into water bodies to ensure compliance with environmental quality standards. Each of the Company's business units is equipped with a Wastewater Treatment Plant (WWTP) to treat wastewater from production processes using coagulation and flocculation methods. Meanwhile, domestic wastewater is treated through a Sewage Treatment Plant (STP) using aerobic and anaerobic processes. Wastewater quality is monitored regularly through testing to ensure compliance with applicable standards.

Solid waste is managed by considering the characteristics of each type of waste. Hazardous waste is temporarily stored at a licensed Temporary Storage Facility for Hazardous Waste (TPS B3) before being handed over to licensed third parties for transportation and further treatment. The transportation of hazardous waste is monitored through an electronic manifest system to ensure traceability and compliance with applicable regulations. Meanwhile, non-hazardous solid waste and domestic waste are managed through sorting, collection, and reuse or recycling wherever possible, including through cooperation with third parties and local sanitation authorities.

In addition to third-party management, the Company also conducts internal management of certain residual waste from the production process, such as paper and rejected filters, through a reciprocating incinerator facility. The incineration process is carried out at temperatures above 800°C to ensure effective waste treatment, while the resulting ash is subsequently stored at the hazardous waste temporary storage facility before being handed over to licensed waste management operators.

All waste management activities are carried out in accordance with Government Regulation No. 22 of 2021 concerning the Implementation of Environmental Protection and Management. Throughout 2025, the Company generated 393.49 tons of hazardous waste and 3,902.72 tons of non-hazardous waste, and no incidents of waste spills or leakages were recorded within the Company.

Peningkatan timbulan limbah B3, termasuk limbah B3 cair yang naik menjadi 21,29 ton dari 12,84 ton pada tahun sebelumnya, terutama dipengaruhi oleh pengangkutan akumulasi limbah pelarut dari periode sebelumnya, serta tidak beroperasinya fasilitas insinerator pada tahun 2025 yang memengaruhi pencatatan timbulan limbah B3 padat.

[OJK F.15]

The increase in hazardous waste generation, including hazardous liquid waste which rose to 21.29 tons from 12.84 tons in the previous year, was primarily attributable to the disposal of accumulated solvent waste from prior periods, as well as the temporary non-operation of the incinerator facility in 2025, which affected the recording of hazardous solid waste generation. [OJK F.15]

TIMBULAN DAN PENGELOLAAN LIMBAH [GRI 306-3] [GRI 306-4] [GRI 306-5] [OJK F.13] [OJK F.14] [E-05]
Waste Generation and Management [GRI 306-3] [GRI 306-4] [GRI 306-5] [OJK F.13] [OJK F.14] [E-05]

KETERANGAN Description	METODE PENGELOLAAN Management Methods	SATUAN Unit	2025	2024	2023
Limbah B3 Hazardous Waste					
Padat Solid					
Sludge	Dikumpulkan di Tempat Penyimpanan Sementara (TPS) Limbah B3, kemudian diserahkan kepada pihak ketiga yang memiliki izin. Collected at the Temporary Storage Facility for Hazardous Waste (TPS B3), and subsequently handed over to licensed third-party waste management operators.	Ton	109.27	106.03	167.25
Residu Hasil Produksi Production Residue			262.93	255.06	203.22
Bottom Ash			-	-	25.91
Cair Liquid					
Pelarut Solvent	Dikumpulkan di TPS Limbah B3, kemudian diserahkan kepada pihak ketiga yang memiliki izin. Collected at the Temporary Storage Facility for Hazardous Waste (TPS B3), and subsequently handed over to licensed third-party waste management operators.	Ton	21.29	12.84	9.67
Limbah Non-B3 Non-Hazardous Waste					
Plat Besi Steel Plate	Dikumpulkan di TPS Limbah Non-B3, kemudian didaur ulang oleh pihak ketiga. Collected at the Non-Hazardous Waste Temporary Storage Facility before being recycled by third parties.	Ton	3,758.79	5,933.05	6,364.25
Duplex			26.84	28.47	43.24



KETERANGAN Description	METODE PENGELOLAAN Management Methods	SATUAN Unit	2025	2024	2023
Limbah Lainnya Other Waste					
Sampah Doos Cardboard Waste	Dikumpulkan di TPS Limbah Non-B3, kemudian didaur ulang oleh pihak ketiga. Collected at the Non-Hazardous Waste Temporary Storage Facility before being recycled by third parties.	Ton	99.16	217.22	211.12
Kertas Sisa Non-Woven Non-Woven Paper Scrap			17.93	29.33	24.78
Limbah Cair Domestik Domestic Wastewater	Dikelola melalui IPAL. Treated through WWTP.	m ³ /hari m ³ /day	80	80	80
Jumlah limbah didaur ulang pihak ketiga Total waste recycled by third parties		Ton	3,902.72	6,208.07*	6,643.39
Jumlah limbah diserahkan kepada pihak ketiga Total waste handed over to third parties			393.49	373.93	406.05
Jumlah limbah cair domestik yang diolah IPAL Total domestic wastewater treated in WWTP		m ³ /hari m ³ /day	80	80	80

Catatan | Note:

* Data telah dinyatakan kembali.
Data has been restated.

Penggunaan Air

Air memiliki peran penting dalam mendukung kelangsungan kegiatan operasional Perseroan, khususnya pada proses produksi yang memerlukan ketersediaan air secara berkelanjutan. Penggunaan air yang tidak dikelola dengan baik berpotensi menimbulkan risiko terhadap lingkungan serta keberlanjutan sumber daya air di sekitar area operasional. Oleh karena itu, pengelolaan air menjadi aspek yang perlu diperhatikan secara menyeluruh untuk menjaga keseimbangan antara kebutuhan operasional dan perlindungan lingkungan.

Kebutuhan air bersih Perseroan dipenuhi melalui pembelian dari perusahaan penyedia air minum swasta. Air digunakan untuk berbagai keperluan operasional, antara lain proses produksi, pencucian fasilitas, pengoperasian *incinerator*, *cooling tower*, serta untuk menunjang kebutuhan karyawan di fasilitas sanitasi. Sumber dan pola penggunaan air tersebut dipantau secara berkala untuk memastikan pemanfaatan air dilakukan secara terkendali dan sesuai dengan ketentuan yang berlaku.

Water Consumption

Water plays a vital role in supporting the continuity of the Company's operational activities, particularly in production processes that require a sustainable supply of water. Poorly managed water usage has the potential to pose risks to the environment and the sustainability of water resources around operational areas. Therefore, water management is an aspect that needs comprehensive attention to maintain a balance between operational needs and environmental protection.

The Company's clean water requirements are met through purchases from private drinking water providers. Water is used for various operational purposes, including production processes, facility cleaning, incinerator operation, cooling towers, and supporting employee needs in sanitation facilities. The sources and patterns of water usage are monitored regularly to ensure water is used in a controlled manner and in accordance with applicable regulations.

Dalam mengelola dampak aktual dan potensial terkait penggunaan air, Perseroan menerapkan berbagai upaya efisiensi dan konservasi. Upaya tersebut meliputi pemanfaatan sistem sirkulasi air pada *cooling tower* untuk mengurangi kebutuhan air baru, serta pengolahan air limbah agar dapat digunakan kembali pada proses tertentu. Selain itu, Perseroan melakukan konservasi air melalui pembangunan lubang biopori dan sumur resapan guna meningkatkan daya serap air ke dalam tanah dan mendukung keberlanjutan sumber daya air di sekitar wilayah operasional.

Sebagai bagian dari upaya peningkatan kinerja pengelolaan air, pada tahun 2025 Perseroan juga melakukan studi terkait potensi pemanfaatan kembali air limbah yang telah diolah untuk digunakan dalam proses tertentu. Inisiatif ini masih dalam tahap kajian dan evaluasi oleh manajemen sebagai langkah menuju pengelolaan air yang lebih efisien dan berkelanjutan di masa mendatang.

In managing actual and potential impacts related to water usage, the Company implements various efficiency and conservation measures. These efforts include utilizing a water circulation system in cooling towers to reduce the demand for fresh water and treating wastewater for reuse in certain processes. Additionally, the Company carries out water conservation by constructing biopores and infiltration wells to enhance water absorption into the soil and support the sustainability of water resources around operational areas.

As part of efforts to improve water management performance, in 2025 the Company also conducted a study on the potential reuse of treated wastewater for specific processes. This initiative is still under review and evaluation by management as a step toward more efficient and sustainable water management in the future.

PENGAMBILAN AIR [GRI 303-3] [OJK F.8]
Water Withdrawal [GRI 303-3] [OJK F.8]

KETERANGAN Description	SATUAN Unit	2025	2024	2023
Air Tanah Groundwater	Megaliter	N/A	N/A	N/A
Pihak Ketiga Third Parties	Megaliter	21.28	16.77	25.16
Jumlah Pengambilan Air Total Water Withdrawal	Megaliter	21.28	16.77	25.16

Catatan | Note:
N/A: Not Available

KONSUMSI DAN PEMBUANGAN AIR [GRI 303-4] [GRI 303-5] [IDX E-04]
Water Consumption and Discharge [GRI 303-4] [GRI 303-5] [IDX E-04]

KETERANGAN Description	SATUAN Unit	2025	2024	2023
Pembuangan Air Water Discharge				
Air Permukaan Surface Water	Megaliter	13.98	14.18	14.21
Konsumsi Air Water Consumption				
Jumlah Konsumsi Air Total Water Consumption	Megaliter	7.30	2.59	10.95



Upaya Pelestarian Keanekaragaman Hayati

[OJK F.9] [OJK F.10]

Perseroan menyadari pentingnya pelestarian keanekaragaman hayati sebagai bagian dari pengelolaan lingkungan yang bertanggung jawab. Perseroan tetap berupaya untuk meminimalkan potensi dampak terhadap ekosistem sekitar dan berkontribusi pada upaya pelestarian lingkungan.

Sepanjang tahun 2025, Perseroan melakukan pemantauan terhadap lokasi fasilitas operasional untuk mengidentifikasi potensi dampak terhadap kawasan yang memiliki nilai keanekaragaman hayati maupun yang berada di sekitar wilayah konservasi. Berdasarkan hasil kajian internal, seluruh fasilitas operasional Perseroan berada di kawasan industri atau area yang telah ditetapkan untuk kegiatan komersial dan manufaktur, serta tidak berlokasi di dalam maupun berbatasan langsung dengan kawasan konservasi, kawasan lindung, atau habitat yang dilindungi secara hukum. Dengan kondisi tersebut, aktivitas operasional Perseroan tidak menimbulkan dampak langsung terhadap kawasan dengan nilai keanekaragaman hayati tinggi.

Meskipun demikian, Perseroan tetap menerapkan prinsip kehati-hatian (*precautionary principle*) dalam menjalankan kegiatan usaha dengan memastikan seluruh aktivitas produksi, penggunaan bahan baku, serta pengelolaan lingkungan dilaksanakan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. Perseroan juga menerapkan sistem manajemen lingkungan yang terintegrasi untuk mengendalikan potensi dampak tidak langsung terhadap lingkungan sekitar, termasuk melalui pengelolaan emisi, limbah, serta penggunaan sumber daya alam secara bertanggung jawab.

Selain itu, Perseroan turut menjaga keberadaan ruang terbuka hijau di area operasional sebagai bagian dari upaya mendukung kelestarian lingkungan. Pengelolaan ruang terbuka hijau tidak hanya bertujuan untuk memenuhi ketentuan regulasi, tetapi juga berperan dalam menjaga keberlangsungan vegetasi lokal, meningkatkan kualitas udara melalui penyerapan emisi, serta mendukung keseimbangan ekosistem di sekitar area operasional.

Biodiversity Conservation Efforts

[OJK F.9] [OJK F.10]

The Company recognises the importance of biodiversity conservation as an integral part of responsible environmental management. It remains committed to minimising potential impacts on surrounding ecosystems while contributing to broader environmental preservation efforts.

Throughout 2025, the Company conducted monitoring of its operational facilities to identify potential impacts on areas of significant biodiversity value and sites in proximity to conservation zones. Based on internal assessments, all operational facilities are located within industrial zones or areas designated for commercial and manufacturing activities, and none are situated within or directly adjacent to conservation areas, protected zones, or legally designated habitats. Under these conditions, the Company's operational activities do not result in direct impacts on areas of high biodiversity value.

Nevertheless, the Company applies the precautionary principle in its business activities, ensuring that all production processes, raw material usage, and environmental management practices comply with applicable laws and regulations. An integrated environmental management system is also implemented to control potential indirect impacts on the surrounding environment, including through the management of emissions, waste, and responsible utilisation of natural resources.

In addition, the Company maintains green open spaces within its operational areas as part of its commitment to environmental sustainability. Management of these green spaces goes beyond regulatory compliance, contributing to the preservation of local vegetation, improving air quality through emission absorption, and supporting ecosystem balance in and around operational sites.

Sebagai bagian dari kontribusi terhadap pelestarian lingkungan yang lebih luas, Perseroan juga berpartisipasi dalam berbagai kegiatan penanaman pohon. Pada tahun 2025, Perseroan melakukan penanaman 5.000 bibit mangrove di Pantai Muara Sungai Cibama, Kecamatan Pagelaran, Kabupaten Pandeglang, Banten. Selain itu, Perseroan turut berpartisipasi dalam kegiatan penanaman pohon pada peringatan Hari Menanam Pohon Indonesia (HMPI) yang diselenggarakan oleh Dinas Lingkungan Hidup dan Kehutanan Provinsi Banten.

KINERJA SOSIAL

Perseroan memandang aspek sosial sebagai fondasi penting dalam mendukung keberlanjutan usaha, khususnya melalui pembangunan hubungan yang harmonis dengan karyawan dan pemangku kepentingan. Dengan mengedepankan komunikasi yang terbuka dan saling menghargai, Perseroan berupaya menciptakan lingkungan kerja yang kondusif, memperkuat kepercayaan, serta mendorong kolaborasi yang berkelanjutan guna mendukung kinerja dan pertumbuhan usaha Perseroan.

Sumber Daya Manusia

Perseroan memandang sumber daya manusia sebagai aset strategis dalam menjaga keberlanjutan dan daya saing usaha. Oleh karena itu, Perseroan menerapkan pengelolaan ketenagakerjaan yang menjunjung prinsip keadilan, kesetaraan, dan profesionalisme, mulai dari proses rekrutmen, pengembangan kompetensi, hingga promosi dan pengelolaan karier, tanpa membedakan latar belakang karyawan. Hingga akhir tahun 2025, jumlah tenaga kerja Perseroan tercatat sebanyak 5.286 orang.

Untuk mendukung kesiapan karyawan dalam menghadapi dinamika dan tantangan bisnis, Perseroan secara berkelanjutan menyelenggarakan berbagai program pelatihan dan pengembangan kompetensi yang disesuaikan dengan kebutuhan organisasi dan individu. Perseroan juga menerapkan sistem penghargaan bagi karyawan berprestasi serta mekanisme penegakan disiplin yang objektif dan proporsional sebagai bagian dari upaya menjaga kinerja dan budaya kerja yang positif.

As part of its broader environmental contribution, the Company participates in various tree-planting initiatives. In 2025, the Company planted 5,000 mangrove seedlings at Muara Cibama River Beach, Pagelaran District, Pandeglang Regency, Banten. Furthermore, the Company took part in tree-planting activities in celebration of Indonesia's Tree Planting Day (HMPI), organised by the Environmental and Forestry Agency of Banten Province.

SOCIAL PERFORMANCE

The Company regards social aspects as a crucial foundation for supporting business sustainability, particularly through the development of harmonious relationships with employees and stakeholders. By prioritising open and respectful communication, the Company strives to create a conducive working environment, strengthen trust, and foster ongoing collaboration to support the Company's performance and business growth.

Human Resources

The Company regards human resources as a strategic asset in maintaining business sustainability and competitiveness. Accordingly, the Company implements workforce management guided by the principles of fairness, equality, and professionalism, encompassing recruitment, competency development, promotion, and career management, irrespective of employees' backgrounds. As of the end of 2025, the Company employed a total of 5,286 persons.

To ensure employees are well-prepared to navigate business dynamics and challenges, the Company continuously conducts a variety of training and competency development programmes tailored to organisational and individual needs. The Company also maintains a reward system for high-performing employees, alongside objective and proportionate disciplinary mechanisms, as part of efforts to uphold performance and a positive work culture.



Dalam pengelolaan ketenagakerjaan, Perseroan berkomitmen untuk menghormati dan melindungi hak asasi manusia, termasuk menjamin kebebasan berserikat, penerapan Perjanjian Kerja Bersama (PKB), pemberian kondisi kerja yang aman dan layak, serta pemenuhan hak dan kewajiban karyawan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. Perseroan juga secara tegas melarang praktik kerja paksa dan pekerja anak di seluruh kegiatan operasional. Seluruh kebijakan mengenai pengelolaan keteneagakerjaan dapat dilihat pada website Perseroan bagian Pedoman Tata Kelola Perusahaan. Sepanjang tahun 2025, tidak terdapat laporan atau pengaduan terkait pelanggaran hak asasi manusia yang melibatkan karyawan maupun pemangku kepentingan.

Kebebasan Berserikat [GRI 2-30]

Perseroan menghormati dan menjamin hak karyawan untuk berserikat, serta menyampaikan pendapat dan aspirasi secara bertanggung jawab sesuai dengan ketentuan yang berlaku. Hubungan industrial dijalankan secara konstruktif melalui komunikasi terbuka dan dialog yang berkelanjutan antara manajemen dan perwakilan karyawan.

Sebagai wujud komitmen dalam menjaga hubungan kerja yang harmonis, Perseroan memiliki Perjanjian Kerja Bersama (PKB) yang disusun melalui proses perundingan antara Perseroan dan Serikat Pekerja. PKB berlaku dan mencakup untuk seluruh karyawan yang memuat pengaturan mengenai syarat kerja, hak dan kewajiban kedua belah pihak, serta mekanisme penyelesaian hubungan industrial sesuai dengan peraturan perundang-undangan. PKB ditinjau dan diperbarui secara berkala untuk memastikan relevansinya dengan perkembangan ketenagakerjaan dan kebutuhan Perseroan.

PKB terakhir diperbarui pada 22 Februari 2025. Sepanjang tahun 2025, pelaksanaan kebebasan berserikat berjalan dengan baik, tanpa adanya laporan pelanggaran atau pembatasan hak karyawan untuk berserikat.

In managing its workforce, the Company is committed to respecting and safeguarding human rights, including guaranteeing freedom of association, implementing Collective Labour Agreements (CLA), providing safe and decent working conditions, and fulfilling employees' rights and obligations in accordance with applicable laws and regulations. The Company strictly prohibits forced labour and child labour across all All policies regarding employment management can be accessed on the Company's website under the Corporate Governance Guidelines section. Throughout 2025, no reports or complaints concerning human rights violations involving employees or stakeholders were recorded.

Freedom of Association [GRI 2-30]

The Company respects and guarantees employees' rights to freedom of association, as well as to express their opinions and aspirations responsibly in accordance with applicable regulations. Industrial relations are conducted constructively through open communication and ongoing dialogue between management and employee representatives.

As a demonstration of its commitment to maintaining harmonious labour relations, the Company has established Collective Labour Agreements (CLA), developed through a negotiation process between the Company and the Trade Union. The CLA applies to all employees and sets out arrangements concerning working conditions, the rights and obligations of both parties, as well as mechanisms for resolving industrial relations in accordance with prevailing laws and regulations. The CLA is reviewed and updated periodically to ensure its continued relevance to workforce developments and the Company's needs.

The most recent CLA was updated on 22 February 2025. Throughout 2025, freedom of association was fully upheld, with no reports of violations or restrictions on employees' rights to organise.

Keberagaman dan Kesetaraan

Keberagaman dan kesetaraan menjadi bagian penting dalam menciptakan lingkungan kerja yang inklusif dan saling menghargai. Setiap karyawan diperlakukan secara adil tanpa membedakan gender, suku, budaya, agama, golongan, maupun latar belakang lainnya, baik dalam proses rekrutmen, pengembangan, maupun pelaksanaan kegiatan kerja sehari-hari.

Komposisi tenaga kerja Perseroan hingga tahun 2025 masih didominasi oleh karyawan laki-laki, sejalan dengan minat pada karakteristik industri otomotif. Meskipun demikian, Perseroan tetap membuka kesempatan yang setara bagi seluruh karyawan untuk berkembang berdasarkan kompetensi dan kinerja. Sepanjang tahun 2025, tidak terdapat laporan atau pengaduan terkait praktik diskriminasi, pelecehan, maupun pelanggaran terhadap prinsip kesetaraan dan kode etik di lingkungan kerja.

Diversity and Equal Opportunity

Diversity and equal opportunity are essential elements in fostering an inclusive and respectful working environment. All employees are treated fairly without discrimination based on gender, ethnicity, culture, religion, social group, or other backgrounds, whether in recruitment processes, professional development, or the implementation of daily work activities.

As of 2025, the Company's workforce composition remains predominantly male, reflecting the characteristics and workforce interest commonly found in the automotive industry. Nevertheless, the Company continues to provide equal opportunities for all employees to grow and develop based on competence and performance. Throughout 2025, there were no reports or complaints related to discrimination, harassment, or violations of the principles of equality and the code of ethics within the workplace.





KOMPOSISI KARYAWAN [GRI 2-7] [GRI 401-1] [OJK F.20]
Employee Composition 2025 [GRI 2-7] [GRI 401-1] [OJK F.20]

KETERANGAN Description	SATUAN Unit	2025		2024		2023	
		Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Jumlah Karyawan berdasarkan Jabatan Number of Employees by Position							
Direktur Directors	Orang Persons	4	1	4	1	4	-
Komisaris Commissioners		3	-	3	-	2	-
Manajer Managers		125	24	118	24	116	26
Penyelia** Supervisors**		546	139	511	119	475	118
Staf** Staff**		343	155	358	169	393	168
Pekerja Umum** General Workers**		3,633	313	3,948	303	4,118	264
Subtotal		4,654	632	4,942	616	5,108	576
Jumlah Total		5,286		5,558		5,684	
Jumlah Karyawan berdasarkan Usia Number of Employees by Age Group							
<30 Tahun** < 30 years**	Orang Persons	2,411	333	2,698	348	2,964	325
30-50 Tahun** 30-50 years**		2,111	268	2,094	239	2,009	222
>50 Tahun >50 years		132	31	149	30	135	29
Subtotal		4,654	632	4,941	617	5,108	576
Jumlah Total		5,286		5,558		5,684	
Jumlah Karyawan berdasarkan Status Ketenagakerjaan Number of Employees by Employment Status							
Permanen** Permanent**	Orang Persons	2,650	392	2,677	385	2,698	378
Non-Permanen** Non-Permanent**		202	15	226	18	255	19
Alih Daya Outsourced		1,802	225	2,038	214	2,155	179
Subtotal		4,654	632	4,941	617	5,108	576
Jumlah Total		5,286		5,558		5,684	
Jumlah Karyawan Baru Number of New Employees							
<30 Tahun* <30 years*	Orang Persons	56	18	62	19	147	34
30-50 Tahun* 30-50 years*		55	12	17	10	25	9
>50 Tahun >50 years		1	3	-	-	3	-
Subtotal		112	33	79	29	175	43
Jumlah Total		145		108		218	
Pergantian Karyawan (Turn Over) Employee Turnover							
<30 Tahun <30 years	Orang Persons	47	18	60	17	61	14
30-50 Tahun* 30-50 years*		80	23	72	28	106	27
>50 Tahun* >50 years*		44	7	27	4	33	4
Subtotal		171	48	159	49	200	45
Jumlah Total		219		208		245	

KETERANGAN Description	SATUAN Unit	2025		2024		2023	
		Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Karyawan berdasarkan Asal Employees by Region of Origin							
Indonesia							
Jawa** Java**	Orang Persons	4,327	525	4,605	512	4,744	474
Sumatra**		19	9	25	12	27	12
Sulawesi		10	3	6	1	6	1
Luar Negeri Overseas							
Asia	Orang Persons	266	89	274	86	298	83
Australia		32	6	31	6	33	6
Subtotal		4,654	632	4,941	617	5,108	576
Jumlah Total		5,286		5,558		5,684	

Catatan | Notes:

Upah Minimum Provinsi (UMP) DKI Jakarta pada tahun 2025: Rp 5.396.761
The Minimum Provincial Wage (UMP) of DKI Jakarta in 2025: IDR 5,396,761
Upah Minimum Kabupaten (UMK) Tangerang pada tahun 2025: Rp 4.901.117
The Minimum Regency Wage (UMK) of Tangerang Regency in 2025: IDR 4,901,117

* Data tahun 2023 & 2024 dinyatakan kembali.
Data for 2023 and 2024 have been restated.

** Data tahun 2024 dinyatakan kembali.
Data for 2024 have been restated.

Remunerasi

Pemberian remunerasi dilaksanakan secara adil dan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku. Struktur dan tingkat upah disesuaikan dengan lokasi kerja serta karakteristik operasional masing-masing unit usaha. Dalam penerapannya, ketentuan pengupahan mengacu pada standar upah minimum yang berlaku di setiap wilayah operasional, yaitu Upah Minimum Provinsi (UMP) DKI Jakarta untuk karyawan yang bekerja di area Jakarta dan pabrik Kapuk, serta Upah Minimum Kabupaten (UMK) Tangerang untuk karyawan yang bekerja di area pabrik Tangerang.

Rasio upah karyawan level dasar terhadap UMP dan UMK ialah 100%. [OJK F.20]

Remuneration

The provision of remuneration is implemented fairly and in accordance with applicable laws and regulations. The wage structure and levels are determined based on the work location as well as the operational characteristics of each business unit. In its implementation, the Company refers to the prevailing minimum wage standards in each operational area, i.e. the Minimum Provincial Wage (UMP) of DKI Jakarta for employees working in the Jakarta area and the Kapuk plant, and the Minimum Regency Wage (UMK) of Tangerang Regency for employees working at the Tangerang plant.

The ratio of entry-level employee wages to the applicable UMP and UMK is 100%. [OJK F.20]



Pengembangan Kompetensi

Dalam menghadapi perkembangan industri dan tuntutan operasional yang semakin dinamis, penguatan kapasitas, dan keterampilan karyawan menjadi perhatian penting. Upaya ini dilakukan agar karyawan memiliki kompetensi yang relevan dan mampu mendukung pencapaian kinerja serta keberlanjutan usaha. Berbagai program pelatihan diselenggarakan secara berkelanjutan, baik melalui pelatihan internal, *in-house training*, maupun pelatihan eksternal.

Program pengembangan kompetensi dilaksanakan secara terstruktur dan berkelanjutan, disesuaikan dengan kebutuhan organisasi, perkembangan teknologi, serta dinamika industri otomotif dan komponen. Pada tahun 2025, Perseroan melanjutkan pendekatan pelatihan yang terintegrasi dengan kebutuhan bisnis, transformasi operasional, serta pengembangan talenta internal.

Perseroan menyelenggarakan berbagai program pelatihan yang mencakup pengembangan kompetensi teknis, manajerial, dan kepemimpinan. Pelatihan diberikan secara berkala kepada karyawan sesuai dengan fungsi, tanggung jawab, dan jenjang jabatan masing-masing, dengan fokus pada peningkatan produktivitas, kualitas kerja, serta keselamatan kerja. Selain pelatihan umum, Perseroan juga menyediakan program pengembangan khusus bagi karyawan berpotensi melalui berbagai inisiatif, seperti *ADR Future Leader Program*, *Supervisory Development Program*, *Management Development Program*, serta program *Management Trainee* untuk mempersiapkan calon pemimpin masa depan.

Di sisi lain, Perseroan juga memberikan perhatian pada peningkatan kapabilitas teknis bagi karyawan operasional melalui berbagai pelatihan teknis, termasuk pelatihan otomasi, robotik, serta pelatihan teknik operator guna mendukung adaptasi terhadap perkembangan teknologi dan proses produksi yang semakin modern.

Competency Development

In response to ongoing industry developments and increasingly dynamic operational demands, strengthening employees' capabilities, and skills remains a key priority for the Company. This effort aims to ensure that employees possess relevant competencies and are able to support performance achievement and business sustainability. Various training programmes are conducted on a continuous basis through internal training, in-house programmes, and external training initiatives.

Competency development programmes are implemented in a structured and continuous manner, aligned with organisational needs, technological advancements, as well as developments within the automotive and component industry. In 2025, the Company continued to adopt a training approach integrated with business needs, operational transformation, and the development of internal talent.

The Company organises a range of training programmes covering the development of technical, managerial, and leadership competencies. Training is delivered regularly to employees in accordance with their respective functions, responsibilities, and job levels, with a focus on enhancing productivity, work quality, and occupational safety. In addition to general training, the Company also provides specialised development programmes for high-potential employees through various initiatives, such as the *ADR Future Leader Programme*, *Supervisory Development Programme*, *Management Development Programme*, and the *Management Trainee Programme*, aimed at preparing future leaders.

In addition, the Company also places strong emphasis on enhancing the technical capabilities of operational employees through various technical training programmes, including automation, robotics, and operator technical training, to support adaptation to technological advancements and increasingly modern production processes.

JAM PELATIHAN KARYAWAN BERDASARKAN JABATAN

Average Training Hours by Position

KETERANGAN Description	SATUAN Unit	2025	2024	2023
Direktur Directors		3	3	3
Komisaris Commissioners	Jam rata-rata per orang/tahun Average hours per employee/year	3	3	3
Manajer, Supervisor, Staf & Pekerja Umum Managers, Supervisors, Staff & General Workers		3	4	4

PROGRAM PENGEMBANGAN KARYAWAN TAHUN 2025 [GRI 404-1]

Employee Development Programmes 2025 [GRI 404-1]

PROGRAM Programme	JUMLAH KARYAWAN YANG MENGIKUTI PELATIHAN Number of Employees Participating in Training		JUMLAH PELATIHAN Total of Trainings	JUMLAH JAM PELATIHAN Total Training Hours
	Laki-laki Male	Perempuan Female		
Softskills	2,183	733	177	804
Hardskills	1,866	208	153	670
Technical (PTO, Automation)	14,979	2,327	863	2,828
Leadership (AFL, Mini MDP, MDP)	506	15	54	220
External, In-House	470	45	70	2,183
Jumlah Total	20,004	3,328	1,317	6,705
Rata-rata jam pelatihan/orang/tahun Average training hours/employee/year				3

Praktik Pengelolaan Ketenagakerjaan

Praktik pengelolaan ketenagakerjaan dijalankan untuk menciptakan lingkungan kerja yang adil, aman, dan mendukung produktivitas karyawan. Pengelolaan ini mencakup pemenuhan hak dan kewajiban ketenagakerjaan, penerapan standar keselamatan dan kesehatan kerja (K3), serta penyediaan sistem dan fasilitas kerja yang layak sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.

Employment Practices

Employment practices are implemented to foster a fair, safe, and productive working environment. These practices encompass the fulfilment of employment rights and obligations, the implementation of occupational safety and health (OSH) standards, as well as the provision of appropriate work systems and facilities in accordance with applicable laws and regulations.



Keselamatan dan Kesehatan Kerja (K3) [GRI 403-1]

Keselamatan dan kesehatan kerja (K3) menjadi bagian penting dalam memastikan kelangsungan aktivitas operasional yang aman dan andal. Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) diterapkan sebagai kerangka utama dalam mengelola risiko keselamatan dan kesehatan kerja di seluruh aktivitas operasional. Penerapan SMK3 mengacu pada Peraturan Pemerintah No. 50 Tahun 2012 serta standar internasional ISO 45001:2018, yang mencakup proses identifikasi bahaya, pengendalian risiko, dan upaya pencegahan kecelakaan kerja maupun penyakit akibat kerja. Sistem ini berlaku bagi seluruh tenaga kerja Perseroan, termasuk pekerja non-karyawan yang terlibat dalam kegiatan operasional. [GRI 403-8]

Pelaksanaan K3 didukung melalui berbagai program dan kegiatan yang bertujuan mencegah risiko kecelakaan kerja serta penyakit akibat kerja. Kegiatan tersebut meliputi peringatan Bulan K3 Nasional, simulasi tanggap darurat, sosialisasi pascakecelakaan, rapat rutin Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3), audit K3 dan K3L, serta pelatihan petugas Pertolongan Pertama pada Kecelakaan (P3K) dan petugas pemadam kebakaran yang tersertifikasi oleh Kementerian Ketenagakerjaan.

Pada tahun 2025, Perseroan menjalankan sejumlah inisiatif K3 yang dirancang untuk mencegah kecelakaan dan penyakit akibat kerja, meningkatkan kesadaran karyawan terhadap pentingnya keselamatan kerja, serta memastikan pengelolaan risiko K3 dilakukan secara sistematis dan berkelanjutan. Berbagai program tersebut meliputi:

Occupational Safety and Health (OSH) [GRI 403-1]

Occupational safety and health (OSH) is an essential aspect in ensuring safe and reliable operational continuity. The Occupational Safety and Health Management System (OSHMS) is implemented as the primary framework for managing occupational safety and health risks across all operational activities. The implementation of the OSHMS refers to Government Regulation No. 50 of 2012 as well as the international standard ISO 45001:2018, which encompasses hazard identification processes, risk control, and preventive measures to avoid workplace accidents and occupational diseases. This system applies to all of the Company’s workforce, including non-employee workers involved in operational activities. [GRI 403-8]

The implementation of OSH is supported through various programmes and activities aimed at preventing workplace accidents and occupational diseases. These initiatives include the commemoration of National OSH Month, emergency response simulations, post-accident socialisation, regular meetings of the Occupational Safety and Health Committee (P2K3), OSH and environmental audits, as well as training for certified first aid officers and fire brigade officers accredited by the Ministry of Manpower.

In 2025, the Company implemented several OSH initiatives designed to prevent workplace accidents and occupational diseases, enhance employees’ awareness of the importance of workplace safety, and ensure that OSH risk management is conducted in a systematic and sustainable manner. These programmes include:

- A. PROGRAM PENCEGAHAN RISIKO DAN KECELAKAAN KERJA**
Workplace Risk and Accident Prevention Programme
Meliputi sosialisasi dan penerapan *Hazard Identification, Risk Assessment and Determining Control (HIRADC)*, pelaksanaan audit K3 dan K3L, serta penguatan pengendalian risiko di area kerja.
This programme includes the socialisation and implementation of Hazard Identification, Risk Assessment and Determining Control (HIRADC), the conduct of OSH and environmental audits, as well as the strengthening of risk control measures in the workplace.
- B. PROGRAM KESIAPSIAGAAN DAN TANGGAP DARURAT**
Emergency Preparedness and Response Programme
Dilaksanakan melalui pelatihan dan simulasi tanggap darurat, pembentukan serta pelatihan tim tanggap darurat, serta pemeriksaan sarana keselamatan seperti APAR, hydrant, sistem alarm, kotak P3K, tandu, serta kesiapan mobil pemadam kebakaran dan ambulans.
This programme is implemented through emergency response training and simulation exercises, the establishment and training of emergency response teams, as well as inspections of safety equipment such as fire extinguishers, hydrants, alarm systems, first aid kits, stretchers, and the readiness of fire engines and ambulances.

C.	<p>PROGRAM INVESTIGASI DAN PELAPORAN INSIDEN Incident Investigation and Reporting Programme</p> <p>Mencakup proses verifikasi dan investigasi terhadap setiap insiden kerja, serta penetapan tindakan korektif dan pencegahan untuk menghindari terulangnya kejadian serupa. This programme includes the verification and investigation of every workplace incident, as well as the determination of corrective and preventive actions to prevent the recurrence of similar incidents.</p>
D.	<p>PROGRAM PENGELOLAAN DAN PENGGUNAAN ALAT PELINDUNG DIRI (APD) Personal Protective Equipment (PPE) Management and Utilisation Programme</p> <p>Penyediaan dan pengawasan penggunaan APD sesuai dengan jenis pekerjaan dan tingkat risiko yang telah ditetapkan dalam matriks APD. This programme includes the provision and supervision of PPE usage in accordance with the type of work and the level of risk determined in the PPE matrix.</p>
E.	<p>PROGRAM PENGAWASAN DAN TATA KELOLA K3 OSH Monitoring and Governance Programme</p> <p>Dilaksanakan melalui rapat rutin Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3), pemantauan implementasi program K3, serta pelaporan kinerja K3 secara berkala. This programme is implemented through regular meetings of the Occupational Safety and Health Committee (P2K3), monitoring the implementation of OSH programmes, as well as periodic reporting of OSH performance.</p>
F.	<p>PROGRAM PEMELIHARAAN DAN KESELAMATAN FASILITAS Facility Maintenance and Safety Programme</p> <p>Meliputi pemeriksaan berkala terhadap fasilitas dan instalasi yang berpotensi menimbulkan risiko, seperti pipa gas, instalasi listrik, serta sistem penyalur petir. This programme includes periodic inspections of facilities and installations that may pose potential risks, such as gas pipelines, electrical installations, and lightning protection systems.</p>
G.	<p>PROGRAM KESEHATAN KERJA Occupational Health Programme</p> <p>Pelaksanaan pemeriksaan kesehatan berkala, termasuk <i>Medical Check-Up</i> (MCU) khusus bagi operator yang berpotensi terpapar bahan berbahaya dan beracun (B3). This programme includes periodic health examinations, including Medical Check-Ups (MCU) specifically for operators who may be exposed to hazardous and toxic substances (B3).</p>
H.	<p>PROGRAM PELATIHAN DAN PENGEMBANGAN KOMPETENSI K3 OSH Training and Competency Development Programme</p> <p>Penyelenggaraan pelatihan K3 dasar maupun pelatihan K3 spesifik untuk meningkatkan pemahaman dan kompetensi karyawan dalam menerapkan praktik kerja yang aman. This programme includes the provision of basic OSH training as well as specialised OSH training to enhance employees' understanding and competencies in implementing safe work practices.</p>

Perseroan secara konsisten melaksanakan proses Identifikasi Bahaya dan Penilaian Risiko (*Hazard Identification and Risk Assessment/HIRA*) sebagai bagian dari penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3). Proses ini bertujuan untuk mengenali potensi bahaya yang timbul dari seluruh aktivitas operasional, peralatan, material, dan lingkungan kerja, baik dalam kondisi normal maupun tidak normal.

The Company consistently implements the Hazard Identification and Risk Assessment (HIRA) process as part of the implementation of the Occupational Safety and Health Management System (OSHMS). This process aims to identify potential hazards arising from all operational activities, equipment, materials, and the work environment, both under normal and abnormal conditions.



IDENTIFIKASI BAHAYA, PENILAIAN RISIKO, DAN INVESTIGASI INSIDEN [GRI 403-2]

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

RISIKO Risk	UPAYA IDENTIFIKASI, PENILAIAN DAN PENGELOLAAN RISIKO, SERTA BAHAYA KERJA Risk Identification, Assessment and Management, as well as Occupational Hazards	PENANGGUNG JAWAB Responsible Parties	PENCAPAIAN/UPAYA PERBAIKAN Achievements/Improvement Efforts
Cedera dan kematian Injury and Fatality	<ul style="list-style-type: none"> Membuat <i>Hazard Identification Risk Assessment & Determination Control</i> (HIRADC), yakni formulir yang digunakan untuk mengidentifikasi risiko dan tingkat bahaya di area kerja sesuai dengan Standar Operasional Prosedur (SOP) ADR-SHE-SOP-016 (HIRADC); Preparation of Hazard Identification, Risk Assessment and Determining Control (HIRADC) forms in accordance with Standard Operating Procedure ADR-SHE-SOP-016; Membuat Standar Operasional Prosedur (SOP) tanggap darurat sebagai langkah pencegahan apabila terjadi kebakaran dan keadaan darurat; Development of SOPs for emergency response as preventive measures for fire and other emergency situations; Melakukan investigasi terkait kecelakaan kerja, kebakaran, maupun keadaan darurat; Investigation of workplace accidents, fires, and emergency incidents; Membuat Standar Operasional Prosedur (SOP) P3K sebagai panduan petugas P3K di lapangan untuk mempercepat proses pertolongan pertama; Development of SOPs for first aid (P3K) to support timely emergency response; Membuat Standar Operasional Prosedur (SOP) Rambu K3 sebagai tanda informasi yang bersifat himbauan, peringatan, maupun larangan di area kerja dengan standar yang ditetapkan; Development of SOPs for safety signage (information, warning, and prohibition signs) in work areas in accordance with established standards; Membuat Standar Operasional Prosedur (SOP) Sistem Alarm Kebakaran sebagai panduan pemetaan area kerja untuk pemasangan detektor alarm; Development of SOPs for fire alarm systems to support the mapping of work areas for alarm detector installation; 	<p><i>Safety, Health and Environment</i> (SHE), P2K3, Kepala Departemen, Pekerja/Karyawan. Safety, Health and Environment (SHE), P2K3, Department Heads, Employees.</p>	<ul style="list-style-type: none"> Pelatihan K3 dasar & tanggap darurat bagi karyawan baru; Basic OSH training and emergency response training for new employees; Pelatihan tanggap darurat P2K3; Emergency response training for P2K3; <i>Safety Briefing</i> setiap minggu; Weekly Safety Briefing; Patroli K3L (<i>Unsafe Action & Unsafe Condition</i>); (Safety, Health and Environment) SHE patrols (Unsafe Action & Unsafe Condition monitoring); Pemeriksaan panel listrik, <i>hoist crane</i>, dan <i>forklift</i>; Inspection of electrical panels, hoist cranes, and forklifts; Pemeriksaan kotak P3K & tandu; Inspection of first aid boxes and stretchers; Pengadaan rambu-rambu K3 (<i>safety sign</i>) di area kerja; Provision of safety signs in work areas; Pelaksanaan simulasi tanggap darurat; Implementation of emergency response simulations; Pelaksanaan kunjungan perusahaan; Company visit programmes; Pelaksanaan Audit K3L; Implementation of OSH audits; Pengadaan buku panduan P3K; Provision of first aid manuals;

RISIKO Risk	UPAYA IDENTIFIKASI, PENILAIAN DAN PENGELOLAAN RISIKO, SERTA BAHAYA KERJA Risk Identification, Assessment and Management, as well as Occupational Hazards	PENANGGUNG JAWAB Responsible Parties	PENCAPAIAN/UPAYA PERBAIKAN Achievements/Improvement Efforts
	<ul style="list-style-type: none"> • Pembuatan memo pemberitahuan dan mekanisme pelaporan kecelakaan kerja; Development of notification memos and workplace accident reporting mechanisms; • Merevisi Standar Operasional Prosedur (SOP) pengendalian alat pelindung diri (ADR-GA-02SOP-010) dengan penambahan kelengkapan tanggap darurat. Revision of SOPs for personal protective equipment (PPE) control (ADR-GA-02SOP-010), including enhancements to emergency response provisions. 		<ul style="list-style-type: none"> • Pengadaan alat-alat bantu untuk <i>training</i> praktek K3 (Prestan untuk CPR dan <i>Collar Neck</i>); Provision of first aid equipment for OSH training (CPR and collar neck); • Pemasangan lampu <i>emergency</i> di area kantin karyawan; Installation of emergency lighting in employee canteen areas; • Pelatihan petugas P3K dan Petugas Damkar tersertifikasi Kemenaker. Training for first aid officers and certified fire emergency officers (Ministry of Manpower certification).
Penyakit akibat kerja Occupational Diseases	<ul style="list-style-type: none"> • Pengecekan kebisingan, pencahayaan, dan suhu area kerja; Monitoring of noise levels, lighting, and temperature in work areas; • Pengecekan alat kerja yang mengeluarkan api/cahaya; Inspection of work equipment that generates heat/sparks; • Pelatihan kesehatan kerja oleh dokter perusahaan untuk menambah pengetahuan tentang kesehatan di area kerja untuk karyawan Perseroan; Occupational health training conducted by the Company's physician to enhance employees' health awareness in the workplace; • Pengadaan masker, alat ukur suhu tubuh digital, alat dan bahan penyemprotan disinfektan; Provision of masks, digital body temperature measuring devices, disinfectant spraying equipment and materials; • Pelaksanaan vaksinasi booster kepada karyawan Perseroan; Implementation of booster vaccination programmes for employees; • <i>Update</i> surat edaran internal sesuai dengan Surat Instruksi Kemendagri terbaru. Updating internal circulars in accordance with the latest Ministry of Home Affairs Instruction. 	SHE, P2K3, Kepala Departemen, Pekerja/ Karyawan. SHE, P2K3, Department Heads, Employees.	<ul style="list-style-type: none"> • Pengadaan <i>safety sign</i> dan <i>earmuff</i> untuk mencegah berkurangnya intensitas pendengaran; Provision of safety signage and earmuffs to prevent hearing loss; • Penambahan lampu di area yang intensitas pencahayaannya kurang, yang berkoordinasi dengan <i>maintenance</i>; Installation of additional lighting in low-illumination areas in coordination with the maintenance team; • Pengadaan kipas angin/<i>blower</i> dan ventilasi yang berfungsi untuk mengurangi suhu panas di area kerja; Provision of fans/blowers and ventilation systems to reduce heat exposure in work areas; • Pengadaan rambu dan APD kaca mata, kedok las, dan <i>face shield</i> di area pengelasan maupun penggerindaan. Provision of safety signage and PPE, including safety glasses, welding goggles and face shields in welding and grinding areas.



Komunikasi K3 [GRI 403-4]

Komunikasi K3 dilakukan secara berkelanjutan sebagai bagian dari upaya pencegahan kecelakaan kerja dan peningkatan kesadaran K3 di seluruh lingkungan kerja. Penyampaian informasi terkait kebijakan, prosedur, dan potensi risiko K3 dilakukan secara rutin, baik melalui pengarahan singkat sebelum atau setelah jam kerja, maupun melalui kegiatan *safety talk* di masing-masing area operasional.

Karyawan didorong untuk berpartisipasi aktif dalam pelaksanaan K3 dengan menyampaikan masukan, laporan kondisi tidak aman, serta pembelajaran dari insiden yang terjadi. Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) berperan sebagai forum komunikasi dan konsultasi antara manajemen dan karyawan, yang bertugas membina, memantau, serta mengevaluasi penerapan Sistem Manajemen K3, termasuk melakukan investigasi dan tindak lanjut atas insiden kerja.

Program Sosialisasi K3

Program sosialisasi K3 dirancang sebagai sarana untuk membangun budaya kerja yang aman dan saling peduli di lingkungan Perseroan. Melalui pendekatan yang sistematis dan partisipatif, Perseroan mendorong keterlibatan seluruh pekerja dalam memahami risiko kerja, menerapkan prosedur keselamatan, serta menumbuhkan kesadaran bahwa K3 merupakan bagian yang tidak terpisahkan dari aktivitas operasional sehari-hari.

Sepanjang tahun 2025, kegiatan sosialisasi K3 mencakup:

- Simulasi tanggap darurat;
- Rapat rutin Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3);
- Audit K3 dan K3L;
- Pemeriksaan berkala terhadap sarana dan prasarana keselamatan, seperti kotak P3K, alat pemadam api ringan (APAR), *hydrant*, sistem alarm, pipa gas, dan penyalur petir; dan
- Verifikasi atas kecelakaan kerja dan hasil pengawasan K3 sebagai dasar perbaikan berkelanjutan.

OSH Communication [GRI 403-4]

OSH communication is carried out continuously as part of efforts to prevent workplace accidents and enhance OSH awareness across all work environments. Information related to policies, procedures, and potential OSH risks is communicated regularly, both through briefings conducted before or after working hours and through safety talks in each operational area.

Employees are encouraged to actively participate in OSH implementation by providing feedback, reporting unsafe conditions, and sharing lessons learned from incidents. The Occupational Safety and Health Committee (P2K3) serves as a communication and consultation forum between management and employees, with responsibilities to foster, monitor, and evaluate the implementation of the OSH Management System, including conducting investigations and follow-up actions on workplace incidents.

OSH Socialisation Programme

The OSH socialisation programme is designed as a means to foster a safe and caring work culture within the Company. Through a systematic and participatory approach, the Company encourages all employees to actively engage in understanding workplace risks, implementing safety procedures, and developing awareness that OSH is an integral part of daily operational activities.

Throughout 2025, OSH socialisation activities included:

- Emergency response simulations;
- Regular meetings of the Occupational Safety and Health Committee (P2K3);
- OSH and SHE audits;
- Periodic inspections of safety facilities and infrastructure, including first aid kits, fire extinguishers (APAR), hydrants, alarm systems, gas pipelines, and lightning protection systems; and
- Verification of workplace accidents and OSH monitoring results as a basis for continuous improvement.

Fasilitas K3 [GRI 403-3] [GRI 403-6]

Perseroan menyediakan berbagai fasilitas keselamatan dan kesehatan kerja yang disesuaikan dengan kebutuhan operasional serta potensi risiko di tempat kerja. Fasilitas K3 yang tersedia meliputi sarana tanggap darurat, seperti Alat Pemadam Api Ringan (APAR), *hydrant*, sistem alarm, mobil pemadam kebakaran, ambulans, tangga darurat, jalur dan rambu evakuasi, serta perlengkapan P3K. Perseroan juga menyediakan fasilitas kesehatan yang dapat diakses seluruh karyawan, antara lain poliklinik dan layanan dokter, kepesertaan BPJS Kesehatan dan BPJS Ketenagakerjaan, serta fasilitas penunjang kebugaran berupa gelanggang olahraga dan pusat kebugaran.

Selain itu, Perseroan menjalin kerja sama dengan rumah sakit di Indonesia untuk mendukung layanan kesehatan lanjutan. Karyawan pada golongan tertentu memperoleh fasilitas pemeriksaan kesehatan berkala (*medical check-up*). Perseroan juga menyediakan manfaat kesehatan rawat jalan dengan batas plafon yang berbeda sesuai golongan karyawan, serta asuransi kesehatan bagi karyawan golongan tertentu. Bagi karyawan Entitas Anak di luar negeri, fasilitas kesehatan disesuaikan dengan ketentuan setempat melalui Jaminan Sosial dan Manfaat Pensiun Karyawan, *Social Security Organization (SOCSO)*, atau Pertubuhan Keselamatan Sosial (PERKESO).

OSH Facilities [GRI 403-3] [GRI 403-6]

The Company provides various occupational safety and health facilities tailored to operational needs and potential workplace risks. The available OSH facilities include emergency response equipment, such as fire extinguishers (APAR), hydrants, alarm systems, fire trucks, ambulances, emergency stairs, evacuation routes and signage, as well as first aid equipment. The Company also provides healthcare facilities accessible to all employees, including on-site clinics and medical services, participation in the national health and employment social security programmes (BPJS Kesehatan and BPJS Ketenagakerjaan), as well as supporting wellness facilities such as sports courts and fitness centres.

In addition, the Company collaborates with hospitals in Indonesia to support advanced medical services. Employees in certain grades are entitled to periodic health examinations (*medical check-up*). The Company also provides outpatient healthcare benefits with varying coverage limits based on employee grade, as well as health insurance for eligible employees. For employees of overseas Subsidiaries, healthcare benefits are provided in accordance with local regulations through Employee Social Security and Retirement Benefits, Social Security Organization (SOCSO), or Pertubuhan Keselamatan Sosial (PERKESO).





PROGRAM KESEHATAN BAGI KARYAWAN [GRI 403-6]
Employee Health Programmes [GRI 403-6]

DESKRIPSI Description	JUMLAH PESERTA Number of Participants		
	2025	2024	2023
Penyuluhan Health Promotion			
Health Talks	152	64	164
Program Pengelolaan Penyakit Kronis (Prolanis) dengan BPJS Kesehatan Chronic Disease Management Programme (Prolanis) in collaboration with BPJS Kesehatan	53	17	93
Pencegahan Prevention			
Tes Infeksi Visual Asam Asetat (IVA) Visual Inspection with Acetic Acid (IVA) Test	-	-	27
Pelatihan Simulasi Pemadam Kebakaran dan Banjir Emergency Response Simulation Training (Fire and Flood)	70	80	46
Pelatihan Evakuasi dan Pertolongan Pertama pada Kecelakaan (P3K) Evacuation and First Aid Training (P3K)	133	148	85
Pelatihan Penanganan Tumpahan B3 (Chemical Spill) Hazardous Material Spill Response Training (Chemical Spill)	47	66	47
Pengobatan Treatment			
BPJS Kesehatan dan Ketenagakerjaan Participation in BPJS Kesehatan and BPJS Ketenagakerjaan programmes	4,173	4,453	4,700
BPJS dan Plafon Rawat Jalan BPJS participation with Outpatient Benefit Coverage	402	417	333
BPJS, Plafon Rawat Jalan, dan Asuransi BPJS participation, Outpatient Coverage, and Health Insurance	303	278	231
Employee Social Security and Retirement Benefits & Social Security Organization (SOSCO)	393	397	420

Catatan | Note:

Tes Infeksi Visual Asam Asetat (IVA) sifatnya *incidental* atau tidak rutin, dan merupakan program kerja sama antara Klinik Perseroan, Puskesmas dan Kelurahan Curug di Tangerang.

The Visual Inspection with Acetic Acid (IVA) Test is conducted on an incidental (non-routine) basis in collaboration with the Company's Clinic, Community Health Centres (Puskesmas) and the Curug Village administration in Tangerang.

PROGRAM DONOR DARAH
Blood Donation Programme

Sebagai bagian dari kepedulian sosial dan upaya mendorong gaya hidup sehat, Perseroan secara rutin menyelenggarakan kegiatan donor darah bekerja sama dengan Palang Merah Indonesia (PMI) Kabupaten Tangerang. Kegiatan ini diikuti secara sukarela oleh karyawan dan menjadi wadah untuk menumbuhkan semangat berbagi serta solidaritas antarsesama dan menjadi upaya menjaga kesehatan karyawan. PMI juga memberikan apresiasi berupa piagam penghargaan kepada karyawan yang telah mencapai frekuensi donor tertentu sebagai bentuk pengakuan atas kontribusi berkelanjutan mereka. Selama tahun 2025, Perseroan telah melaksanakan kegiatan donor darah sebanyak 6 kali.

As part of its social responsibility initiatives and efforts to promote a healthy lifestyle, the Company regularly organises blood donation activities in collaboration with the Indonesian Red Cross (Palang Merah Indonesia/PMI) of Tangerang Regency. This activity is participated in voluntarily by employees and serves as a platform to foster a spirit of sharing and solidarity among employees, while also supporting employee health. PMI provides recognition in the form of certificates to employees who have reached certain donation milestones as an appreciation for their continued contributions. Throughout 2025, the Company conducted blood donation activities 6 times.



Jumlah Pendonor: 443 orang
Number of Donors: 443 persons



Jumlah Realisasi Donor: 393 orang
Number of Donors: 393 persons



PROGRAM PENGELOLAAN PENYAKIT KRONIS (PROLANIS)

Chronic Disease Management Programme (PROLANIS)

Perhatian terhadap kesehatan karyawan tidak hanya difokuskan pada upaya pencegahan, tetapi juga pada pengelolaan kondisi kesehatan jangka panjang. Perseroan menjalankan Program Pengelolaan Penyakit Kronis (PROLANIS) bekerja sama dengan BPJS Kesehatan bagi karyawan dengan riwayat penyakit kronis, seperti diabetes dan hipertensi. Program ini dilaksanakan melalui pemantauan kesehatan secara berkala, termasuk pemeriksaan darah rutin setiap bulan di laboratorium, guna membantu peserta menjaga kondisi kesehatannya tetap terkontrol. Pada tahun 2025, jumlah peserta PROLANIS tercatat sebanyak 53 orang.

The Company's commitment to employee health extends beyond preventive measures to include the management of long-term health conditions. The Company implements the Chronic Disease Management Programme (PROLANIS) in collaboration with BPJS Kesehatan for employees with a history of chronic diseases, such as diabetes and hypertension. The programme is carried out through regular health monitoring, including routine monthly blood tests conducted at laboratories, to support participants in maintaining their health conditions under control. In 2025, the number of PROLANIS participants was recorded at 53 persons.

Pelatihan K3 [GRI 403-5]

Pelatihan K3 diselenggarakan untuk meningkatkan pemahaman dan kesadaran karyawan terhadap penerapan keselamatan dan kesehatan kerja di lingkungan Perseroan. Melalui pelatihan yang disesuaikan dengan fungsi, tanggung jawab, dan tingkat risiko pekerjaan, karyawan dibekali pengetahuan serta keterampilan untuk bekerja secara aman, mencegah potensi kecelakaan kerja, serta mampu merespons kondisi darurat secara tepat. Upaya ini menjadi bagian dari komitmen Perseroan dalam membangun budaya kerja yang aman, sehat, dan berkelanjutan.

OSH Training [GRI 403-5]

OSH training is conducted to enhance employees' understanding and awareness of occupational safety and health practices within the Company. Through training programmes tailored to employees' roles, responsibilities, and levels of occupational risk, employees are equipped with the knowledge and skills to work safely, prevent potential workplace accidents, and respond effectively to emergency situations. These efforts form part of the Company's commitment to fostering a safe, healthy, and sustainable working culture.

PELATIHAN K3 KARYAWAN DAN PEKERJA LAINNYA

OSH Training for Employees and Other Workers

PELATIHAN Training	TANGGAL PELAKSANAAN Date	JUMLAH PESERTA Participants
Pelatihan Simulasi Pemadam Kebakaran dan Banjir Emergency Response Simulation Training (Fire and Flood)	Juli – November July – November	70
Pelatihan Evakuasi Evacuation Training	Juli – November July – November	70
Pelatihan Pertolongan Pertama pada Kecelakaan (P3K) First Aid Training (P3K)	Juli – November July – November	63
Pelatihan Penanganan Tumpahan B3 (Chemical Spill) Hazardous Material Spill Response Training (Chemical Spill)	Juli – November July – November	47
Pelatihan Damkar Security Fire Safety and Security Training	Januari – Juli January – July	57
Pelatihan Penilaian Risiko di Area Kerja Workplace Risk Assessment Training	22 & 26 September	30
Simulasi Tanggap Darurat Emergency Response Simulation	Mei – Desember May – December	Seluruh karyawan & Paramedis yang terlibat All employees & paramedics involved



Kinerja K3

Berbagai upaya pengelolaan keselamatan dan kesehatan kerja terus dilakukan untuk memastikan lingkungan kerja yang aman serta mendukung keberlangsungan operasional. Sepanjang tahun 2025, kinerja K3 Perseroan tercermin dari pengendalian risiko kerja yang konsisten serta penerapan prosedur keselamatan di seluruh aktivitas operasional. Hingga akhir tahun 2025, tidak tercatat adanya kejadian *fatality* di lingkungan kerja.

OSH Performance

Various occupational safety and health management efforts are continuously implemented to ensure a safe working environment and support operational continuity. Throughout 2025, the Company's OSH performance was reflected in the consistent control of occupational risks and the implementation of safety procedures across all operational activities. As of the end of 2025, no fatalities were recorded in the workplace.



STATISTIK KINERJA K3 [GRI 403-9]
OSH Performance Statistics [GRI 403-9]

DESKRIPSI Description	SATUAN Unit	2025	2024	2023
Statistik Kecelakaan Accident Statistics				
Incident Rate (IR)	Per 1.000.000 jam kerja	1.88	2.24	3.08
Frequency Rate (FR)	Per 1,000,000 working hours	9.42	11.24	15.44
Jumlah Jam Kerja Total Working Hours	Jam kerja orang Hours worked	5,732,323	6,406,807	6,023,505
Kriteria Insiden Incident Classification				
Ringan Minor	Kasus Cases	54	72	93
Berat Major		0	0	0
Fatality		0	0	0
Lost Time Injury	Per 1.000.000 jam kerja Per 1,000,000 working hours	7.11	39.92	33.83

Catatan | Note:

Perhitungan pada jumlah jam kerja adalah total dari jam kerja secara keseluruhan tanpa dikurangi total jam kerja hilang (karena cuti, alpa, izin, dan sakit). Total working hours represent the aggregate of all working hours without deduction of lost working hours (such as leave, absence, permission, and sick leave).

Pemberdayaan Masyarakat

Keberadaan Perseroan di tengah masyarakat mendorong komitmen untuk tumbuh bersama dan memberikan kontribusi yang berkelanjutan. Melalui pelaksanaan program tanggung jawab sosial perusahaan (CSR), Perseroan berupaya menghadirkan inisiatif yang relevan dengan kebutuhan masyarakat serta memberikan manfaat jangka panjang bagi lingkungan sekitar wilayah operasional.

Pada tahun 2025, realisasi program pengembangan masyarakat tercatat sebesar Rp 1.418,91 juta. Program yang telah dilaksanakan, antara lain:

Program Pengembangan Masyarakat Tahun 2025

Pendidikan:

1. Donasi perangkat laptop untuk SDN Kadu IV, Desa Kadu Jaya, Curug, Tangerang.
2. Beasiswa untuk putra-putri karyawan yang berprestasi.

Community Empowerment

The Company's presence within the community reinforces its commitment to grow together and deliver sustainable contributions. Through the implementation of corporate social responsibility (CSR) programmes, the Company strives to deliver initiatives that are relevant to community needs and provide long-term benefits to the surrounding areas of its operations.

In 2025, the realisation of community development programmes amounted to IDR 1,418.91 million. The programmes implemented include:

Community Development Programmes in 2025

Education:

1. Provision of laptop equipment to SDN Kadu IV, Kadu Jaya Village, Curug, Tangerang.
2. Scholarship for the employee's children.



3. Pengembangan pendidikan dasar Indonesia melalui dukungan terhadap program literasi dan numerasi Yayasan Creative Education Indonesia Foundation (Credo).
4. Perbaikan ruang kelas dan pemberian sumbangan fasilitas penunjang pembelajaran di Sekolah Miftahul Falah, Karawang.

Kesehatan:

Program donor darah rutin, bekerja sama dengan Palang Merah Indonesia.

Sosial:

1. Acara buka puasa bersama dan santunan anak yatim di Kelurahan Kadu Jaya, Curug, Tangerang.
2. Donasi sembako dan santunan untuk Panti Asuhan Sahabat Yatim, Tangerang, Banten.
3. Pembinaan dan pendampingan dalam pemberdayaan usaha berkelanjutan bagi Industri Kecil Menengah (IKM) di Kota Yogyakarta.

Keagamaan:

1. Bantuan Hewan Kurban pada Perayaan Idul Adha.
2. Donasi untuk acara Natal di Gereja Pantekosta Beth Eden, Jakarta Pusat.
3. Renovasi musala dan perbaikan bangunan perpustakaan pondok pesantren Al Matsuroh.

Lingkungan:

1. Penanaman 5.000 bibit mangrove yang berlokasi di Pantai Muara Sungai Cibama, Kecamatan Pagelaran, Kabupaten Pandeglang, Banten.
2. Penanaman sebanyak 75 pohon pada Hari Menanam Pohon Indonesia yang diselenggarakan oleh Dinas Lingkungan Hidup dan Kehutanan (DLHK) Provinsi Banten.
3. Dukungan terhadap program penghijauan di Telaga Desa, area kawasan Karawang International Industrial City (KIIC) dan sekitarnya.
4. Kegiatan bersih-bersih taman publik di Desa Sukaluyu, Kecamatan Telukjambe Timur, Kabupaten Karawang.

3. Advancing primary education in Indonesia through support for the literacy and numeracy programs of the Creative Education Indonesia Foundation (Credo).
4. Improvement of classrooms and provision of learning support facilities at Miftahul Falah School, Karawang.

Health:

Regular blood donor program, in collaboration with the Indonesian Red Cross.

Social:

1. Iftar and donation for orphans at Kadu Jaya Village, Curug, Tangerang.
2. Provision of basic necessities and charitable assistance to Sahabat Yatim Orphanage, Tangerang, Banten.
3. Capacity building and mentoring to support sustainable business empowerment for Small and Medium Industries (SMIs) in Yogyakarta.

Religion:

1. Cattle donation during the Eid al Adha Festivities.
2. Support for the Christmas festive at Beth Eden Pentecostal Church, Central Jakarta.
3. Renovation of the musala and improvement of the library building at Al Matsuroh Islamic Boarding School.

Environmental:

1. Planting of 5,000 mangrove seedlings at the Muara Sungai Cibama Beach, Pagelaran District, Pandeglang Regency, Banten.
2. Planting of 75 trees on Indonesia's Tree Planting Day organized by the Banten Provincial Environment and Forestry Agency (DLHK).
3. Support for greening programs in Telaga Desa, the Karawang International Industrial City (KIIC) area and its surrounding areas.
4. Public park clean-up activities in Sukaluyu Village, East Telukjambe District, Karawang Regency.

MENGUATKAN LITERASI DAERAH MELALUI PROGRAM CREDO

Strengthening Regional Literacy through the CREDO Program

Pada tahun 2025, PT Selamat Sempurna Tbk (Perseroan) bekerja sama dengan PT Panata Jaya Mandiri, entitas anak PT Selamat Sempurna Tbk dan lembaga pendidikan Creative Education Indonesia Foundation (CREDO) dalam melaksanakan program pengembangan pendidikan yang berfokus pada peningkatan kualitas pembelajaran di tingkat sekolah dasar. Kolaborasi ini merupakan bagian dari upaya Perseroan untuk berkontribusi pada peningkatan kualitas sumber daya manusia melalui sektor pendidikan, khususnya dalam penguatan kemampuan literasi dan pengembangan kapasitas tenaga pendidik di berbagai daerah di Indonesia. Program CREDO dilaksanakan melalui beberapa inisiatif utama yang mencakup pengembangan metode pengajaran, pelatihan guru, serta peningkatan kemampuan belajar siswa. Secara keseluruhan, program ini terdiri dari berbagai kegiatan seperti Klub Belajar Credo (KBC), Program Perkasa, Program Kopi Gula, dan Program Kolega, yang dirancang untuk membangun ekosistem pendidikan yang berkelanjutan melalui peningkatan kompetensi guru, penguatan metode pengajaran, serta pengembangan kemampuan belajar murid.

Salah satu inisiatif utama yang menjadi fokus implementasi adalah Proyek Istimewa Maluku Tenggara, sebuah program yang dirancang untuk memperkuat ekosistem pendidikan berbasis daerah sekaligus meningkatkan kualitas pembelajaran literasi di tingkat sekolah dasar dan pendidikan anak usia dini. Program ini mengintegrasikan beberapa pendekatan pengembangan pendidikan, yaitu program Perkasa, Kopi Gula, dan Remedial, sehingga mampu memberikan dukungan yang lebih komprehensif bagi para pendidik dan sekolah. Melalui program ini, sebanyak 141 guru dalam jabatan berhasil meningkatkan kompetensi literasi mereka, yang secara langsung berdampak pada kualitas proses pembelajaran di kelas. Implementasi program juga menjangkau 103 sekolah, yang terdiri dari 51 PAUD dan 52 sekolah dasar, sehingga memperluas dampak pembelajaran literasi bagi lebih banyak peserta didik di wilayah tersebut. Secara keseluruhan, program ini memberikan manfaat kepada sekitar 4.234 penerima manfaat, yang mencakup guru, calon guru, siswa, serta dampak tidak langsung terhadap siswa lainnya.

Selain meningkatkan kapasitas guru, program ini juga menekankan pembangunan kemandirian ekosistem pendidikan lokal melalui pengembangan master trainer dari daerah setempat. Pendekatan ini memungkinkan praktik pembelajaran yang telah berhasil diterapkan dapat direplikasi secara berkelanjutan tanpa bergantung sepenuhnya pada dukungan eksternal. Ke depan, program ini direncanakan untuk terus diperkuat melalui pelatihan lanjutan dan pendampingan bagi guru di wilayah yang belum terjangkau, khususnya di kawasan Kei Besar. Penguatan peran master trainer lokal juga diharapkan dapat mendorong replikasi model pengembangan literasi ini ke wilayah lain, sehingga manfaatnya dapat dirasakan secara lebih luas oleh masyarakat.

In 2025, PT Selamat Sempurna Tbk (the Company), in collaboration with PT Panata Jaya Mandiri, a subsidiary of PT Selamat Sempurna Tbk and the Creative Education Indonesia Foundation (CREDO), implemented an education development program focused on improving the quality of learning at the primary school level. This collaboration forms part of the Company's commitment to contributing to the enhancement of human capital through the education sector, particularly in strengthening literacy skills and building the capacity of educators across various regions in Indonesia. The CREDO Program is implemented through several key initiatives, including the development of teaching methodologies, teacher training, and the enhancement of student learning capabilities. Overall, the program comprises various activities such as the Credo Learning Club (KBC), the Perkasa Program, the Kopi Gula Program, and the Kolega Program, all of which are designed to foster a sustainable education ecosystem by improving teacher competencies, strengthening instructional methods, and enhancing students' learning abilities.

One of the key initiatives is the Southeast Maluku Special Project, a program designed to strengthen the regional education ecosystem while improving literacy learning outcomes at the primary and early childhood education levels. This program integrates several educational development approaches, i.e. the Perkasa, Kopi Gula, and Remedial programs, thereby providing more comprehensive support for educators and schools. Through this program, a total of 141 in-service teachers improved their literacy competencies, which directly contributed to the quality of classroom learning. The program also reached 103 schools, consisting of 51 early childhood education centers and 52 primary schools, thereby expanding the impact of literacy learning to a broader group of students in the region. Overall, the program benefitted approximately 4,234 beneficiaries, including teachers, pre-service teachers, students, and indirect beneficiaries among other students.

In addition to enhancing teacher capacity, the program also emphasizes the development of an independent local education ecosystem through the cultivation of master trainers from the local community. This approach enables successful teaching practices to be sustainably replicated without full reliance on external support. Going forward, the program is planned to be further strengthened through advanced training and continuous mentoring for teachers in underserved areas, particularly in the Kei Besar region. Strengthening the role of local master trainers is also expected to drive the replication of this literacy development model in other regions, thereby extending its benefits to a wider community.



Mekanisme Pengaduan Masyarakat

Perseroan menyediakan mekanisme pengaduan masyarakat sebagai sarana komunikasi yang terbuka, transparan, dan mudah diakses oleh pemangku kepentingan di sekitar wilayah operasional. Melalui mekanisme ini, masyarakat dapat menyampaikan kritik, saran, maupun keluhan, termasuk yang berkaitan dengan aspek sosial dan lingkungan. Setiap pengaduan yang diterima akan dicatat, ditelaah, dan ditindaklanjuti sesuai prosedur yang berlaku untuk memastikan penyelesaian yang tepat dan akuntabel.

Selama tahun 2025 berjalan, tidak terdapat pengaduan dari masyarakat, termasuk mengenai lingkungan.

Community Grievance Mechanism

The Company provides a community grievance mechanism as an open, transparent, and accessible communication channel for stakeholders in the surrounding operational areas. Through this mechanism, the community may submit feedback, suggestions and complaints, including those related to social and environmental aspects. All grievances received are recorded, reviewed, and followed up in accordance with established procedures to ensure appropriate and accountable resolution.

Throughout 2025, no grievances were reported by the community, including those related to environmental matters.

PENGADUAN MASYARAKAT
Community Grievances

KETERANGAN Description	SATUAN Unit	2025	2024	2023
Jumlah Pengaduan Total Grievances		0	0	0
Terselesaikan Resolved	Kasus Cases	0	0	0
Sedang Berjalan In Progress		0	0	0



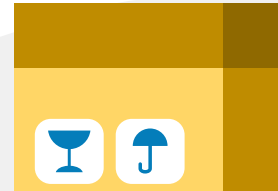


TANGGUNG JAWAB PRODUK DAN/ ATAU JASA

Product and/or Service Responsibility



- 130** **Tanggung Jawab Produk dan/atau Jasa**
Product and/or Service Responsibility
- 131** **Inovasi dan Pengembangan Produk**
Product Innovation and Development
- 133** **Evaluasi Keamanan Produk**
Product Safety Evaluation
- 134** **Keamanan Distribusi**
Distribution Safety
- 135** **Informasi Produk**
Product Information
- 136** **Perlindungan Data Pelanggan**
Customer Data Protection
- 136** **Survei Kepuasan Pelanggan**
Customer Satisfaction Survey







05

TANGGUNG JAWAB PRODUK DAN/ATAU JASA

PRODUCT AND/ OR SERVICE RESPONSIBILITY



TANGGUNG JAWAB PRODUK DAN/ATAU JASA

Kepercayaan pelanggan merupakan fondasi utama keberlanjutan bisnis Perseroan. Oleh karena itu, Perseroan berkomitmen untuk secara konsisten menghadirkan produk yang berkualitas, aman, dan andal bagi pelanggan. Komitmen tersebut diwujudkan melalui penerapan Sistem Manajemen Mutu yang terintegrasi di seluruh proses produksi dan operasional, yang dijalankan secara bertanggung jawab dengan tetap memperhatikan aspek efisiensi dan perlindungan lingkungan.

Sebagai bagian dari penerapan sistem tersebut, Perseroan telah memperoleh sertifikasi ISO 14001:2015 terkait Sistem Manajemen Lingkungan serta IATF 16949:2016 sebagai standar mutu industri otomotif internasional. Selain itu, kegiatan pengujian dan pengendalian kualitas produk didukung oleh laboratorium internal yang telah terakreditasi ISO/IEC 17025:2017, sehingga memastikan keandalan proses pengujian serta kesesuaian spesifikasi produk dengan standar yang dipersyaratkan.

Untuk menjaga konsistensi mutu, Perseroan melakukan pengendalian, evaluasi, dan pemantauan secara berkala melalui mekanisme internal maupun eksternal. Proses ini mencakup berbagai

PRODUCT AND/OR SERVICE RESPONSIBILITY

Customer trust is a fundamental pillar of the Company's business sustainability. Therefore, the Company is committed to consistently delivering high-quality, safe, and reliable products to its customers. This commitment is realised through the implementation of an integrated Quality Management System across all production and operational processes, carried out responsibly while taking into account efficiency and environmental protection.

As part of this implementation, the Company has obtained ISO 14001:2015 certification for Environmental Management Systems as well as IATF 16949:2016 certification as an international automotive quality standard. In addition, product testing and quality control activities are supported by an internal laboratory accredited to ISO/IEC 17025:2017, ensuring the reliability of testing processes and compliance of product specifications with applicable standards.

To maintain consistent quality, the Company conducts regular control, evaluation, and monitoring through both internal and external mechanisms. This process covers key aspects, including

aspek penting, antara lain kualitas produk, ketepatan pengiriman, daya saing harga, serta kualitas layanan kepada pelanggan. Melalui pendekatan *continuous improvement*, Perseroan berupaya memastikan bahwa setiap produk yang dipasarkan tidak hanya memenuhi standar yang ditetapkan, tetapi juga mampu mempertahankan tingkat kepuasan pelanggan serta mendukung pertumbuhan bisnis yang berkelanjutan.

INOVASI DAN PENGEMBANGAN PRODUK

Inovasi dan pengembangan produk menjadi salah satu upaya penting Perseroan dalam menjaga daya saing serta memenuhi kebutuhan pasar yang terus berkembang. Perseroan secara berkelanjutan mengembangkan produk yang berkualitas dengan proses produksi yang semakin efisien, presisi dan terkontrol. Upaya tersebut dilakukan melalui peningkatan teknologi produksi, otomatisasi peralatan, serta penerapan digitalisasi sejalan dengan transformasi industri 4.0 guna meningkatkan konsistensi mutu dan efisiensi penggunaan sumber daya.

Selain inovasi pada proses manufaktur, Perseroan juga memanfaatkan sistem *Electronic Data Interchange* (EDI) untuk mendukung kelancaran pertukaran data dan distribusi produk, khususnya bagi pelanggan di luar negeri. Penerapan sistem ini membantu mempercepat proses administrasi, meminimalkan potensi kesalahan data, serta meningkatkan ketepatan waktu pengiriman produk kepada pelanggan. Selama tahun 2025, Perseroan telah melakukan inovasi dan pengembangan produk melalui:

1. Penerapan sensor untuk mendukung proses inspeksi kualitas produk.
2. Digitalisasi penerapan *Overall Equipment Effectiveness* (OEE) pada lini produksi.
3. Penerapan teknologi robotik pada lini produksi, meliputi proses *painting*, *welding*, dan *press part*.
4. Pemanfaatan *Autonomous Mobile Robot* (AMR) untuk mendukung proses transportasi internal.
5. Pengembangan produk baru berupa filter HVAC *Pocket Filter*.
6. Otomasi proses pembuatan kemasan melalui *feeding auto machine*.

product quality, on-time delivery, price competitiveness and customer service quality. Through a continuous improvement approach, the Company strives to ensure that every product delivered not only meets established standards, but also maintains customer satisfaction and supports sustainable business growth.

PRODUCT INNOVATION AND DEVELOPMENT

Product innovation and development represent key efforts by the Company to maintain competitiveness and meet evolving market demands. The Company continuously develops high-quality products supported by increasingly efficient, precise and well-controlled production processes. These efforts are carried out through advancements in production technology, equipment automation and the implementation of digitalisation in line with Industry 4.0 transformation, aimed at enhancing quality consistency and resource efficiency.

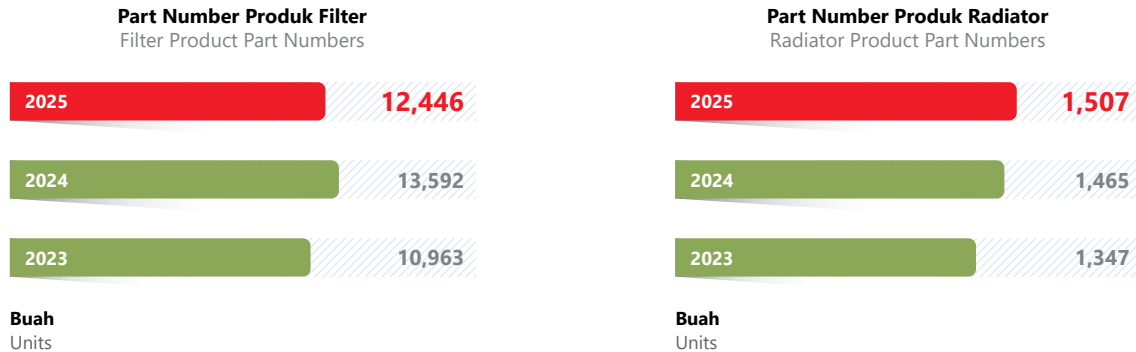
In addition to manufacturing process innovations, the Company also utilises an Electronic Data Interchange (EDI) system to support seamless data exchange and product distribution, particularly for international customers. The implementation of this system helps accelerate administrative processes, minimise potential data errors, and improve on-time delivery performance. Throughout 2025, the Company undertook various product innovation and development initiatives, including:

1. Implementation of sensors to support product quality inspection processes.
2. Digitalisation of Overall Equipment Effectiveness (OEE) implementation on production lines.
3. Application of robotic technology in production lines, including painting, welding, and press part processes.
4. Utilisation of Autonomous Mobile Robots (AMR) to support internal transportation processes.
5. Development of new products, i.e. HVAC pocket filters.
6. Automation of packaging processes through the use of feeding auto machines.



PENJUALAN PART NUMBER

Part Number Sales



Inovasi dan pengembangan produk di Perseroan tidak hanya berfokus pada peningkatan kualitas dan efisiensi proses produksi, tetapi juga pada penyempurnaan aspek pengemasan yang lebih bertanggung jawab. Salah satu inisiatif yang terus dikembangkan adalah pengurangan penggunaan pembungkus plastik pada produk, khususnya untuk kategori filter. Hingga tahun 2025, sebanyak 6.697 *part number* atau sekitar 54% produk filter telah dipasarkan tanpa menggunakan pembungkus plastik (*wrapping* atau *dust cover*), sebagai bentuk komitmen Perseroan dalam mengurangi penggunaan material sekali pakai. Produk yang dipasarkan tanpa menggunakan pembungkus plastik pada tahun ini juga mengalami peningkatan sekitar 4% dibandingkan dengan tahun sebelumnya.

Dari sisi kinerja penjualan, jumlah *part number* pada tahun 2025 tercatat menurun sekitar 7% dibandingkan tahun sebelumnya, namun mengalami peningkatan secara nilai. Pergerakan ini mencerminkan respons pasar terhadap spesifikasi produk yang ditawarkan serta efektivitas strategi pemasaran yang dijalankan. Perseroan akan terus memantau perkembangan penjualan pada setiap kategori produk sebagai dasar pengambilan keputusan dalam pengembangan portofolio ke depan.

Product innovation and development at the Company are not only focused on improving product quality and production efficiency, but also on enhancing more responsible packaging practices. One of the key initiatives continuously developed is the reduction of plastic wrapping used in products, particularly in the filter category. As of 2025, a total of 6,697 part numbers, or approximately 54% of filter products, have been marketed without plastic wrapping or dust cover, as part of the Company's commitment to reducing single-use materials. The proportion of products marketed without plastic wrapping also increased by approximately 4% compared to the previous year.

From a sales performance perspective, the number of part numbers in 2025 decreased by approximately 7% compared to the previous year, while the overall sales value increased. This trend reflects market response to the product specifications offered as well as the effectiveness of the Company's marketing strategies. The Company will continue to monitor sales performance across each product category as a basis for decision-making in future portfolio development.



AIR FILTER | SEBELUM (DENGAN PLASTIK)
Air Filter | Before (With Plastic)

- Cabin Filter**
- Fuel Filter**
- Hydraulic Filter**
- Fuel Water Separator**



AIR FILTER | SESUDAH (TANPA PLASTIK)
Air Filter | After (Without Plastic)

- Air Filter**
- Oil Filter**
- Blow by Gas Filter**

EVALUASI KEAMANAN PRODUK

Perseroan menerapkan proses evaluasi keamanan produk secara menyeluruh untuk memastikan setiap produk yang dipasarkan aman, andal, dan memenuhi standar yang dipersyaratkan. Pengawasan dilakukan sejak tahap produksi hingga sebelum distribusi, dengan fungsi Quality Control yang secara berkala melakukan pengujian ketahanan, kinerja, serta aspek keselamatan produk. Proses ini memastikan bahwa setiap produk bebas dari cacat, tidak mengalami kerusakan, serta telah dikemas secara aman dan sesuai standar sebelum didistribusikan kepada pelanggan.

Dalam pengendalian aspek kimia dan lingkungan, Perseroan melakukan evaluasi *substances of concern*, khususnya pada proses *electroplating*. Pemantauan dan pengendalian material juga mengacu pada ketentuan *Registration, Evaluation, Authorisation and Restriction of Chemicals* (REACH) serta *International Material Data System* (IMDS), terutama untuk produk yang ditujukan bagi pasar ekspor. Selain itu, produk yang dihasilkan telah memenuhi berbagai regulasi terkait pengendalian bahan berbahaya, termasuk *Substances of Concern* (SOC), *Substances of Very High Concern* (SVHC), dan *Global Automotive Declarable Substance List* (GADSL).

PRODUCT SAFETY EVALUATION

The Company implements a comprehensive product safety evaluation process to ensure that every product marketed is safe, reliable, and compliant with applicable standards. Monitoring is carried out from the production stage through to pre-distribution, with the Quality Control function regularly conducting tests on durability, performance and product safety aspects. This process ensures that each product is free from defects, not damaged, and properly packaged in accordance with established standards prior to distribution to customers.

In managing chemical and environmental aspects, the Company evaluates substances of concern, particularly in the electroplating process. Material monitoring and control also refer to the provisions of Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and the International Material Data System (IMDS), especially for products intended for export markets. In addition, the products comply with various regulations related to hazardous substance control, including Substances of Concern (SOC), Substances of Very High Concern (SVHC), and the Global Automotive Declarable Substance List (GADSL).



Produk utama Perseroan, seperti filter oli, filter bahan bakar, filter udara, dan filter kabin, telah memenuhi standar teknis dan keselamatan yang berlaku. Sebagai bagian dari komitmen terhadap pengelolaan lingkungan, kemasan produk juga dilengkapi dengan logo *recycle* serta menggunakan material plastik yang dapat didaur ulang, seperti LDPE dan PE. Hingga akhir tahun 2025, tidak terdapat produk yang ditarik kembali (*product recalls*) maupun ditahan oleh otoritas berwenang.

KEAMANAN DISTRIBUSI

Perseroan memastikan bahwa keamanan distribusi menjadi bagian yang tidak terpisahkan dari tanggung jawab produk kepada pelanggan. Sejak produk keluar dari fasilitas produksi hingga diterima oleh pelanggan, Perseroan menjaga keandalan dan keamanan jalur distribusi melalui pengelolaan yang terstruktur dan terkendali. Distribusi domestik dilakukan melalui entitas anak yang ditunjuk, sementara pengiriman di dalam maupun luar negeri didukung oleh distributor pihak ketiga yang telah melalui proses seleksi dan pembinaan.

Sebagai bagian dari praktik distribusi yang bertanggung jawab, Perseroan memberikan pembekalan kepada mitra distribusi terkait penerapan Keselamatan dan Kesehatan Kerja (K3), pengelolaan risiko lingkungan, serta peningkatan kesadaran terhadap Hak Asasi Manusia (HAM). Upaya ini bertujuan memastikan bahwa seluruh proses distribusi dilaksanakan dengan memperhatikan aspek keselamatan, kepatuhan, dan keberlanjutan.

Pengendalian risiko logistik juga diperkuat melalui penerapan sistem *Enterprise Resource Planning* (ERP) yang terintegrasi dengan *System Applications and Products in Data Processing* (SAP). Sistem ini memungkinkan pemantauan ketersediaan persediaan, arus barang masuk dan keluar, serta kapasitas gudang secara *real time* sehingga mendukung proses distribusi yang lebih efisien dan akurat.

The Company's main products, such as oil filters, fuel filters, air filters, and cabin filters, comply with applicable technical and safety standards. As part of its environmental management commitment, product packaging is also equipped with a recycle logo and uses recyclable plastic materials, such as LDPE and PE. As of the end of 2025, there were no product recalls or product detentions by regulatory authorities.

DISTRIBUTION SAFETY

The Company ensures that distribution safety is an integral part of its product responsibility to customers. From the point products leave the production facility until they are received by customers, the Company maintains the reliability and security of its distribution channels through structured and controlled management. Domestic distribution is carried out through designated subsidiaries, while both domestic and international shipments are supported by third-party distributors that have undergone selection and capacity-building processes.

As part of responsible distribution practices, the Company provides training to its distribution partners on the implementation of Occupational Safety and Health (OSH), environmental risk management, and Human Rights awareness. These efforts aim to ensure that all distribution processes are carried out with due consideration to safety, compliance, and sustainability aspects.

Logistics risk management is further strengthened through the implementation of an integrated Enterprise Resource Planning (ERP) system, which is supported by System Applications and Products in Data Processing (SAP). This system enables real-time monitoring of inventory availability, inbound and outbound logistics flows, and warehouse capacity, thereby supporting more efficient and accurate distribution processes.

Sepanjang tahun 2025, Perseroan tidak mencatat adanya tumpahan, kecelakaan, atau kejadian lain yang berdampak pada lingkungan selama proses distribusi. Perseroan terus melakukan evaluasi dan peningkatan sistem untuk memastikan proses pengiriman berlangsung aman, efisien, dan bertanggung jawab.

Throughout 2025, the Company recorded no spills, accidents, or other incidents with environmental impact during the distribution process. The Company continues to evaluate and enhance its systems to ensure that delivery processes remain safe, efficient, and responsible.

MANAJEMEN RISIKO PADA DISTRIBUSI*
Risk Management in Distribution*

RISIKO TERIDENTIFIKASI Identified Risks	PENCEGAHAN ATAU PENYELESAIAN MASALAH Mitigation or Corrective Actions
Ketergantungan dalam hubungan Perseroan dengan distributor atau pelanggan Dependency on relationships with distributors or customers	Adanya perjanjian kerja sama penjualan dan hubungan jangka panjang yang baik terhadap distributor atau pelanggan. Establishing sales agreements and maintaining strong long-term relationships with distributors and customers.
Perubahan peraturan pemerintah Changes in government regulations	Pendekatan kepada pemerintah melalui asosiasi dan mempersiapkan diri untuk menyesuaikan rencana dan strategi dalam menghadapi perubahan peraturan-peraturan kebijakan pemerintah. Engaging with government authorities through industry associations and preparing to adjust strategies and plans in response to regulatory changes.
Pencemaran lingkungan Environmental pollution	Mengelola limbah produksi dan kemungkinan kebocoran/tumpahan saat distribusi sesuai ketentuan lingkungan yang berlaku. Managing production waste and minimising leaks/spills during distribution in accordance with applicable environmental regulations.
Keselamatan dan keamanan dalam distribusi Safety and security in distribution	Menetapkan Standar Operasional Prosedur (SOP) untuk menjamin keselamatan dan keamanan sumber daya dan produk selama proses distribusi, serta melindungi produk melalui <i>product liability insurance</i> . Establishing Standard Operating Procedures (SOPs) to ensure the safety and security of human resources and products during the distribution process, as well as protecting products through product liability insurance.

Catatan | Note:

* Penjelasan lebih lengkap mengenai manajemen risiko dalam bisnis dapat dilihat pada Laporan Tahunan PT Selamat Sempurna Tbk 2025 yang disajikan terpisah dari laporan ini.
Further details on risk management in business operations are presented in the 2025 Annual Report of PT Selamat Sempurna Tbk, which is published separately from this report.

INFORMASI PRODUK

Penyediaan informasi produk yang lengkap dan transparan merupakan bagian penting dari tanggung jawab Perseroan kepada pelanggan. Setiap produk dilengkapi dengan keterangan yang jelas mengenai spesifikasi, cara penggunaan yang tepat, serta panduan penanganan dan pembuangan yang aman. Penyampaian informasi tersebut bertujuan agar pelanggan dapat memahami karakteristik produk dengan baik serta menggunakannya secara benar dan aman.

PRODUCT INFORMATION

The provision of comprehensive and transparent product information is an important part of the Company's responsibility to its customers. Each product is equipped with clear information regarding specifications, proper usage instructions, as well as safe handling and disposal guidelines. This information is intended to ensure that customers fully understand product characteristics and use them correctly and safely.



Upaya perlindungan konsumen juga dilakukan melalui sosialisasi mengenai keaslian produk kepada para distributor. Distributor diimbau untuk mengkomunikasikan kepada konsumen mengenai ciri-ciri produk asli dengan merek dagang “SAKURA” dan “ADR Radiator”, sebagai langkah pencegahan terhadap peredaran produk tidak resmi di pasar.

Sepanjang tahun 2025, tidak tercatat adanya pelanggaran atau ketidaksesuaian terkait informasi produk.

PERLINDUNGAN DATA PELANGGAN

Kepercayaan pelanggan tidak hanya dibangun melalui kualitas produk, tetapi juga melalui cara Perseroan menjaga informasi yang dipercayakan kepadanya. Data pelanggan diperlakukan sebagai informasi yang bersifat rahasia dan dikelola secara hati-hati, dengan memastikan penggunaannya terbatas pada kebutuhan operasional dan hubungan bisnis yang sah.

Pengelolaan data dilakukan melalui sistem yang terkontrol, pembatasan hak akses berdasarkan kewenangan, serta pengawasan internal untuk mencegah penyalahgunaan. Perseroan juga menanamkan kesadaran kepada karyawan mengenai pentingnya menjaga privasi dan keamanan informasi dalam setiap aktivitas kerja yang melibatkan data pelanggan.

Sepanjang tahun 2025, tidak tercatat adanya pelanggaran perlindungan data pelanggan.

SURVEI KEPUASAN PELANGGAN

Komitmen terhadap kualitas layanan dan produk diwujudkan melalui pelaksanaan survei kepuasan pelanggan secara berkala setiap tahun. Survei ini dilaksanakan oleh unit Pemasaran Lokal dan Ekspor untuk memperoleh gambaran objektif mengenai pengalaman pelanggan dalam berinteraksi dengan Perseroan, mulai dari aspek mutu produk, ketepatan waktu pengiriman, hingga responsivitas layanan.

Consumer protection efforts are also carried out through awareness programmes on product authenticity for distributors. Distributors are encouraged to communicate to customers the distinguishing features of genuine products under the “SAKURA” and “ADR Radiator” trademarks, as a preventive measure against the circulation of counterfeit products in the market.

Throughout 2025, no violations or non-compliance related to product information were recorded.

CUSTOMER DATA PROTECTION

Customer trust is built not only through product quality, but also through how the Company safeguards the information entrusted to it. Customer data is treated as confidential information and managed with due care, ensuring that its use is limited to legitimate operational needs and business relationships.

Data management is carried out through controlled systems, access restrictions based on authorisation levels, and internal monitoring to prevent misuse. The Company also promotes employee awareness regarding the importance of maintaining data privacy and information security in all work activities involving customer data.

Throughout 2025, no incidents related to customer data protection breaches were recorded.

CUSTOMER SATISFACTION SURVEY

The Company’s commitment to service and product quality is reflected in the regular implementation of annual customer satisfaction surveys. These surveys are conducted by the Local and Export Marketing units to obtain an objective overview of customer experiences in interacting with the Company, covering aspects such as product quality, delivery timeliness and service responsiveness.

Hasil survei menjadi bagian dari proses evaluasi internal dan digunakan sebagai dasar penyempurnaan strategi maupun peningkatan standar operasional. Setiap masukan pelanggan dianalisis untuk mengidentifikasi area yang perlu dipertahankan maupun ditingkatkan.

Pada tahun 2025, hasil survei menunjukkan tingkat kepuasan pelanggan yang baik. Perseroan akan terus memanfaatkan umpan balik tersebut sebagai landasan untuk menjaga hubungan jangka panjang yang saling menguntungkan dengan pelanggan.

The survey results form part of the internal evaluation process and serve as a basis for refining strategies and enhancing operational standards. Customer feedback is analysed to identify areas that need to be maintained as well as those requiring improvement.

In 2025, the survey results indicated a satisfactory level of customer satisfaction. The Company will continue to use this feedback as a basis for maintaining long-term relationships with its customers.

HASIL SURVEI KEPUASAN PELANGGAN

Customer Satisfaction Survey Results

PELANGGAN Customer Segment	SATUAN Unit	2025	2024	2023
Ekspor Filter Export Filter	Nilai Score	3.92	4.07	4.01
	Pelanggan Respondents	38	39	25
Ekspor Radiator Export Radiator	Nilai Score	4.25	4.20	4.31
	Pelanggan Respondents	19	12	11
Original Equipment (OE) Lokal Local Original Equipment (OE)	Nilai Score	5	5	N/A
	Pelanggan Respondents	15	15	N/A

Catatan | Notes:

N/A: Not Available

Keterangan Nilai Hasil Survei | Survey Scoring Scale:

1. Sangat Kurang | Very Poor
2. Cukup | Fair
3. Rata-Rata | Average
4. Baik | Good
5. Sangat Baik | Excellent



INFORMASI PENDUKUNG

Supporting Information

140**Referensi POJK No. 51/POJK.3/2017 dan
SEOJK No. 16/SEOJK.04/2021**References to POJK No. 51/POJK.03/2017
and SEOJK No. 16/SEOJK.04/2021**144****Indeks Isi Standar GRI**

GRI Standards Content Index

147**Lembar Umpan Balik**

Feedback Form





REFERENSI POJK NO. 51/POJK.03/2017 DAN SEOJK NO. 16/SEOJK.04/2021

References to POJK No. 51/POJK.03/2017 and SEOJK No. 16/SEOJK.04/2021

NO. INDEKS Index No.	NAMA INDEKS Index Name	HALAMAN Page(s)
Strategi Keberlanjutan Sustainability Strategy		
A.1	Penjelasan Strategi Keberlanjutan. Sustainability Strategy Explanation.	16-23
Ikhtisar Kinerja Aspek Keberlanjutan Performance Overview on Sustainability Aspects		
B.1	Aspek Ekonomi. Economic Aspects.	12
B.2	Aspek Lingkungan Hidup. Environmental Aspects.	12-13
B.3	Aspek Sosial. Social Aspects.	14-15
Profil Perusahaan Company Profile		
C.1	Visi, Misi, dan Nilai Keberlanjutan. Vision, Mission, and Sustainability Values.	41
C.2	Alamat Perusahaan. Company Address.	39
C.3	Skala Usaha. Business Scale.	42
C.4	Produk, Layanan, dan Kegiatan Usaha yang Dijalankan. Products, Services, and Business Activities.	39
C.5	Keanggotaan pada Asosiasi. Membership in Associations.	43
C.6	Perubahan Emiten dan Perusahaan Publik yang Bersifat Signifikan. Significant Changes in Issuers and Public Companies.	42
Penjelasan Direksi Board of Directors' Statement		
D.1	Penjelasan Direksi. Board of Director's Statement.	6-9
Tata Kelola Keberlanjutan Sustainability Governance		
E.1	Penanggung Jawab Penerapan Keuangan Berkelanjutan. Responsible Party for Sustainable Finance Implementation.	58
E.2	Pengembangan Kompetensi terkait Keuangan Berkelanjutan. Competency Development for Sustainable Finance.	62-64
E.3	Penilaian Risiko atas Penerapan Keuangan Berkelanjutan. Risk Assessment for Sustainable Finance Implementation.	66-70
E.4	Hubungan dengan Pemangku Kepentingan. Stakeholder Engagement.	75-79
E.5	Permasalahan terhadap Penerapan Keuangan Berkelanjutan. Challenges in Implementing Sustainable Finance.	64-66

NO. INDEKS Index No.	NAMA INDEKS Index Name	HALAMAN Page(s)
Kinerja Keberlanjutan Sustainability Performance		
F.1	Kegiatan Membangun Budaya Keberlanjutan. Development of a Sustainability Culture.	16-17
Kinerja Ekonomi Economic Performance		
F.2	Perbandingan Target dan Kinerja Produksi, Portofolio, Target Pembiayaan, atau Investasi, Pendapatan dan Laba Rugi. Comparison of Targets and Performance in Production, Portfolio, Financing, or Investment, Revenue and Profit or Loss.	83
F.3	Perbandingan Target dan Kinerja Portofolio, Target Pembiayaan, atau Investasi pada Instrumen Keuangan atau Proyek yang Sejalan dengan Keuangan Berkelanjutan. Comparison of Target and Portfolio Performance, Financing Targets, or Investments in Financial Instruments or Projects That are in Line with the Implementation of Sustainable Finance.	Tidak Relevan Not Relevant
Kinerja Lingkungan Hidup Environmental Performance		
Aspek Umum General Aspects		
F.4	Biaya Lingkungan Hidup. Environmental Costs.	94
Aspek Material Material Aspects		
F.5	Penggunaan Material yang Ramah Lingkungan. Usage of Environmentally Friendly Materials.	95-96
Aspek Energi Energy Aspects		
F.6	Jumlah dan Intensitas Energi yang Digunakan. Energy Consumption and Intensity.	98
F.7	Upaya dan Pencapaian Efisiensi Energi dan Penggunaan Energi Terbarukan. Efforts and Achievements in Energy Efficiency and Renewable Energy Use.	99
Aspek Air Water Aspects		
F.8	Penggunaan Air. Water Consumption.	104-105
Aspek Keanekaragaman Hayati Biodiversity Aspects		
F.9	Dampak dari Wilayah Operasional yang Dekat atau Berada di Daerah Konservasi atau Memiliki Keanekaragaman Hayati. Impacts of Operations in or near Conservation Areas and Areas with High Biodiversity.	106-107
F.10	Usaha Konservasi Keanekaragaman Hayati. Biodiversity Conservation Efforts.	106-107
Aspek Emisi Emission Aspects		
F.11	Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya. Amount and Intensity of Emissions Generated by Type.	100-101
F.12	Upaya dan Pencapaian Pengurangan Emisi yang Dilakukan. Efforts and Achievements Made for Emission Reduction.	101



NO. INDEKS Index No.	NAMA INDEKS Index Name	HALAMAN Page(s)
Aspek Limbah dan Efluen Waste and Effluent Aspects		
F.13	Jumlah Limbah dan Efluen yang Dihasilkan Berdasarkan Jenis. Amount of Waste and Effluent Generated by Type.	103-104
F.14	Mekanisme Pengelolaan Limbah dan Efluen. Waste and Effluent Management Mechanism.	101-104
F.15	Tumpahan yang Terjadi (jika ada). Spills (if any).	102, 135
Aspek Pengaduan Terkait Lingkungan Hidup Complaints Related to the Environment Aspects		
F.16	Jumlah dan Materi Pengaduan Lingkungan Hidup yang Diterima dan Diselesaikan. Number and Nature of Environmental Complaints Received and Resolved.	126
Kinerja Sosial Social Performance		
F.17	Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara kepada Konsumen. Commitment to Providing Equal Products and/or Services to Consumers.	130-131
Aspek Ketenagakerjaan Employment Aspects		
F.18	Kesetaraan Kesempatan Bekerja. Equal Employment Opportunities.	109
F.19	Tenaga Kerja Anak dan Tenaga Kerja Paksa. Child Labor and Forced Labor.	108
F.20	Upah Minimum Regional. Regional Minimum Wage.	111
F.21	Lingkungan Bekerja yang Layak dan Aman. A Safe and Decent Work Environment.	108, 113
F.22	Pelatihan dan Pengembangan Kemampuan Pegawai. Employee Training and Skills Development.	112-113, 121

NO. INDEKS Index No.	NAMA INDEKS Index Name	HALAMAN Page(s)
Aspek Masyarakat Community Aspects		
F.23	Dampak Operasi terhadap Masyarakat Sekitar. Operational Impacts on Surrounding Communities.	123-125
F.24	Pengaduan Masyarakat. Community Complaints.	126
F.25	Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL). Corporate Social Responsibility (CSR) Activities.	123-125
Tanggung Jawab Pengembangan Produk/Jasa Berkelanjutan Responsibility for Sustainable Product/Service Development		
F.26	Inovasi dan Pengembangan Produk/Jasa Keuangan Berkelanjutan. Innovation and Development of Sustainable Finance Products/Services.	131-133
F.27	Produk/Jasa Yang Sudah Dievaluasi Keamanannya bagi Pelanggan. Products/Services with Assessed Safety for Customers.	133-134
F.28	Dampak Produk/Jasa. Impacts of Products/Services	133-134
F.29	Jumlah Produk yang Ditarik Kembali. Number of Products Recalled.	134
F.30	Survei Kepuasan Pelanggan terhadap Produk dan/atau Jasa Keuangan Berkelanjutan. Customer Satisfaction Survey on Sustainable Finance Products and/or Services.	136-137
Lain-lain Others		
G.1	Verifikasi Tertulis dari Pihak Independen (jika ada). Written Verification from Independent Parties (if any).	34
G.2	Lembar Umpan Balik. Feedback Form.	147
G.3	Tanggapan terhadap Umpan Balik Laporan Keberlanjutan Tahun Sebelumnya. Responses to Previous Year's Sustainability Report Feedback.	34
G.4	Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. List of Disclosures According to Financial Services Authority Regulation Number 51/POJK.03/2017 concerning Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies.	140-143

INDEKS ISI STANDAR GRI

GRI Standards Content Index

PERNYATAAN PENGGUNAAN
Statement of Use

PT Selamat Sempurna Tbk telah melaporkan informasi yang dikutip dalam indeks konten GRI untuk periode 1 Januari hingga 31 Desember 2025 dengan merujuk pada Standar GRI.
PT Selamat Sempurna Tbk has reported the information cited in this GRI Standards Content Index for the period 1 January to 31 December 2025 in accordance with the GRI Standards.

GRI 1 YANG DIGUNAKAN
GRI 1 Used

GRI 1: Foundation 2021.

Standar GRI GRI Standard	Pengungkapan Disclosure	Halaman Page (s)	
GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	2-1	Detail organisasi. Organizational details.	38-40
	2-2	Entitas yang tercakup dalam laporan keberlanjutan organisasi. Entities included in the organization's sustainability reporting.	33-34
	2-3	Periode laporan, frekuensi, dan kontak. Reporting period, frequency, and contact point.	33, 35
	2-4	Informasi yang dinyatakan kembali. Restatements of information.	33-34
	2-5	Penjaminan eksternal. External assurance.	34
	2-6	Kegiatan, rantai nilai, dan hubungan bisnis lainnya. Activities, value chain, and other business relationships.	88-92
	2-7	Karyawan. Employees.	110-111
	2-9	Struktur dan komposisi tata kelola. Governance structure and composition.	57
	2-10	Pencalonan dan pemilihan badan tata kelola tertinggi. Nomination and selection of the highest governance body.	58-59
	2-11	Ketua badan tata kelola tertinggi. Chair of the highest governance body.	57
	2-12	Peran badan tata kelola tertinggi dalam memantau dampak manajemen. Role of the highest governance body in overseeing the management of impacts.	58
	2-13	Delegasi tanggung jawab dalam mengelola dampak. Delegation of responsibility for managing impacts.	66
	2-14	Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan. Role of the highest governance body in sustainability reporting.	54-55
	2-15	Konflik Kepentingan. Conflict of Interest.	73
	2-16	Komunikasi terkait perhatian yang bersifat kritis. Communication of critical concerns.	74
	2-17	Pengetahuan kolektif pejabat tata kelola tertinggi. Collective knowledge of the highest governance body.	61-64
	2-18	Evaluasi kinerja badan tata kelola tertinggi. Evaluation of the performance of the highest governance body.	55
	2-19	Kebijakan remunerasi. Remuneration policies.	59-60

Standar GRI GRI Standard	Pengungkapan Disclosure	Halaman Page (s)
	2-20 Proses untuk menentukan remunerasi. Process to determine remuneration.	59-60
	2-22 Pernyataan pada pengembangan strategi keberlanjutan. Statement on sustainable development strategy.	16-23
	2-23 Komitmen kebijakan. Policy commitments.	16-23
	2-24 Komitmen dalam menanamkan kebijakan. Embedding policy commitments.	16-23
	2-27 Kepatuhan dalam undang-undang dan peraturan. Compliance with laws and regulations.	74
	2-28 Keanggotaan asosiasi. Membership in associations.	43
	2-29 Pendekatan pada pelibatan pemangku kepentingan. Approach to stakeholder engagement.	75-79
	2-30 Perjanjian perundingan kolektif. Collective bargaining agreements.	108
GRI 3: Topik Material 2021 GRI 3: Material Topic 2021	3-1 Proses menentukan topik material. Process to determine material topics.	23
	3-2 Daftar topik material. List of material topics.	24
	3-3 Manajemen topik material. Management of material topics.	24
GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	201-1 Nilai ekonomi langsung yang dihasilkan dan didistribusikan. Direct economic value generated and distributed.	84
	201-2 Implikasi finansial akibat perubahan iklim. Financial implications due to climate change.	85-88
	201-4 Bantuan finansial dari pemerintah. Financial assistance received from government.	85
GRI 205: Anti Korupsi 2016 GRI 205: Anti-corruption 2016	205-2 Komunikasi dan pelatihan tentang kebijakan dan prosedur antikorupsi. Communication and training about anti-corruption policies and procedures.	72-73
	205-3 Insiden korupsi yang terbukti dan tindakan yang diambil. Confirmed incidents of corruption and actions taken.	72-73
GRI 302: Energi 2016 GRI 302: Energy 2016	302-1 Konsumsi energi dalam organisasi. Energy consumption in the organization.	98
	302-3 Intensitas energi. Energy intensity.	98
	302-4 Pengurangan konsumsi energi. Reduction of energy consumption.	99
GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018	303-3 Pengambilan air. Water withdrawal.	105
	303-4 Pembuangan air. Water discharge.	105
	303-5 Konsumsi air. Water consumption.	105



Standar GRI GRI Standard		Pengungkapan Disclosure	Halaman Page (s)
GRI 305: Emisi 2016 GRI 305: Emissions 2016	305-1	Emisi GRK (Scope 1) langsung. Direct (Scope 1) GHG emissions.	100
	305-2	Emisi energi GRK (Scope 2) tidak langsung. Energy indirect (Scope 2) GHG emissions.	100
	305-4	Intensitas emisi GRK. GHG emissions intensity.	101
	305-5	Pengurangan emisi GRK. Reduction of GHG emissions.	101
GRI 306: Limbah 2020 GRI 306: Waste 2020	306-1	Timbulan limbah dan dampak yang signifikan terkait limbah. Waste generation and significant waste-related impacts.	101-104
	306-2	Pengelolaan dampak yang signifikan terkait limbah. Management of significant waste related impacts.	101-104
	306-3	Timbulan limbah. Waste generated.	103-104
	306-4	Limbah yang dialihkan dari pembuangan akhir. Waste diverted from disposal.	103-104
	306-5	Limbah yang dikirimkan ke pembuangan akhir. Waste directed to disposal.	103-104
GRI 401: Ketenagakerjaan 2016 GRI 401: Employment 2016	401-1	Perekrutan karyawan baru dan pergantian karyawan. New employee hires and employee turnover.	110
GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	403-1	Sistem manajemen keselamatan dan kesehatan kerja. Occupational safety and health management system.	114-115
	403-2	Identifikasi bahaya, penilaian risiko, dan investigasi. Hazard identification, risk assessment, and incident investigation.	116-117
	403-3	Pelayanan kesehatan kerja. Occupational health service.	119-121
	403-4	Konsultasi dan komunikasi keselamatan dan kesehatan kerja. Consultation and communication on occupational safety and health.	118
	403-5	Pelatihan terkait keselamatan dan kesehatan kerja. Worker training on occupational safety and health.	121
	403-6	Promosi kesehatan pekerja. Promotion of worker health.	119-121
	403-8	Pekerja terlindungi oleh sistem manajemen keselamatan dan kesehatan kerja. Workers covered by an occupational safety and health management system.	114
	403-9	Kecelakaan kerja. Work-related injuries.	123
GRI 404 Pelatihan dan Pendidikan 2016 GRI 404: Training and Education 2016	404-1	Rata-rata jam pelatihan per tahun per karyawan. Average hours of training per year per employee.	113
GRI 415: Kebijakan Publik 2016 GRI 415: Public Policy 2016	415-1	Kontribusi politik. Political contributions.	73

LEMBAR UMPAN BALIK

Feedback Form

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The 2025 Sustainability Report of PT Selamat Sempurna Tbk provides an overview of financial performance and sustainability. We look forward to feedback, criticisms, and suggestions from you via email or this form.

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