

2025 SUSTAINABILITY REPORT

Laporan Keberlanjutan



Building on
Integrity,
Progressing
Sustainability



Berlandaskan Integritas, Memajukan Keberlanjutan

Building on Integrity, Progressing Sustainability

Tema “Berlandaskan Integritas, Memajukan Keberlanjutan” mencerminkan komitmen berkelanjutan CITA dalam memperkuat fondasi kepatuhan serta mengintegrasikan prinsip keberlanjutan ke dalam seluruh aspek operasional perusahaan. *Berlandaskan Integritas* menegaskan bahwa setiap langkah strategis Perusahaan dibangun di atas tata kelola yang baik, kepatuhan terhadap regulasi, serta penerapan etika bisnis yang konsisten. Sementara itu, *Memajukan Keberlanjutan* menyatakan komitmen CITA untuk terus meningkatkan kinerja keberlanjutan secara terukur melalui penguatan sistem, pengelolaan risiko, dan penerapan praktik operasional yang bertanggung jawab.

Pada tahun 2025, CITA semakin memperkuat fondasi tersebut dengan meneguhkan struktur tata kelola dan meningkatkan efektivitas sistem kepatuhan, guna memastikan bahwa prinsip keberlanjutan tidak hanya menjadi sasaran jangka panjang, tetapi terimplementasi dalam praktik bisnis sehari-hari.

Melalui tema ini, CITA menegaskan komitmennya terhadap perbaikan berkelanjutan, di mana integritas membentuk budaya dan perilaku organisasi untuk mendorong pertumbuhan Perusahaan yang bertanggung jawab.

The theme “Building on Integrity, Progressing Sustainability” reflects CITA’s ongoing commitment to strengthening its compliance foundation while embedding sustainability principles across all aspects of the Company’s operations. *Building on Integrity* underscores that every strategic initiative is anchored in sound governance, regulatory compliance, and the consistent application of ethical business practices. Meanwhile, *Progressing Sustainability* represents CITA’s commitment to continuously improve its sustainability performance in a measurable manner by strengthening systems, enhancing risk management, and implementing responsible operational practices.

In 2025, CITA further reinforced this foundation by solidifying its governance structure and enhancing the effectiveness of its compliance systems, ensuring that sustainability principles are not only long-term objectives but are also embedded in day-to-day business practices.

Through this theme, CITA reaffirms its commitment to continuous improvement, with integrity shaping the Company’s culture and behavior to drive responsible and sustainable growth.

Disclaimer

Laporan Keberlanjutan PT Cita Mineral Investindo Tbk (CITA), selanjutnya disebut sebagai “Laporan”, menyajikan data dan informasi material bagi pemangku kepentingan mengenai kinerja keberlanjutan Perusahaan sepanjang tahun 2025. Laporan ini disusun berdasarkan informasi internal yang telah melalui proses verifikasi oleh pihak ketiga independen, guna memastikan akurasi dan keandalan data. Istilah “CITA”, “Perusahaan”, atau “Kami” dalam dokumen ini merujuk pada PT Cita Mineral Investindo Tbk.

Laporan ini juga memuat sejumlah pandangan dan pernyataan bersifat berorientasi ke depan, yang mencerminkan proyeksi, rencana, atau ekspektasi Perusahaan terhadap kondisi di masa mendatang. Kami menyadari bahwa berbagai risiko dan ketidakpastian dapat memengaruhi realisasi pernyataan tersebut, sehingga tidak dapat dijamin akan sepenuhnya mencerminkan kondisi aktual di kemudian hari. Pembaca diharapkan menafsirkan informasi ini secara hati-hati.

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Cakupan pelaporan mencakup operasional di Air Upas dan Sandai (Kabupaten Ketapang, Kalimantan Barat) serta kantor pusat Jakarta dan kantor perwakilan. Setiap data yang disajikan mengacu pada rincian cakupan pelaporan pada Bab Tentang Laporan Keberlanjutan.

The Sustainability Report of PT Cita Mineral Investindo Tbk (CITA), hereinafter referred to as the “Report,” presents material data and information for stakeholders regarding the Company’s sustainability performance throughout 2025. This Report was prepared based on internal information that has been verified by an independent third party to ensure the accuracy and reliability of the data. The terms “CITA,” the “Company,” or “We” as we used in this document refer to PT Cita Mineral Investindo Tbk.

This report also contains certain forward-looking statements that reflect the Company’s projections, plans, or expectations regarding future conditions. We acknowledge that various risks and uncertainties may affect the fulfillment of these statements; therefore, they cannot be guaranteed to fully reflect actual conditions in the future. Readers are encouraged to exercise caution when interpreting this information.

This Report is prepared in Bahasa Indonesia and English, where the English version constitutes an free/non-binding translation. In the event of any inconsistency or difference in interpretation between the Bahasa Indonesia and English versions, the Bahasa Indonesia version shall prevail.

Numbers presented in the text follow the numerical formatting conventions of the language used in each section. Certain figures have been rounded for ease of presentation; therefore, minor differences may occur due to rounding. Figures in tables, charts, and infographics apply Indonesian numerical formatting conventions, unless otherwise stated. Accordingly, periods are used to separate thousands, millions, and billions, and commas are used to indicate decimals.

The reporting scope covers operations in Air Upas and Sandai (Ketapang Regency, West Kalimantan), as well as head office in Jakarta and representative offices. All data presented refer to the detailed reporting scope as described in the About the Sustainability Report chapter.

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Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Highlights

Kinerja Bisnis [POJK-B.1]

Business Performance

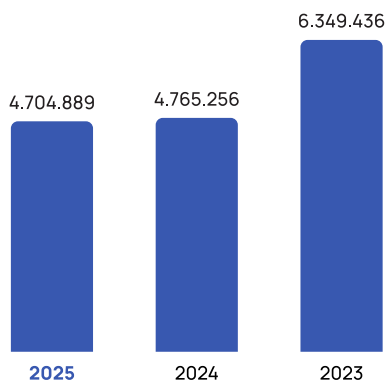


Total Produksi Bauksit (WMT MGB) Total Bauxite Production

Produksi | Production

4.704.889 WMT MGB

↓ 1,3% dari 2024 | compared to 2024

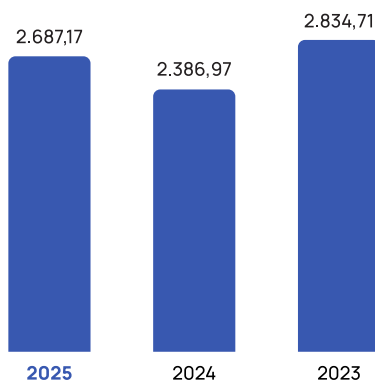


Penjualan Domestik (Rp miliar) Domestic Sales (IDR billion)

Penjualan | Sales

Rp2.687,17 miliar | billion

↑ 12,6% dari 2024 | compared to 2024



Total Pendapatan dan Laba Bersih Perusahaan (Rp miliar) Total Revenue and Net Profit (IDR billion)

Labas bersih | Net profit

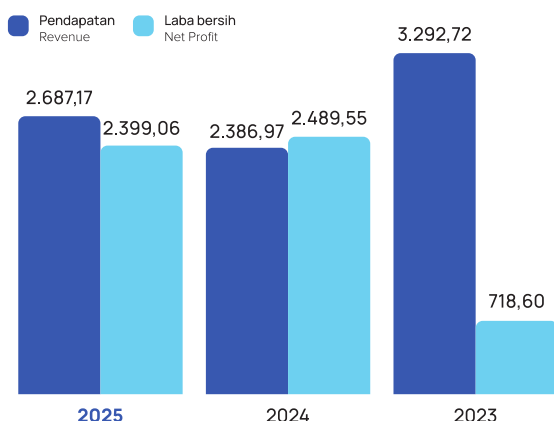
Rp2.399,06
miliar | billion

↓ 3,6% dari 2024
compared to 2024

Pendapatan | Revenue

Rp2.687,17
miliar | billion

↑ 12,6% dari 2024
compared to 2024



*Pendapatan 2023 masih mencakup penjualan ekspor
*The 2023 revenue figure still included export sales

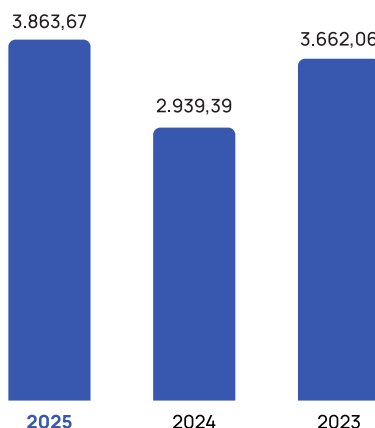


Nilai Ekonomi yang Didistribusikan (Rp miliar) Economic Value Distributed (IDR billion)

Nilai ekonomi yang didistribusikan
Economic Value Distributed

Rp3.863,67 miliar | billion

↑ 31,4% dari 2024 | compared to 2024



Kinerja Lingkungan [POJK-B.2] Environmental Performance



Penggunaan Energi Energy Usage

Total Konsumsi Energi
Total Energy Consumption

381.881 GJ
2024: 318,781
2023: 638,743
↓ 66,5% dari baseline 2022 | from the 2022 baseline

Intensitas Energi
Energy Intensity

0,081 GJ/ton WMT
2024: 0,067
2023: 0,101
↓ 18,3% dari baseline 2022 | from the 2022 baseline

Proporsi Energi Terbarukan
Renewable Energy Proportion

2025
39,30%



Nilai Emisi GRK GHG Emission Value

Total Emisi GRK Cakupan 1 dan 2
GHG Emissions Intensity Scope 1 and 2

69.307 tCO2e
2024: 53,865
2023: 82,866
↓ 55,1% dari baseline 2022 | from the 2022 baseline

Total Emisi GRK Cakupan 3
Total GHG Emissions Scope 3

289 tCO2e
2024: 233
2023: 219
↓ 36,8% dari baseline 2022 | from the 2022 baseline

Intensitas Emisi GRK Cakupan 1 dan 2
Total GHG Emissions Scope 1 and 2

0,015 tCO2e/WMT MGB
2024: 0,011
2023: 0,013
↑ 8,9% dari baseline 2022 | from the 2022



Penggunaan Air Untuk Produksi Water Usage

Pengambilan dan konsumsi air
Water withdrawal and consumption

3.733,43 ML
2024: 3,460,55
2023: 3,876,09
↓ 62,3% dari baseline 2022 | from the 2022 baseline

Intensitas konsumsi air
Water consumption intensity

0,000781 ML/WMT MGB
2024: 0,000715
2023: 0,000602
↓ 9,2% dari baseline 2022 | from the 2022 baseline



Limbah Waste

Produksi Limbah B3
Total hazardous waste

174,12 Ton
↑ 54,5% dari 2024 | compared to 2024

Produksi Limbah Non-B3
Total hazardous waste

98,23 Ton

Pemanfaatan Kembali Residu Bauksit
Bauxite Residue Reuse

107.028 m³ Pemanfaatan Residu Bauksit di 2025
of bauxite residue utilized in 2025
Dengan **4,1%** tingkat penggunaan ulang
with a reuse rate of 4,1%



Total Area Reklamasi Total Reclamation Area

2025
369,72 hektar | hectare



Realisasi Revegetasi (Jumlah Tanaman) Revegetation Realization (Number of Plants)

2025
50.282
Tanaman ditanam pada lahan pascatambang
Plants were planted on post-mining land

Kinerja Sosial [POJK-B.3]

Social Performance

Sumber Daya Manusia

Human Resource



Komposisi Tenaga Kerja

Workforce Composition

882 total karyawan | total employees



18%
perempuan | women
155
perempuan | women



82%
laki-laki | men
727
laki-laki | men

552 atau **63%** karyawan lokal di 2025
local employees in 2025



Total Jam Pelatihan Karyawan

Total Employee Training Hours

8.535 Jam pelatihan
Training hours
↑ 14,7% dari 2024 | compared to 2024
2024: 7,441
2023: 1.709

9,68 Rata-Rata Jam Pelatihan
Average Training Hours
↓ 22% dari 2024 | compared to 2024
2024: 12,48
2023: 2,87



Pergantian Karyawan

Employee Turnover

10,54%
2024: 15,94%
2023: 10,07%
↓ 33,8% dari 2024 | compared to 2024



Keselamatan dan Kesehatan Kerja

Occupational Health and Safety

Nihil fatalitas

Nihil fatalitas akibat kerja
2025
Zero work-related fatalities in
2025

Tingkat total frekuensi kecelakaan
kerja karyawan
Employee total injury frequency rate

4,46
2024: 3,94
2023: 16,20
↑ 13,2% dari 2024 | compared to 2024

Tingkat total frekuensi kecelakaan
kerja kontraktor
Contractor total injury frequency rate

4,28
2024: 7,49
2023: 61,58
↓ 42,9% dari 2024 | compared to 2024



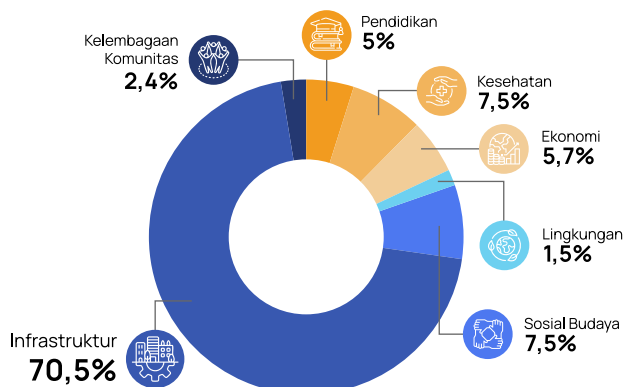
Pemberdayaan Masyarakat

Community Empowerment

Rp8,64 miliar | billion

Nilai Investasi Masyarakat pada tahun 2025
Community Investment in 2025

↑ 84,2% dari 2024 | compared to 2024



Nilai Indeks Kepuasan Masyarakat (IKM)
Community Satisfaction Index (SCI)

2025
80,83 dengan kategori Baik
score in the Good category

Pengelolaan Pengaduan masyarakat
Community Grievance Management

2025
87% pengaduan masyarakat diselesaikan
of community grievances resolved

Nilai Pengadaan Pemasok Lokal
Local supplier procurement value

2025
71% nilai pengadaan kepada pemasok lokal
of procurement value was allocated to
local suppliers
↑ 79,6% dari 2024 | compare to 2024

Kinerja Tata Kelola

Governance Performance



230

jam | hours

sosialisasi tata kelola di
2025
governance socialization
in 2025



Nihil pengaduan

melalui Whistleblowing System (WBS)
di 2025
Zero complaints were reported through
the Whistleblowing System (WBS) in 2025



**Nihil kasus
pelanggaran**

kebijakan etik perusahaan dan regulasi di
2025
Zero cases of violations of the Company's
Code of Ethics and regulations in 2025



Pesan Direksi [POJK-D.1][GRI 2-22]

Message from the Board of Directors

A portrait of Harry Kesuma Tanoto, a middle-aged man with short dark hair, wearing glasses, a dark suit, a white shirt, and a blue tie. He is standing with his hands clasped in front of him, smiling slightly. The background is a blurred office interior with large windows.

**Harry
Kesuma
Tanoto**

DIREKTUR UTAMA
PRESIDENT DIRECTOR

Para Pemangku Kepentingan yang Terhormat,

Tahun 2025 menjadi periode penting bagi CITA dalam memperkuat fondasi tata kelola, disiplin operasional, dan arah pertumbuhan jangka panjang di tengah dinamika industri bauksit nasional. Percepatan agenda hilirisasi bijih bauksit, dinamika pasar, dan meningkatnya ekspektasi terhadap praktik usaha yang bertanggung jawab mendorong Perusahaan untuk memastikan bahwa setiap langkah pertumbuhan dijalankan secara terukur dan sejalan dengan prinsip keberlanjutan.

Indonesia memiliki peran strategis dalam rantai nilai hilirisasi bauksit dan aluminium. Namun, perkembangan tersebut juga diiringi tantangan, termasuk penyesuaian rantai pasok domestik, dan peningkatan tuntutan akuntabilitas yang semakin tinggi pada aspek lingkungan, sosial, dan tata kelola. Dalam konteks ini, CITA berfokus pada penguatan sistem melalui peningkatan kepatuhan, serta pengendalian risiko sebagai dasar bagi pertumbuhan yang lebih berkelanjutan.

Sepanjang 2025, Perusahaan melakukan berbagai pembenahan internal melalui penguatan standar operasional, peningkatan pengawasan, dan penyelarasan sistem pengelolaan pada aspek keselamatan, lingkungan, dan tata kelola. Beroperasinya kembali *Site Sandai* turut meningkatkan kapasitas produksi, yang diiringi dengan upaya menjaga agar peningkatan aktivitas tetap berada dalam kendali yang memadai.

Bagi CITA, keberlanjutan merupakan bagian dari upaya menjaga ketahanan bisnis dan kepercayaan pemangku kepentingan. Laporan Keberlanjutan ini tidak hanya memuat capaian kinerja, tetapi juga mencerminkan proses perbaikan yang terus berjalan.

Dear Respected Stakeholder,

The year 2025 marked an important milestone for CITA in strengthening its governance foundation, operational discipline, and long-term growth direction amid the evolving dynamics of Indonesia's bauxite industry. The acceleration of bauxite downstreaming initiatives, shifting market conditions, and rising expectations for responsible business practices have driven the Company to ensure that every step of its growth is carried out in a measured manner and aligned with sustainability principles.

Indonesia holds a strategic role in the downstream value chain of bauxite and aluminum. However, these developments are accompanied by challenges, including domestic supply chain adjustments and the rising demand for higher accountability across environmental, social, and governance aspects. In this context, CITA focuses on strengthening its systems by enhancing compliance and risk management as the foundation for more sustainable growth.

Throughout 2025, the Company undertook various internal improvements by reinforcing operational standards, enhancing oversight, and aligning management systems across safety, environmental, and governance aspects. The resumption of operations at the Sandai Site also contributed to increased production capacity, accompanied by efforts to ensure that the increase in activities remained under appropriate control.

For CITA, sustainability is an integral part of maintaining business resilience and stakeholder trust. This Sustainability Report not only presents performance achievements but also reflects an ongoing process of continuous improvement.



Keberlanjutan bukan hanya tentang menjaga kelangsungan usaha, tetapi tentang memastikan bahwa pertumbuhan yang kami capai tetap bertanggung jawab, terukur, dan memberi nilai jangka panjang.

Sustainability is not merely about maintaining business continuity, it is about ensuring that our growth remains responsible, measurable, and capable of delivering long-term value.



Kinerja Operasional dan Ketahanan Bisnis

[POJK-D.1B]

CITA menjaga kesinambungan rantai nilai melalui stabilitas pasokan kepada entitas asosiasi, PT Well Harvest Winning Alumina Refinery (WHW). Pada 2025, Perusahaan mencatat pendapatan sebesar Rp2.687,17 miliar dengan volume produksi 4,71 juta WMT MGB. Posisi keuangan tetap terjaga, tercermin dari arus kas operasional yang tetap positif. Nilai ekonomi yang didistribusikan mencapai Rp3.863,67 miliar, meningkat 31,4% dibandingkan tahun sebelumnya.

Penguatan Strategi Keberlanjutan dan Tata Kelola

[POJK-D.1A, D.1C, E.5]

Arah keberlanjutan CITA dijalankan melalui peta jalan yang terbagi ke dalam tiga fase, yaitu transformasi, penciptaan nilai, dan inovasi terdepan yang berfokus pada sembilan target Tujuan Pembangunan Berkelanjutan. Pada 2025, fokus Perusahaan diarahkan pada fase transformasi melalui penyelarasan sistem, penguatan kepatuhan dan pengendalian, serta perbaikan tata kelola pelaksanaan termasuk pengelolaan risiko sebagai fondasi bagi kinerja keberlanjutan yang lebih konsisten pada fase berikutnya.

Berbagai risiko yang dapat memengaruhi keberlanjutan pada aspek ekonomi, lingkungan, sosial, operasional, dan kepatuhan dipertimbangkan sebagai bagian dari kerangka manajemen risiko Perusahaan, serta diidentifikasi dan dipantau secara berkala untuk memastikan respons yang tepat terhadap potensi dampaknya. Di saat yang sama, Perusahaan melihat keberlanjutan sebagai peluang untuk memperkuat daya saing dan prospek usaha jangka panjang, seiring penguatan hilirisasi, kebutuhan akan rantai pasok mineral yang lebih bertanggung jawab, dan meningkatnya ekspektasi terhadap praktik usaha dan pertambangan yang baik. Peluang tersebut dimanfaatkan melalui penguatan standar operasional, peningkatan tata kelola, serta penyesuaian praktik bisnis agar selaras dengan tuntutan pasar dan pemangku kepentingan. Perusahaan juga menyadari masih terdapat tantangan, terutama dalam penguatan sistem, konsistensi implementasi, dan peningkatan kapasitas organisasi, yang terus dibenahi secara bertahap. Integritas tetap menjadi landasan dalam menjalankan usaha, seperti melalui penerapan kebijakan kode etik, antikorupsi, dan anti pencucian uang, seleksi pemasok, dan penerapan sistem pelaporan pelanggaran. Sepanjang 2025, terdapat beberapa aspek perizinan dan kepatuhan yang masih dalam proses penyesuaian, yang telah ditindaklanjuti melalui penguatan pengendalian internal dan koordinasi dengan instansi terkait guna memastikan pemenuhan ketentuan yang berlaku. [POJK-E.5]

Operational Performance and Business Resilience

[POJK-D.1B]

CITA maintained the continuity of its value chain through stable supply to its associate entity, PT Well Harvest Winning Alumina Refinery (WHW). In 2025, the Company recorded revenue of IDR 2,687.17 billion, with a production volume of 4.71 million WMT of MGB. Its financial position remained sound, as reflected in positive operating cash flows. The total economic value distributed reached IDR 3,863.67 billion, representing a 31.4% increase compared to the previous year.

Strengthening Sustainability Strategy and Governance

[POJK-D.1A, D.1C, E.5]

CITA's sustainability direction is implemented through a roadmap structured into three phases: transformation, value creation, and leading innovation, focusing on nine Sustainable Development Goals. In 2025, the Company concentrated on the transformation phase by aligning systems, strengthening compliance and controls, and improving governance implementation, including risk management, as the foundation for more consistent sustainability performance in the subsequent phases.

Various risks that may affect sustainability across economic, environmental, social, operational, and compliance aspects are considered as part of the Company's risk management framework, and are identified and monitored periodically to ensure appropriate responses to their potential impacts. At the same time, the Company views sustainability as an opportunity to strengthen competitiveness and long-term business prospects, in line with the advancement of downstreaming, the growing need for more responsible mineral supply chains, and increasing expectations for good business and mining practices. These opportunities are leveraged through the strengthening of operational standards, enhancement of governance, and the adjustment of business practices to align with market and stakeholder expectations. The Company also recognizes that challenges remain, particularly in strengthening systems, ensuring consistency in implementation, and enhancing organizational capacity, all of which are being addressed progressively. Integrity remains a fundamental principle in conducting business, reflected in the implementation of policies on code of conduct, anti-corruption and anti-money laundering, supplier selection, and whistleblowing systems. Throughout 2025, several permitting and compliance aspects were still undergoing adjustment, which have been followed up through the strengthening of internal controls and coordination with relevant authorities to ensure compliance with applicable regulations. [POJK-E.5]

Kinerja Lingkungan [POJK-D.1B]

Peningkatan aktivitas operasional seiring kembali beroperasinya Sandai pada 2025 turut mendorong kenaikan konsumsi energi, air, serta emisi dan limbah secara absolut dibandingkan tahun sebelumnya. Namun, kinerja tersebut masih berada di bawah *baseline* tahun 2022. Perusahaan terus memperkuat pengendalian dan pemantauan lingkungan untuk memastikan pengelolaan dampak dilakukan secara konsisten sesuai ketentuan. Hingga akhir tahun, Perusahaan juga melaksanakan reklamasi dan revegetasi progresif pada area bekas tambang sebagai bagian dari upaya pemulihan lahan pascatambang, disertai pemantauan lingkungan yang dilakukan secara konsisten sesuai standar yang berlaku.

Kami memahami bahwa kinerja lingkungan pada sektor pertambangan sangat dipengaruhi oleh intensitas operasi dan karakteristik kegiatan produksi. Namun demikian, arah jangka panjang kami tetap jelas, yaitu memperkuat sistem pengelolaan lingkungan, meningkatkan kedisiplinan implementasi, dan memastikan bahwa pertumbuhan operasi berjalan seiring dengan pengendalian dampak yang bertanggung jawab.

Kinerja Sosial, Keselamatan Kerja, dan Kontribusi kepada Masyarakat

CITA memandang kinerja sosial sebagai fondasi penting bagi keberlanjutan operasi. Hal ini diwujudkan melalui upaya membangun tempat kerja yang aman, inklusif, pengembangan kompetensi karyawan, serta pemberdayaan masyarakat, termasuk penyerapan tenaga kerja lokal. Sebanyak 63% karyawan berasal dari Kalimantan Barat, mencerminkan komitmen Perusahaan dalam memberikan kesempatan kerja yang luas bagi masyarakat lokal sekaligus mendukung pengembangan sumber daya manusia di daerah. Sepanjang 2025, Perusahaan memperkuat implementasi Sistem Manajemen Keselamatan Pertambangan (SMKP) dan peningkatan pelatihan keselamatan dan kesehatan kerja (K3). Kami mempertahankan nol fatalitas di seluruh area operasional disertai dengan penurunan tingkat kecelakaan kerja kontraktor hingga 42,9% dibandingkan tahun 2024.

Di luar area operasional, kami juga terus berupaya memastikan bahwa kehadiran Perusahaan memberikan manfaat yang nyata bagi masyarakat. Pada 2025, program pemberdayaan masyarakat CITA telah menjangkau 21 desa, mencakup program akses air bersih, layanan kesehatan, pendidikan, penguatan UMKM, infrastruktur, serta pengembangan ekonomi lokal. Investasi sosial meningkat 84,2% dibandingkan 2024 menjadi Rp8,64 miliar, dengan fokus pada program prioritas yang disusun berdasarkan kebutuhan masyarakat dan konteks wilayah. Bagi kami, angka-angka tersebut bukan sekadar indikator kinerja. Di baliknya, terdapat proses membangun kepercayaan, dan memastikan bahwa keberadaan Perusahaan memberikan kontribusi yang relevan bagi masyarakat sekitar.

Environmental Performance [POJK-D.1B]

The increase in operational activities following the resumption of Sandai's operations in 2025 contributed to higher energy and water consumption, as well as increased emissions and waste in absolute terms compared to the previous year. However, this performance remains below the baseline set in 2022. The Company continues to strengthen environmental control and monitoring to ensure that impact management is consistently carried out in accordance with regulations. By the end of the year, the Company also implemented progressive reclamation and revegetation on former mining areas as part of post-mining land restoration efforts, with environmental monitoring being conducted consistently according to applicable standards.

We understand that environmental performance in the mining sector is significantly influenced by the intensity of operations and production activities. Nevertheless, our long-term direction remains clear, which is to strengthen the environmental management system, improve the discipline of implementation, and ensure that operational growth progresses in line with responsible impact control.

Social Performance, Occupational Safety, and Contribution to the Community

CITA views social performance as a crucial foundation for operational sustainability. This is manifested through efforts to create a safe and inclusive workplace, employee competency development, and community empowerment, including the absorption of local labor. A total of 63% of employees are from West Kalimantan, reflecting the Company's commitment to providing broad employment opportunities for local communities while supporting regional human capital development. Throughout 2025, the Company strengthened the implementation of the Mining Safety Management System (SMKP) and increased occupational health and safety (OHS) training. We maintained zero fatalities across all operational areas and achieved a 42.9% reduction in contractor work-related accidents compared to 2024.

Beyond operational areas, we also continue to ensure that the Company's presence brings tangible benefits to the community. In 2025, CITA's community empowerment programs reached 21 villages, covering clean water access, healthcare services, education, MSME empowerment, infrastructure development, and local economic development. Social investment increased by 84.2% compared to 2024, reaching IDR 8.64 billion, with a focus on priority programs based on community needs and regional context. For us, these numbers are not just performance indicators. Behind them is a process of building trust and ensuring that the Company's presence contributes meaningfully to the Local Community.

Apresiasi dan Arah ke Depan

Kami menyadari bahwa keberlanjutan merupakan perjalanan jangka panjang yang membutuhkan konsistensi, dan kolaborasi. Capaian tahun 2025 menjadi fondasi penting bagi CITA untuk terus memperkuat ketahanan bisnis, meningkatkan kualitas pengelolaan operasional, dan memperbesar kontribusi bagi ekonomi, lingkungan, dan masyarakat.

Atas nama Direksi, kami menyampaikan apresiasi kepada seluruh pemangku kepentingan atas kepercayaan dan dukungan yang diberikan ke depan, CITA akan terus memperkuat kinerja keberlanjutan yang terukur agar dapat terus tumbuh secara bertanggung jawab dan memberi nilai tambah bagi Masyarakat sekitar.

Appreciation and the Way Forward

We recognize that sustainability is a long-term journey that requires consistency and collaboration. The achievements of 2025 serve as a critical foundation for CITA to continue strengthening business resilience, enhancing operational management quality, and increasing contributions to the economy, environment, and society.

On behalf of the Board of Directors, we express our appreciation to all stakeholders for their trust and support. Moving forward, CITA will continue to strengthen measurable sustainability performance to ensure responsible growth and provide added value to the Local Community.

Jakarta, April 2026

Atas Nama Direksi PT Cita Mineral Investindo Tbk

On behalf of the Board of Directors of PT Cita Mineral Investindo Tbk



Harry Kesuma Tanoto
Direktur Utama | President Director

SURAT PERNYATAAN

STATEMENT LETTER

SURAT PERNYATAAN TANGGUNG JAWAB ATAS LAPORAN KEBERLANJUTAN PT CITA MINERAL INVESTINDO TBK TAHUN BUKU 2025

STATEMENT OF RESPONSIBILITY FOR THE SUSTAINABILITY REPORT OF PT CITA MINERAL INVESTINDO TBK FINANCIAL YEAR 2025

Kami yang bertanda tangan di bawah ini menyatakan bahwa seluruh informasi dalam Laporan Keberlanjutan PT Cita Mineral Investindo Tbk Tahun Buku 2025 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan ini.

We, the undersigned, hereby declare that all information contained in the Sustainability Report of PT Cita Mineral Investindo Tbk for the 2025 fiscal year has been fully disclosed, and we accept full responsibility for the accuracy of the contents of this Sustainability Report.

Jakarta, April 2026

Atas nama Direksi PT Cita Mineral Investindo Tbk
On behalf of the Board of Directors of PT Cita Mineral Investindo Tbk



Harry Kesuma Tanoto

Direktur Utama | President Director



01

Tentang CITA

About CITA

Sekilas Perusahaan

Company Overview

PT Cita Mineral Investindo Tbk (CITA) pertama kali didirikan pada tanggal 27 Juni 1992 dengan nama awal PT Cipta Panelutama dengan fokus bisnis bergerak di industri panel dan furnitur. Langkah besar diambil perusahaan pada 20 Maret 2002, di mana PT Cipta Panelutama resmi mencatatkan sahamnya di Bursa Efek Indonesia (BEI) dan bertransformasi menjadi perusahaan terbuka bernama PT Cipta Panelutama Tbk dengan ticker CITA. Tahun 2007 menjadi tonggak perubahan total arah bisnis (*pivoting*) perusahaan, dari yang semula bergerak di industri perkayuan menjadi fokus ke sektor pertambangan bauksit yang dikenal sekarang. Pada 14 Mei 2007 Perusahaan pun mengubah namanya menjadi PT Cita Mineral Investindo Tbk.

CITA memiliki area operasional pertambangan bauksit yang beroperasi di Kabupaten Ketapang, Kalimantan Barat. Kegiatan penambangan Perusahaan terutama berlokasi di Kecamatan Air Upas dan Kecamatan Sandai. Sebagai respons terhadap kebijakan larangan ekspor bauksit oleh pemerintah pada Juni 2023, CITA melakukan penyesuaian operasional dengan menghentikan sementara aktivitas penambangan di Kecamatan Sandai di tahun yang sama. Setelah melalui penyesuaian strategi bisnis dan mempertimbangkan perkembangan kondisi industri, operasional di areal tersebut kembali dilanjutkan pada pertengahan tahun 2025.

Hingga saat ini, CITA dan entitas anak dikenal sebagai salah satu perusahaan tambang bauksit terbesar di Indonesia serta memainkan peran strategis dalam pengembangan industri pengolahan bauksit nasional. Pada tahun 2013, CITA bersama China Hongqiao Group Limited Co. dari Tiongkok dan mitra lainnya membentuk perusahaan patungan, yaitu PT Well Harvest Winning Alumina Refinery (WHW) untuk mengembangkan fasilitas pengolahan dan pemurnian Smelter Grade Alumina (SGA) di Ketapang, Kalimantan Barat. Pembangunan fasilitas tersebut merupakan langkah strategis untuk meningkatkan nilai tambah mineral bauksit melalui pengembangan industri pengolahan domestik.

Fasilitas pemurnian tersebut mulai beroperasi pada tahun 2016 dan menjadi produsen SGA pertama di Indonesia. WHW yang memiliki kapasitas produksi mencapai 2 juta ton per tahun, juga tercatat sebagai produsen SGA terbesar di kawasan ASEAN, menyalurkan produk SGA ke pasar domestik maupun ekspor. Kehadiran fasilitas ini menandai transformasi penting bagi CITA, dari Perusahaan pertambangan bauksit menjadi bagian dari rantai nilai industri alumina nasional.

PT Cita Mineral Investindo Tbk (CITA) was originally established on 27 June 1992 under the name PT Cipta Panelutama, with initial business activities focused on the panel and furniture industry rather than mining. A major milestone was achieved on 20 March 2002, when the Company was officially listed on the Indonesia Stock Exchange (IDX) and became a publicly listed entity under the name PT Cipta Panelutama Tbk, with the ticker symbol CITA. In 2007, the Company underwent a significant strategic transformation, marking a complete shift in its business direction from the timber industry to the bauxite mining sector, which remains its core business today. Subsequently, on 14 May 2007, the Company formally changed its name to PT Cita Mineral Investindo Tbk.

CITA operates bauxite mining areas in Ketapang Regency, West Kalimantan. The Company's mining activities are primarily located in Air Upas District and Sandai District. In response to the government's bauxite export ban policy issued in June 2023, CITA made operational adjustments by temporarily suspending mining activities in Sandai District in the same year. After undertaking business strategy adjustments and considering developments in industry conditions, operations in the area resumed in mid-2025.

At present, CITA and its subsidiaries are recognized as one of the largest bauxite mining companies in Indonesia and play a strategic role in the development of the national bauxite processing industry. In 2013, CITA, together with China Hongqiao Group Limited Co. from China and other partners, established a joint venture company, PT Well Harvest Winning Alumina Refinery (WHW), to develop a Smelter Grade Alumina (SGA) processing and refining facility in Ketapang, West Kalimantan. The development of this facility represents a strategic step to enhance the value-added of bauxite minerals through the development of the domestic processing industry.

The refining facility commenced operations in 2016 and became the first SGA producer in Indonesia. WHW, which has a production capacity of up to 2 million tons per year, is also recognized as the largest SGA producer in the ASEAN region, supplying SGA products to both domestic and export markets. The establishment of this facility marked a significant transformation for CITA, from a bauxite mining company into part of the national alumina industry value chain.

Identitas Perusahaan [POJK-C.4] [GRI 2-1, 2-6]

Company Identity

Nama Perusahaan Company Name	PT Cita Mineral Investindo Tbk	
Tanggal Pendirian Date of Establishment	27 Juni 1992 June 27, 1992	
Tanggal Pencatatan di Bursa Efek Listed on the Indonesia Stock Exchange (IDX)	20 Maret 2002 March 20, 2002	
Kode Saham Stock Code	CITA	
Modal Dasar Authorized Capital	Rp1.348.000.000.000	
Modal Ditempatkan dan Disetor Issued and Paid-up Capital	Rp396.036.125.000	
Kegiatan Usaha dan Produk Business Activities and Products	Proses penambangan dan pengolahan bauksit untuk menghasilkan Metallurgical Grade Bauxite (MGB) Bauxite mining and processing to produce Metallurgical Grade Bauxite (MGB)	
Negara Beroperasi Country of Operation	Indonesia	
Area Operasional Operational Areas	Kecamatan Air Upas dan Kecamatan Sandai Kabupaten Ketapang, Kalimantan Barat Air Upas District and Sandai District, Ketapang Regency, West Kalimantan	
Jenis Pasar yang Dilayani Type of Market Served	Lokasi: Pasar Dalam Negeri Sektor: Industri Pengolahan Jenis Pelanggan: Industri	Location: Domestic Market Sector: Processing Industry Customer Type: Industrial
Jumlah Karyawan Number of Employees	882 Orang 882 People	

Alamat dan Kontak Perusahaan [POJK-C.2] Company Address and Contact

Alamat Kantor Pusat Head Office Address	Gedung Bank Panin lantai 2 Jl. Jend Sudirman Kav 1 – Senayan Jakarta Pusat 10270, Indonesia	Panin Bank Building, 2nd Floor Jl. Jend. Sudirman Kav. 1 – Senayan Central Jakarta 10270, Indonesia
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Kontak Perusahaan Company Contact	 Telepon Telephone: (021)-7251344  Fax: (021)-72789885  Website: www.citaminerall.com  Email: corsec@citaminerall.com
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Visi, Misi, Nilai-nilai Inti Perusahaan ^[POJK-C.1]

Vision, Mission, and Core Values of the Company



Visi Vision

Menjadi Produsen Bauxit dan Alumina terkemuka di Indonesia.

To become a leading bauxite and alumina producer in Indonesia.



Misi Mission

- ▶ **Mengelola sumber daya bauxit secara optimal.**
To optimally manage bauxite resources.
- ▶ **Menerapkan *good mining practices*.**
To implement good mining practices.
- ▶ **Berkomitmen untuk menerapkan Kebijakan K3LH (Kesehatan, Keselamatan Kerja dan Lingkungan Hidup) yang bertanggung jawab.**
To commit to the implementation of responsible HSE (Health, Safety, and Environment) policies.
- ▶ **Melakukan harmonisasi antara daya dukung lingkungan dan masyarakat setempat.**
To harmonize environmental carrying capacity with local communities.
- ▶ **Meningkatkan nilai bagi pemegang saham.**
To enhance value for shareholders.



Nilai-nilai Perusahaan Corporate Values



HUMILITY



ACHIEVEMENT
ORIENTED



RESPECT
FOR EVERY
INDIVIDUAL



INTEGRITY



TEAMWORK



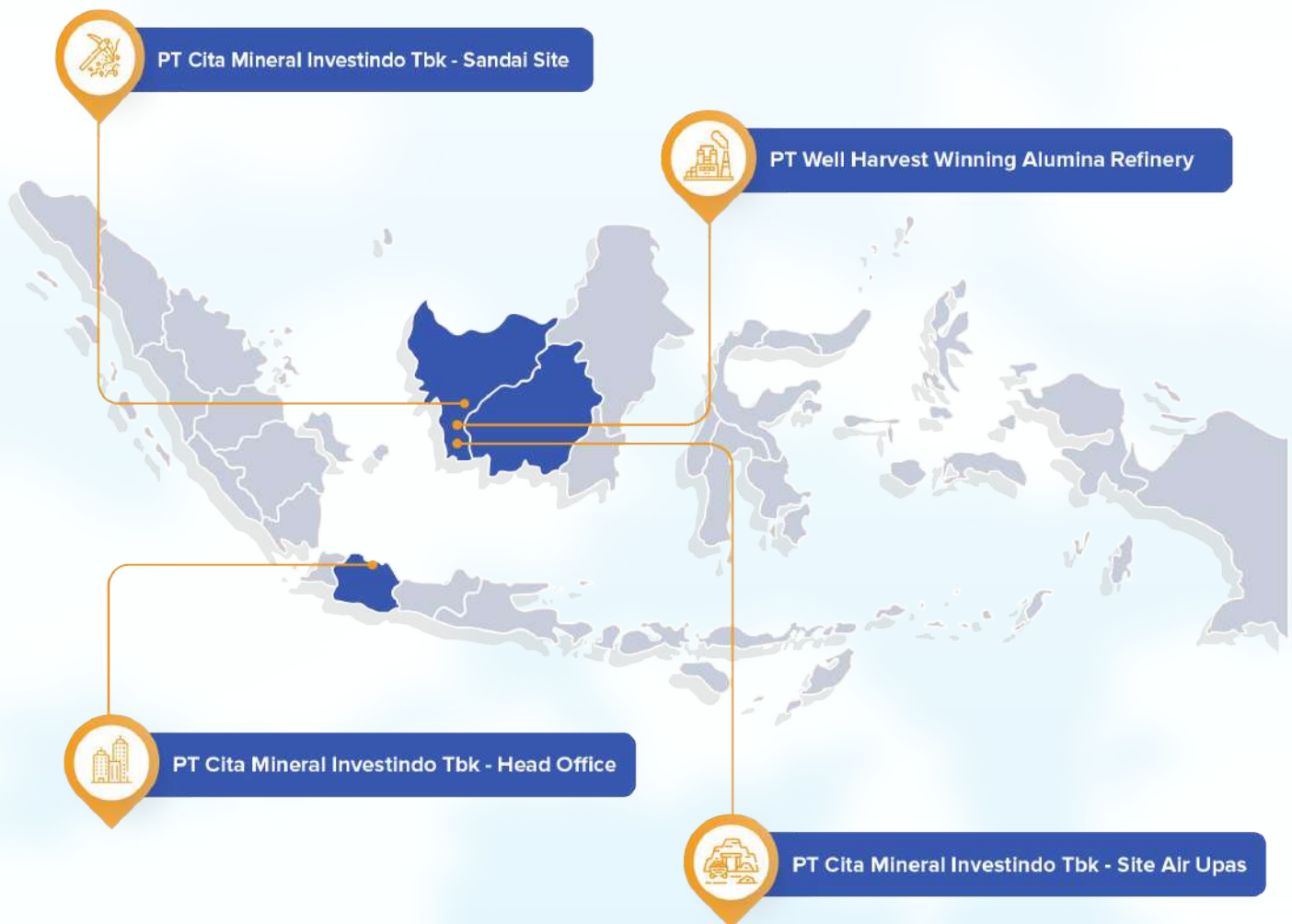
ACCOUNTABILITY

Peta Area Operasional [POJK-C.3D]

Map of Operational Areas

Area utama pertambangan bauksit berlokasi di Kecamatan Air Upas dan Kecamatan Sandai, Kabupaten Ketapang, Kalimantan Barat, dengan kantor pusat di Jakarta. Sementara itu, fasilitas pemurnian SGA yang dioperasikan WHW juga berlokasi di wilayah yang sama, yaitu di Kabupaten Ketapang, dengan kantor pusat Perusahaan berlokasi di Jakarta.

The main bauxite mining areas are located in Air Upas District and Sandai District, Ketapang Regency, West Kalimantan, with the Company's head office in Jakarta. Meanwhile, the SGA refining facility—operated by PT Well Harvest Winning Alumina Refinery (WHW)—is also located in the same region in Ketapang Regency, with its head office based in Jakarta.

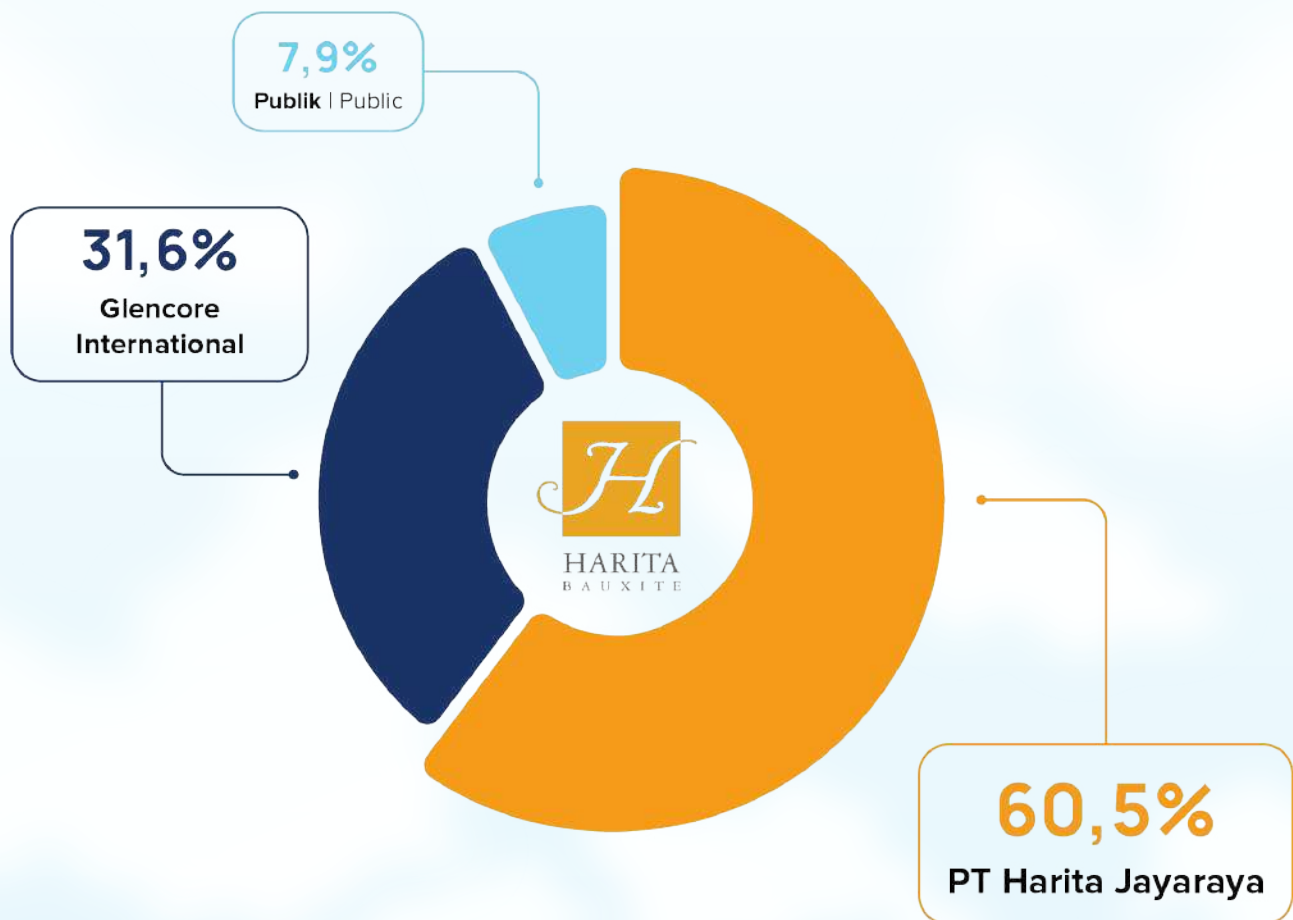


Komposisi Pemegang Saham [POJK-C.3C] [GRI 2-1]

Shareholding Composition

Perusahaan tercatat di Bursa Efek Indonesia sejak 20 Maret 2002 dengan kode saham CITA. Pada tahun 2025 komposisi kepemilikan saham PT Harita Jayaraya sebesar 60,5%, Glencore International Investment Ltd. sebesar 31,6%, dan publik sebesar 7,9%.

The Company has been listed on the Indonesia Stock Exchange since March 20, 2002, under the stock code CITA. As of 2025, the shareholding composition consists of PT Harita Jayaraya at 60.5%, Glencore International Investment Ltd. at 31.6%, and public shareholders at 7.9%.



Selain itu, CITA juga memegang kepemilikan saham perusahaan sebesar 30% di PT Well Harvest Winning (WHW) Alumina Refinery. Sebagai informasi tambahan, struktur korporasi serta data keuangan yang mencakup konsolidasi data CITA dan segenap entitas anak tidak langsung bisa dilihat di Laporan Tahunan CITA 2025.

In addition, CITA holds a 30% ownership interest in PT Well Harvest Winning (WHW) Alumina Refinery. For further information, the corporate structure as well as financial data, including the consolidated data of CITA and its indirect subsidiaries, can be found in the CITA 2025 Annual Report.

Rantai Nilai

Value Chain

Selain mengoperasikan pertambangan, melalui kemitraannya dengan WHW, CITA telah mengembangkan model bisnis yang semakin berkesinambungan. Ekspansi rantai nilai ini tidak hanya memperkuat posisi CITA dalam industri bauksit dan alumina, tetapi juga menciptakan nilai ekonomi dan sosial melalui penciptaan lapangan kerja, peningkatan kompetensi tenaga kerja lokal, kontribusi fiskal bagi pemerintah, serta membawa manfaat jangka panjang bagi masyarakat.^[GRI 2-6, 3-3, 203-2, 14.9.4]

In addition to operating mining activities, through its partnership with WHW, CITA has developed an increasingly sustainable business model. This expansion of the value chain not only strengthens CITA's position in the bauxite and alumina industry, but also creates economic and social value through job creation, enhancement of local workforce competencies, fiscal contributions to the government, and the delivery of long-term benefits to communities.^[GRI 2-6, 3-3, 203-2, 14.9.4]

UP-STREAM BUSINESS



Penambangan: Bijih Bauksit

Mining: Bauxite Ore

Bauksit adalah batuan sedimen yang mengandung aluminium serta mineral lain seperti silika. Bauksit kemudian dicuci, dikeringkan, dan dicampur untuk menghasilkan Metallurgical Grade Bauxite (MGB). MGB mengandung sekitar 45-53% aluminium.

Bauxite is a sedimentary rock containing aluminum as well as other minerals such as silica. The bauxite is then washed, dried, and blended to produce Metallurgical Grade Bauxite (MGB). MGB contains approximately 45–53% aluminum.

PT. Cita Mineral Investindo Tbk dan entitas anak

PT Cita Mineral Investindo Tbk and its subsidiaries

MID-STREAM BUSINESS



Pemurnian: Alumina

Refining: Alumina

SGA (alumina) berbentuk bubuk putih dengan kandungan aluminium yang tinggi. SGA adalah material utama untuk memproduksi Aluminium MGB yang telah melewati proses bayer akan menghasilkan SGA (Smelter Grade Alumina) dengan kandungan aluminium yang jauh lebih tinggi, yakni 98,5% ke atas. SGA inilah yang kemudian dipakai sebagai bahan baku utama untuk membuat aluminium.

SGA (alumina) is a white powder with a high aluminum content. SGA is the primary material used to produce aluminum. MGB that has undergone the Bayer process produces Smelter Grade Alumina (SGA) with a significantly higher aluminum content, typically above 98.5%. This SGA is then used as the main raw material for aluminum production.

PT. Well Harvest Winning Alumina Refinery

DOWN-STREAM



Peleburan: Aluminium

Smelting: Aluminum

Pada tahap hilir alumina diproses untuk menghasilkan aluminium untuk menjadi bahan baku utama bagi berbagai industri manufaktur untuk menghasilkan:

- Aluminium ingot/billet/slab/alloy
- Produk setengah jadi: lembaran (*sheet*), batang (*rod*), profil ekstrusi
- Produk hilir: komponen otomotif, konstruksi, kabel listrik, kemasan, hingga komponen energi terbarukan

At the downstream stage, alumina is processed to produce aluminum, which serves as a key raw material for various manufacturing industries to produce:

- Aluminum ingots/billets/slabs/alloys
- Semi-finished products: sheets, rods, extrusion profiles
- Downstream products: automotive components, construction materials, electrical cables, packaging, and renewable energy components

Catatan: Tahapan downstream tidak termasuk dalam lingkup CITA dan disajikan hanya untuk memberikan gambaran rantai nilai bauksit.

Note: Downstream stages are not within CITA's scope and are presented solely to provide an overview of the bauxite value chain.



Keterlibatan Pemasok dalam Rantai Nilai [POJK-B.1E][GRI 204-1, 14.9.5] Supplier Engagement in the Value Chain

CITA mengedepankan kemitraan dengan pemasok lokal sebagai bagian dari upaya memperkuat rantai pasok serta mendorong pertumbuhan ekonomi daerah. Pada tahun 2025, CITA bekerja sama dengan 28 pemasok lokal dengan nilai pengadaan sebesar Rp170,71 miliar atau sekitar 71% dari total pengadaan tahun berjalan.

Seluruh proses pengadaan diawali dengan seleksi pemasok yang mengacu pada Kebijakan Seleksi dan Peningkatan Kemampuan Pemasok untuk memastikan proses yang kompetitif, transparan, adil, dan akuntabel. Pada tahap ini, pemasok harus memenuhi persyaratan legalitas, keahlian, kemampuan teknis, serta integritas yang tinggi.

Selanjutnya, pemasok terpilih akan melalui proses evaluasi kinerja secara berkala, yang dilakukan untuk menilai kesesuaian kualitas barang dan jasa terhadap standar yang ditetapkan Perusahaan serta memastikan pemenuhan persyaratan layanan.

Hasil evaluasi tersebut akan menjadi dasar dalam upaya peningkatan kapasitas pemasok, sehingga CITA dapat terus mendorong perbaikan kinerja dan memperkuat hubungan kemitraan jangka panjang dengan para pemasok.

Informasi lebih lanjut terkait kebijakan ini tersedia di situs resmi CITA <https://citamineral.com/policies>.

CITA prioritizes partnerships with local suppliers as part of its efforts to strengthen the supply chain and support regional economic development. In 2025, the Company collaborated with 28 local suppliers, with a total procurement value of IDR 170.71 billion, representing approximately 71% of total procurement during the reporting year.

All procurement activities begin with a structured supplier selection process guided by the Selection and Capacity Development Policy for Suppliers or Vendors, ensuring that procurement practices are competitive, transparent, fair, and accountable. At this stage, suppliers are required to meet strict criteria, including legal compliance, technical expertise, operational capability, and high integrity standards.

Selected suppliers subsequently undergo periodic performance evaluations to assess the quality of goods and services against the Company's established standards and to ensure compliance with service requirements.

The results of these evaluations serve as the basis for supplier capacity development initiatives, enabling CITA to continuously improve supplier performance and strengthen long-term, collaborative partnerships.

Further information regarding this policy is available on CITA's official website <https://citamineral.com/policies>.

Kinerja Bisnis & Kontribusi Ekonomi

Business Performance & Economic Contribution

Kinerja Bisnis [POJK-B.1A, B.1B, B.1C, F.2]

CITA mengelola kinerja ekonomi dan operasional dengan fokus pada peningkatan efisiensi, keberlanjutan rantai pasok, serta kepatuhan terhadap kebijakan hilirisasi mineral aluminium nasional. Pendekatan ini semakin diperkuat di 2025 dan menjadi landasan bagi perusahaan dalam menjaga kesinambungan usaha, meningkatkan nilai tambah bauksit, dan memperkuat ketahanan bisnis di tengah dinamika industri aluminium.

Sebagai bagian dari ekosistem hilirisasi mineral di Indonesia, perusahaan berfokus pada optimalisasi produksi, penguatan kemitraan dengan PT Well Harvest Winning Alumina Refinery (WHW), serta peningkatan

Business Performance [POJK-B.1A, B.1B, B.1C, F.2]

CITA manages its economic and operational performance with a focus on improving efficiency, supply chain sustainability, and compliance with the national aluminum mineral downstream policy. This approach was further strengthened in 2025 and serves as a foundation for the Company to maintain business continuity, enhance the value-added of bauxite, and strengthen business resilience amid the dynamics of the aluminum industry.

As part of Indonesia's mineral downstream ecosystem, the Company focuses on optimizing production, strengthening its partnership with PT Well Harvest Winning Alumina Refinery (WHW), and improving the effectiveness

efektivitas pengelolaan operasional guna mendukung pasokan bahan baku alumina secara berkelanjutan.

Pada tahun 2025, target produksi MGB ditetapkan sebesar 6,74 juta WMT, dengan realisasi mencapai 4,70 juta WMT atau 69,74% dari target. Kinerja produksi terutama ditopang oleh *Site Air Upas* yang mencapai 4,47 juta WMT atau 94,95% dari target, sementara realisasi produksi di *Site Sandai* tercatat sebesar 227.858 WMT atau 11,25% dari target. Belum tercapainya target produksi secara keseluruhan terutama dipengaruhi oleh belum optimalnya penyerapan hasil produksi karena jumlah pabrik pemurnian alumina yang telah beroperasi masih terbatas. Kondisi ini menyebabkan produksi di *Site Sandai* belum dapat dimaksimalkan. Hingga saat ini, sebagian besar hasil produksi Perusahaan disalurkan ke WHW.

Meskipun output produksi lebih rendah, Perusahaan membukukan nilai penjualan sebesar Rp2.687,16 miliar, meningkat 12,6% dibandingkan tahun 2024. Penjualan bersih tahun 2025 meningkat seiring kenaikan volume penjualan dari 3,65 juta DMT pada 2024 menjadi 3,82 juta DMT. Harga dasar MGB relatif stabil di USD38 per DMT, lebih tinggi dibandingkan awal 2024 di kisaran USD36–USD37 per DMT, serta didukung oleh nilai tukar yang lebih tinggi sepanjang 2025.

Perusahaan mencatat laba bersih sebesar Rp2.399,06 miliar pada 2025, turun 3,6% dibandingkan 2024, terutama akibat menurunnya bagian laba bersih entitas asosiasi seiring normalisasi harga jual alumina setelah sebelumnya meningkat karena gejolak politik global. Dampak tersebut sebagian diredam oleh peningkatan margin seiring kenaikan penjualan serta penurunan beban administrasi.

Perusahaan secara berkala memantau kinerja keuangan melalui evaluasi pendapatan, struktur aset dan liabilitas, serta capaian produksi. Upaya peningkatan kinerja dilakukan melalui efisiensi biaya, penguatan koordinasi rantai pasok, serta penajakan peluang kerja sama penjualan dan hilirisasi lanjutan untuk mendukung keberlanjutan usaha jangka panjang.

of operational management to support a sustainable supply of alumina raw materials.

In 2025, the MGB production target was set at 6.74 million WMT, with actual realization reaching 4.70 million WMT or 69.74% of the target. Production performance was primarily supported by the Air Upas site, which reached 4.47 million WMT or 94.95% of its target, while production realization at the Sandai site was recorded at 227,858 WMT or 11.25% of its target. The overall production target was not fully achieved mainly due to the not yet optimal absorption of production output, as the number of operating alumina refining plants remains limited. This condition has resulted in production at the Sandai site not being maximized. To date, the majority of the Company's production has been supplied to WHW.

Despite lower production output, the Company recorded sales of Rp2,687.16 billion, an increase of 12.6% compared to 2024. Net sales in 2025 rose in line with the increase in sales volume from 3.65 million DMT in 2024 to 3.82 million DMT. The base price of MGB remained relatively stable at USD38 per DMT, higher than the early 2024 range of USD36–USD37 per DMT, and was further supported by a stronger exchange rate throughout 2025.

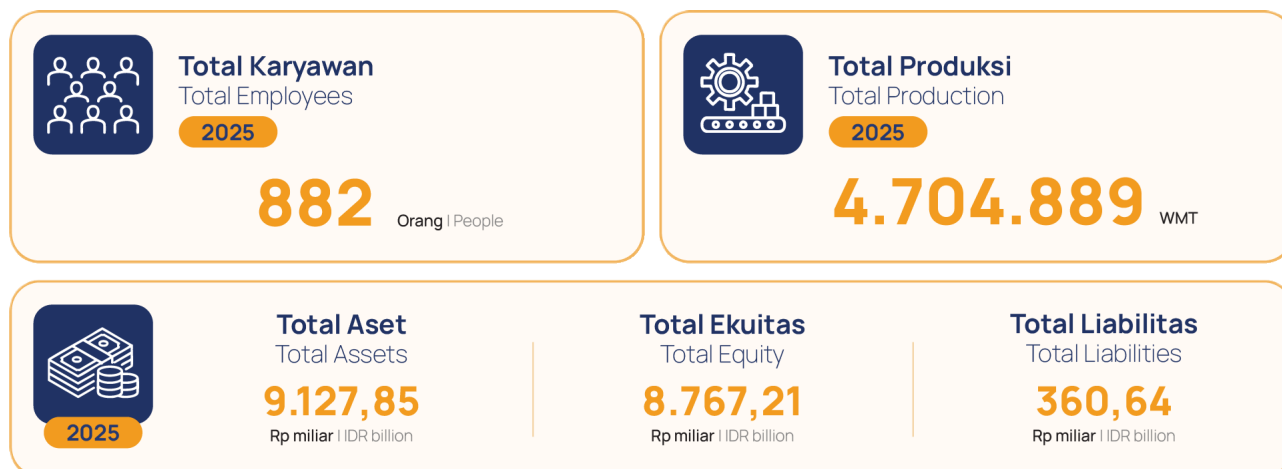
In 2025, the Company reported net profit of IDR 2,399.06 billion, down 3.6% compared to 2024, primarily due to lower earnings contributions from associates as alumina prices normalized following the earlier increase driven by global geopolitical tensions. This decline was partly mitigated by margin expansion supported by higher sales and lower administrative expenses.

The Company periodically monitors its financial performance through the evaluation of revenue, asset and liability structure, as well as production achievements. Efforts to improve performance are carried out through cost efficiency measures, strengthened supply chain coordination, and the exploration of sales collaboration and further downstreaming opportunities to support long-term business sustainability.



Skala Ekonomi PT Cita Mineral Investindo Tbk [POJK-C.3A][GRI 2-1, 2-7]

Economic Scale of PT Cita Mineral Investindo Tbk



Rincian informasi terkait skala ekonomi CITA dapat dilihat pada halaman 147.

Detailed information regarding CITA's economic scale can be found on page 147.



Kontribusi Ekonomi [GRI 3-3, 14.9.1]

Kontribusi ekonomi merupakan nilai ekonomi yang telah dihasilkan dan didistribusikan oleh perusahaan. Selama tahun 2025, Perusahaan mendistribusikan nilai ekonomi sebesar Rp3.863,67 miliar kepada para pemangku kepentingan. Nilai tersebut terutama disalurkan melalui beban usaha, pembayaran kepada pemegang saham, kontribusi kepada pemerintah, gaji dan tunjangan karyawan, serta investasi untuk komunitas. Kontribusi ekonomi ini mencerminkan peran Perusahaan dalam mendukung perekonomian lokal dan nasional. Sepanjang tahun pelaporan 2025, CITA tidak menerima dukungan finansial dari pemerintah dalam bentuk subsidi, insentif, atau bantuan lainnya. Ke depan, CITA berkomitmen untuk terus meningkatkan kontribusi ekonomi untuk mendukung pertumbuhan ekonomi jangka panjang dan berkelanjutan.

[GRI 201-4, 14.23.3]

Selain itu, pada tahun 2025, Perusahaan mengalokasikan dana sebesar Rp8,64 miliar untuk program CSR dan pengembangan masyarakat. Pemanfaatan dana tersebut dipantau dan ditinjau secara berkala melalui mekanisme evaluasi internal guna memastikan pelaksanaan program berjalan efektif.

Economic Contribution [GRI 3-3, 14.9.1]

Economic contribution represents the economic value generated and distributed by the Company. In 2025, the Company distributed economic value amounting to IDR 3,863.67 billion to its stakeholders. This value was primarily distributed through operating expenses, payments to shareholders, contributions to the government, employee salaries and benefits, as well as investments in community development. This economic contribution reflects the Company's role in supporting both local and national economies. Throughout the 2025 reporting year, CITA did not receive any financial assistance from the government in the form of subsidies, incentives, or other support. Going forward, CITA remains committed to continuously enhancing its economic contribution to support long-term and sustainable economic growth.

[GRI 201-4, 14.23.3]

In addition, in 2025, the Company allocated IDR 8.64 billion for CSR and community development programs. The utilization of these funds is monitored and reviewed periodically through internal evaluation mechanisms to ensure the effective implementation of the programs.

Kontribusi Ekonomi dan Nilai Ekonomi yang Dihasilkan (Rp miliar) [POJK-F.3] [GRI 201-1, 14.9.2., 14.23.2]

Economic Contribution and Economic Value Generated 2025 (IDR billion) [POJK-F.3] [GRI 201-1, 14.9.2., 14.23.2]

Kontribusi Ekonomi dan Nilai Ekonomi yang Dihasilkan (Rp miliar)

Economic Contribution and Economic Value Generated (IDR billion)

 NILAI EKONOMI LANGSUNG DIHASILKAN (A) DIRECT ECONOMIC VALUE GENERATED (A)		4.118,21
Pendapatan Revenue		2.687,17
Dividen dari entitas asosiasi Dividends from associates		1.344,08
Pendapatan bunga Interest income		64,62
Lainnya Others		22,34
 NILAI EKONOMI TERDISTRIBUSI (B) ECONOMIC VALUE DISTRIBUTED (B)		3.863,67
Biaya operasional Operating Cost		1.870,00
Dividen kepada Pemegang Saham Dividend to Capital Shareholder		1.299,00
Investasi untuk komunitas Investment in communities		8,64
Gaji dan tunjangan karyawan Employee wage and benefit		181,50
Pengeluaran kepada Pemerintah Contribution to Government		504,53
 NILAI EKONOMI LANGSUNG DITAHAN (A-B) DIRECT ECONOMIC VALUE RETAINED (A-B)		254,54

Rincian informasi terkait kontribusi ekonomi dan nilai ekonomi yang dihasilkan CITA dapat dilihat pada halaman 147. Informasi lebih lengkap mengenai kondisi keuangan dapat ditemukan dalam Laporan Keuangan Tahunan 2025.

Detailed information regarding CITA's economic contribution and economic value generated can be found on page 147. More comprehensive information on the Company's financial condition is available in the 2025 Annual Financial Statements.

Keanggotaan [POJK-C.5] [GRI 2-28] Membership



Tahun 2025, CITA resmi menjadi anggota Asosiasi Bauksit Indonesia (ABI). Asosiasi dibentuk 14 Oktober 2024, sebagai wadah bagi pelaku industri bauksit nasional untuk bersinergi dan mendorong pengembangan sektor pertambangan yang kompetitif dan berkelanjutan, baik di tingkat nasional maupun global.

In 2025, CITA officially became a member of the Indonesian Bauxite Association (ABI). The association was established on October 14, 2024, as a platform for national bauxite industry players to collaborate and promote the development of a competitive and sustainable mining sector, both at the national and global levels.

Penghargaan Awards

Selama 2025 CITA mencatatkan sejumlah penghargaan:
Throughout 2025, CITA received several awards:

Bisnis Indonesia Awards 2025



Kategori Logam & Mineral, Aset < 10 Triliun, dari Bisnis Indonesia
Metals & Minerals Category, Assets < IDR 10 trillion, from Bisnis Indonesia

CSR & PDB Awards 2025, GOLD



Kolaborasi Peremajaan Sawit Rakyat, dari Kementerian Desa & ISSF
Smallholder Palm Oil Replanting Collaboration, from the Ministry of Villages & ISSF

BISRA 2025



Kolaborasi Pertumbuhan Ekonomi melalui Kegiatan Peremajaan Sawit Masyarakat, dari Bisnis Indonesia
Economic Growth Collaboration through Community Palm Oil Replanting Programs, from Bisnis Indonesia

Penghargaan Nihil Kecelakaan Kerja 2025



Dari Gubernur Kalimantan Barat untuk CMI Site Air Upas
From the Governor of West Kalimantan for CMI Site Air Upas

Penghargaan Pencegahan HIV & AIDS 2025



Dari Gubernur Kalimantan Barat untuk CMI Site Air Upas
From the Governor of West Kalimantan for CMI Site Air Upas

Penghargaan Nihil Kecelakaan Kerja 2025



Dari Gubernur Kalimantan Barat untuk CMI Site Sandai
From the Governor of West Kalimantan for CMI Site Sandai

02



Manajemen Keberlanjutan

Sustainability Management



Pendekatan Keberlanjutan [POJK-A.1]

Sustainability Approach

CITA mengintegrasikan keberlanjutan ke dalam strategi bisnis, pengambilan keputusan, dan operasional untuk menciptakan nilai jangka panjang. Pendekatan ini mendukung pertumbuhan usaha yang selaras dengan perlindungan lingkungan, penguatan masyarakat, dan tata kelola yang bertanggung jawab bagi pemangku kepentingan.

CITA integrates sustainability into its business strategy, decision making, and operations to create long term value. This approach supports business growth that aligns with environmental protection, community empowerment, and responsible governance for stakeholders.

Komitmen Keberlanjutan [POJK-A.1] [GRI 2-23, 2-24]

Sustainability Commitment

Komitmen keberlanjutan CITA diwujudkan melalui penetapan kerangka dan target keberlanjutan yang menjadi acuan dalam mengintegrasikan aspek lingkungan, sosial, dan tata kelola ke dalam strategi, pengambilan keputusan bisnis, serta operasional Perusahaan. Penetapan dan pengawasan atas arah keberlanjutan tersebut dilakukan oleh manajemen, serta dikomunikasikan kepada seluruh unit kerja dan pemangku kepentingan terkait.

CITA's sustainability commitment is reflected through the establishment of a sustainability framework and targets that guide the integration of environmental, social, and governance aspects into the Company's strategy, business decision making, and operations. The determination and oversight of this sustainability direction are carried out by management and communicated to all work units and relevant stakeholders.



Cakupan Komitmen Keberlanjutan tersebut termasuk:

The scope of this sustainability commitment includes:

01

Operasi Pertambangan yang Bertanggung Jawab

Responsible Mining Operations

Menerapkan Good Mining Practice, pengelolaan lingkungan yang patuh regulasi, serta pengendalian risiko keselamatan dan kesehatan kerja.

Implementing Good Mining Practices, Environmental management in compliance with regulations, and controlling occupational health and safety risks.

02

Perlindungan Lingkungan dan Efisiensi Sumber Daya

Environmental Protection and Resource Efficiency

Mengelola air, energi, limbah, dan residu bauksit secara berkelanjutan, termasuk penerapan prinsip sirkular, pengurangan emisi, dan pemanfaatan energi terbarukan.

Managing water, energy, waste, and bauxite residue sustainably, including applying circular principles, reducing emissions, and utilizing renewable energy.

03

Keselamatan, Kesehatan, dan Pengembangan SDM

Occupational Health, Safety, and Human Resource Development

Menjamin lingkungan kerja yang aman dan sehat, serta meningkatkan kapasitas dan kesejahteraan karyawan dan kontraktor secara berkelanjutan.

Ensuring a safe and healthy work environment, while enhancing the capacity and well-being of employees and contractors sustainably.

04

Pemberdayaan dan Keterlibatan Masyarakat

Community Empowerment and Engagement

Mengelola dampak sosial melalui program TJSL yang partisipatif, berbasis kebutuhan lokal, serta selaras dengan nilai dan kearifan lokal guna mendorong kemandirian masyarakat.

Managing social impacts through participatory CSR programs, based on local needs, aligned with local values and wisdom, to encourage community independence.

05

Tata Kelola yang Transparan dan Berintegritas

Transparent and Integrity-based Governance

Menjunjung prinsip Good Corporate Governance (GCG), pencegahan korupsi, penghormatan HAM, serta mekanisme pengaduan dan pengelolaan risiko yang akuntabel.

Upholding Good Corporate Governance (GCG) principles, anti-corruption efforts, human rights respect, and accountable grievance mechanisms and risk management.

06

Nilai Jangka Panjang bagi Pemangku Kepentingan

Long-term Value for Stakeholders

Menciptakan nilai ekonomi, sosial, dan lingkungan yang berkelanjutan bagi pemegang saham, karyawan, pemerintah, dan masyarakat sekitar.

Creating sustainable economic, social, and environmental value for shareholders, employees, the government, and surrounding communities.

Arah dan Strategi Keberlanjutan [POJK-A.1][GRI 2-22, 2-23, 2-24]

Sustainability Direction and Strategy

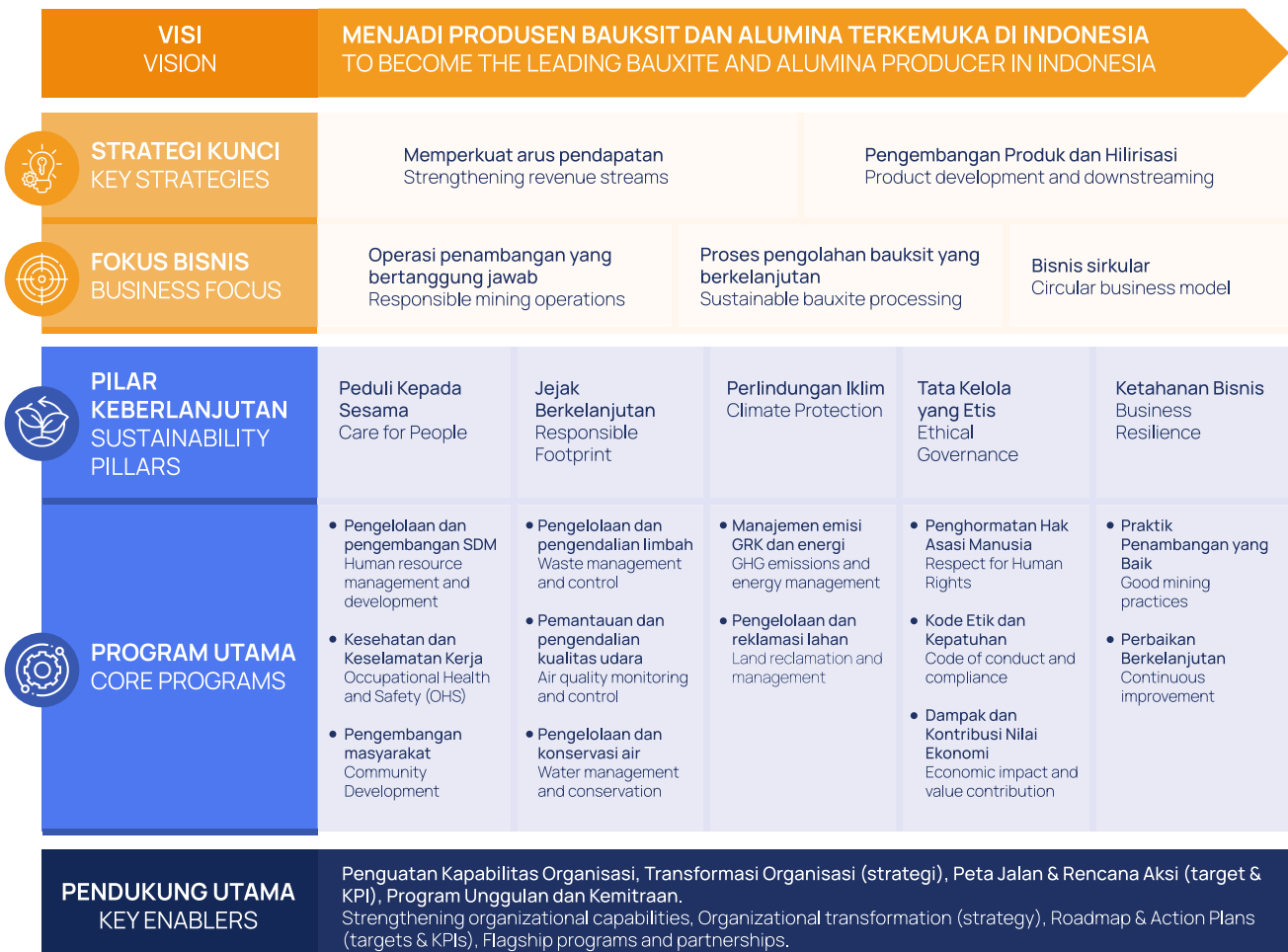


Sejak 2022, CITA menerapkan kerangka keberlanjutan yang terdiri dari lima pilar—Care for People, Responsible Footprint, Climate Resilience, Ethical Governance, dan Business Resilience. Lima pilar tersebut diimplementasikan melalui peta jalan keberlanjutan dengan tiga sasaran strategis: Transformation, Value Creation, dan Leading Innovation. Ke depan, Perusahaan berkomitmen menjalankan operasi yang adaptif terhadap tantangan global melalui penguatan kebijakan, prosedur, dan evaluasi berkala untuk memastikan strategi keberlanjutan tetap efektif dan relevan.

Since 2022, CITA has implemented a sustainability framework consisting of five pillars—Care for People, Responsible Footprint, Climate Resilience, Ethical Governance, and Business Resilience—executed through a sustainability roadmap with three strategic objectives: Transformation, Value Creation, and Leading Innovation. Moving forward, the Company is committed to conducting operations that are adaptive to global challenges through the strengthening of policies, procedures, and regular evaluations to ensure that the sustainability strategy remains effective and relevant.



Kerangka Kerja Keberlanjutan Sustainability Framework



Topik material [GRI 3-1, 3-2]

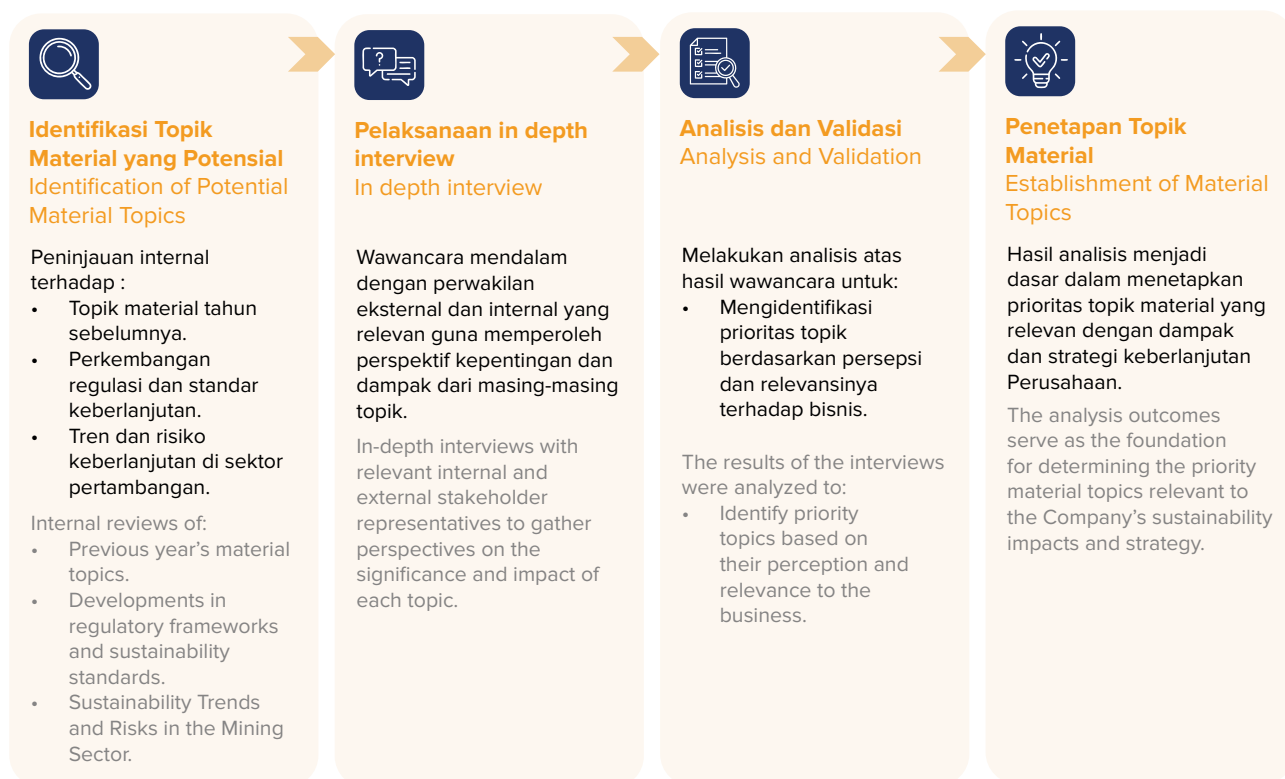
Material Topics

CITA mengidentifikasi topik material untuk menetapkan prioritas pengelolaan keberlanjutan yang paling relevan bagi bisnis dan pemangku kepentingan, sekaligus memastikan strategi, program, serta pengungkapan kinerja difokuskan pada isu-isu yang paling berdampak. Proses penilaian topik material telah dilakukan pada 2024 melalui wawancara mendalam (*in-depth interview*) dengan perwakilan pemangku kepentingan internal dan eksternal yaitu karyawan lintas divisi, pemerintah, masyarakat, kontraktor, dan pelanggan. Pemangku kepentingan dipilih berdasarkan keterkaitan serta signifikansinya terhadap kegiatan usaha.

CITA identifies material topics to prioritize sustainability management issues that are most relevant to the business and stakeholders, ensuring that strategies, programs, and performance disclosures are focused on the most impactful issues. The material topic assessment process was conducted in 2024 through in-depth interviews with representatives of both internal and external stakeholders, including employees from various divisions, government, communities, contractors, and customers. Stakeholders were selected based on their relevance and significance to the business activities.

Proses Penentuan Topik Material

Material Topics Formation Process



Pada 2025, Perusahaan melakukan tinjauan internal atas topik-topik material dengan mempertimbangkan perkembangan regulasi dan tren keberlanjutan di sektor pertambangan, serta dinamika risiko dan prioritas operasional. Secara umum, topik yang telah ditetapkan tetap relevan, namun dilakukan penyesuaian untuk menjaga ketepatan fokus. Hasil peninjauan ini menetapkan tujuh topik material keberlanjutan sebagai prioritas Perusahaan. Masukan dari pemangku kepentingan digunakan sebagai pertimbangan dalam penentuan topik material, perbaikan program pemberdayaan masyarakat, serta penguatan kebijakan keberlanjutan perusahaan.

In 2025, the Company conducted an internal review of material topics, considering developments in regulations, sustainability trends in the mining sector, and the dynamics of risks and operational priorities. Generally, the established topics remain relevant, though adjustments were made to ensure the focus stays accurate. The review results established seven sustainability material topics as the Company's priorities. Input from stakeholders was considered in determining material topics, improving community empowerment programs, and strengthening the company's sustainability policies.

Topik Material Material Topics	Mengapa topik material ini penting Why this material topics important	Isu-isu Utama Main issue	Pengelolaan topik material Management of Material Topics
Keselamatan dan Kesehatan Kerja Occupational Health and Safety	Kegiatan pertambangan melibatkan penggunaan alat berat, dan aktivitas operasional yang intensif, sehingga Perusahaan melakukan Penerapan dan pengelolaan K3 secara ketat untuk melindungi pekerja, dan meminimalkan potensi gangguan operasional. Perusahaan berkomitmen terhadap perlindungan tenaga kerja, kepatuhan regulasi, serta praktik bisnis berkelanjutan perusahaan. Mining activities involve the use of heavy equipment and intensive operational activities, which is why the Company implements and manages OHS practices rigorously to protect workers and minimize potential operational disruptions. The Company is committed to workforce protection, regulatory compliance, and sustainable business practices.	Pengelolaan Sistem Manajemen K3 melalui: Management of the OHS system includes: • Penerapan standar kepatuhan K3 • Implementation of OHS compliance standards • Identifikasi dan mitigasi risiko K3 • Identification and mitigation of OHS risks • Penyediaan fasilitas dan APD yang memadai • Provision of adequate facilities and PPE • Peningkatan kapasitas dan kompetensi pekerja dan organisasi • Capacity building and competency development for workers and the organization • Pemantauan dan pelaporan insiden • Monitoring and reporting of incidents	Pengelolaan pada topik material ini dapat dilihat pada halaman 92. Management of this material topic can be found on page 92.
Pengelolaan Lingkungan Environmental Management	Pengelolaan lingkungan penting untuk mengendalikan dampak operasional tambang terhadap air, udara, dan tanah, memastikan kepatuhan regulasi, serta menjaga keseimbangan antara produktivitas dan kelestarian lingkungan. Environmental management is crucial for controlling the operational impacts of mining on water, air, and land, ensuring regulatory compliance, and maintaining a balance between productivity and environmental sustainability.	• Pengelolaan dan pengendalian limbah, air, efluen serta udara • Management and control of waste, water, effluents, and air • Manajemen emisi karbon dan energi • Carbon and energy emissions management	Pengelolaan pada topik material ini dapat dilihat pada halaman 55. Management of this material topic can be found on page 55.
Reklamasi Pascatambang Post-mining reclamation	Reklamasi pascatambang penting untuk memulihkan fungsi ekologis dan sosial dari area tambang agar dapat dimanfaatkan kembali secara aman tanpa menimbulkan dampak jangka panjang. Environmental management is crucial for controlling the operational impacts of mining on water, air, and land, ensuring regulatory compliance, and maintaining a balance between productivity and environmental sustainability.	• Perencanaan, implementasi, pemantauan dan pelaporan Reklamasi • Planning, implementation, monitoring, and reporting of reclamation	Pengelolaan pada topik material ini dapat dilihat pada halaman 49. Management of this material topic can be found on page 49.
Pemberdayaan Masyarakat Community Empowerment	Pemberdayaan masyarakat penting untuk meningkatkan kesejahteraan sosial ekonomi, membangun hubungan yang harmonis, dan mendukung keberlanjutan sosial jangka panjang. Community empowerment is crucial for enhancing socio-economic welfare, building harmonious relationships, and supporting long-term social sustainability.	• Pelaksanaan program berbasis kebutuhan dan potensi daerah • Implementation of programs based on regional needs and potential • Penguatan komunikasi, kemitraan dan pelibatan pemangku kepentingan • Strengthening communication, partnerships, and stakeholder engagement • Pengukuran dan evaluasi dampak program • Measuring and evaluating program impact • Pengelolaan mekanisme pengaduan masyarakat • Management of community grievance mechanisms	Pengelolaan pada topik material ini dapat dilihat pada halaman 109. Management of this material topic can be found on page 109.

Topik Material Material Topics	Mengapa topik material ini penting Why this material topics important	Isu-isu Utama Main issue	Pengelolaan topik material Management of Material Topics
Pengelolaan Sumber Daya Manusia Human Resource Management	Pengelolaan sumber daya manusia penting untuk memastikan kompetensi, keselamatan, kesejahteraan, dan integritas pekerja yang berdampak pada produktivitas dan keberlangsungan operasional. Human resource management is crucial for ensuring the competence, safety, well-being, and integrity of workers, which impacts productivity and operational continuity	• Ketenagakerjaan & Pengelolaan SDM • Labor & HR management • Penghormatan Hak Asasi Manusia • Respect for human rights • Pengelolaan mekanisme pengaduan karyawan • Management of employee grievance mechanism	Pengelolaan pada topik material ini dapat dilihat pada halaman 73. Management of this material topic can be found on page 73.
Kontribusi Ekonomi Economic Contribution	Kontribusi ekonomi mencerminkan wujud tanggung jawab Perusahaan dalam menciptakan nilai tambah bagi pemangku kepentingan dan wilayah operasional melalui kinerja usaha, penciptaan lapangan kerja, kontribusi fiskal kepada negara, dan mendorong pertumbuhan ekonomi lokal secara nyata. Economic contribution reflects the Company's responsibility in creating added value for stakeholders and the surrounding operational areas through business performance, job creation, fiscal contributions to the government, and promoting local economic growth.	• Nilai ekonomi yang dihasilkan dan didistribusikan • Economic value generated and distributed • Pengelolaan rantai pasok • Supply chain management	Pengelolaan pada topik material ini dapat dilihat pada halaman 25. Management of this material topic can be found on page 25.
Etika Bisnis dan Kepatuhan Business Ethics and Compliance	Penerapan etika bisnis dan kepatuhan yang kuat memastikan praktik usaha yang transparan, akuntabel, dan sesuai regulasi. Penguatan budaya integritas dan sistem kepatuhan menjadi instrumen utama dalam mengelola risiko hukum dan reputasi serta menjaga keberlanjutan Perusahaan. The implementation of strong business ethics and compliance ensures transparent, accountable, and regulation-compliant business practices. Strengthening a culture of integrity and the compliance system is a key instrument in managing legal and reputational risks while maintaining the Company's sustainability.	• Penerapan kode etik dan pakta integritas • Implementation of the code of conduct and integrity pact • Kebijakan antikorupsi dan anti-penyuapan • Anti-corruption and anti-bribery policies • Kepatuhan pada regulasi • Compliance with regulations	Pengelolaan pada topik material ini dapat dilihat pada halaman 139. Management of this material topic can be found on page 139.



Capaian Target Keberlanjutan dan Kontribusi terhadap TPB

Sustainability Target Achievements and Contribution to the SDGs

Sebagai bagian dari komitmen dalam mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB) di Indonesia, CITA menjalankan berbagai fokus inisiatif keberlanjutan yang sejalan dengan TPB dengan memperhatikan dampak dari kegiatan operasional Perusahaan. Keselarasan ini memastikan bahwa pengelolaan dampak dan upaya keberlanjutan CITA turut memberikan manfaat bagi sosial dan lingkungan, sekaligus mendukung kinerja jangka panjang Perusahaan.

As part of its commitment to supporting the achievement of the Sustainable Development Goals (SDGs) in Indonesia, CITA implements various sustainability initiatives that align with the SDGs, considering the impact of the Company's operational activities. This alignment ensures that CITA's impact management and sustainability efforts contribute to social and environmental benefits, while also supporting the Company's long-term performance.

Berikut adalah target keberlanjutan yang dipetakan sesuai topik material CITA dan turut berkontribusi pada 9 Tujuan Pembangunan Berkelanjutan (TPB).

Below are the sustainability targets mapped according to CITA's material topics, which also contribute to 9 Sustainable Development Goals (SDGs).



KESELAMATAN DAN KESEHATAN KERJA OCCUPATIONAL HEALTH AND SAFETY

Target 2030	Target 2025	Pencapaian 2025 2025 Achieve	Menuju 2030 Towards 2030	TPB
Nol angka fatalitas. Zero fatalities.	Nol angka fatalitas. Zero fatalities.	ACHIEVED Nol angka fatalitas dan kecelakaan berat karyawan. Zero fatalities and serious accidents.	MAINTAINED	3 KEHIDUPAN SEHAT DAN SEJAHTERA



PENGELOLAAN LINGKUNGAN ENVIRONMENTAL MANAGEMENT

Target 2030	Target 2025	Pencapaian 2025 2025 Achieve	Menuju 2030 Towards 2030	TPB
Memastikan kualitas udara ambien memenuhi baku mutu nasional. Ensure ambient air quality meets national standards.	Memastikan kualitas udara ambien memenuhi baku mutu nasional. Ensure ambient air quality meets national standards.	ACHIEVED Kualitas udara ambien selama periode pelaporan berada di bawah baku mutu nasional. Ambient air quality during the reporting period was below national standards.	MAINTAINED	13 PENANGANAN PERUBAHAN IKLIM
Mengurangi intensitas penggunaan air produksi hingga 30% dari <i>baseline</i> 2022. Reduce production water usage intensity by 30% from 2022 baseline.	Mengurangi intensitas penggunaan air untuk produksi hingga 20% dari <i>baseline</i> 2022. Reduce production water usage intensity by 20% from 2022 baseline.	NOT YET ACHIEVED Intensitas penggunaan air sebesar 0,000781 ML/WMT MGB atau 9,2% lebih rendah dibandingkan <i>baseline</i> 2022. Penggunaan air tidak menurun secara proporsional terhadap produksi karena kebutuhan pengelolaan kolam penampungan tetap berlangsung. Water use intensity was 0.000781 ML/WMT MGB, or 9.2% lower than the 2022 baseline. Water consumption did not decrease proportionally with production due to ongoing pond management requirements.	IN PROGRESS	6 AIR BERSIH DAN SANITASI LAYAK 1 TANPA KEKERCILAN

Target 2030	Target 2025	Pencapaian 2025 2025 Achieve	Menuju 2030 Towards 2030	TPB
Mengurangi intensitas emisi GRK Cakupan 1 sebesar 20% dari <i>baseline</i> 2022. Reduce Scope 1 GHG emissions intensity by 20% from the 2022 baseline.	Mengurangi intensitas emisi GRK cakupan 1 sebesar 15% dari <i>baseline</i> 2022. Reduce GHG emission intensity by 15% from 2022 baseline.	NOT YET ACHIEVED Intensitas emisi GRK sebesar 0,015 tCO ₂ e/WMT MGB, naik 8,9% dibandingkan <i>baseline</i> 2022, dipengaruhi oleh kembalinya operasional <i>Site</i> Sandai dan penambahan aktivitas alat berat di <i>Site</i> Air Upas yang meningkatkan konsumsi bahan bakar, di tengah penurunan produksi 1,3% dibandingkan tahun 2024. GHG emission intensity is 0.015 tCO ₂ e/WMT MGB, 8.9% higher than the 2022 baseline, influenced by the return of <i>Site</i> Sandai operations and the increase in heavy equipment operations at Air Upas, increasing fuel consumption, while production decreased by 1.3% compared to 2024.	IN PROGRESS	12 KONSUMSI DAN PRODUKSI YANG BERTANGGUNG JAWAB 
Tercapainya 40% bauran energi terbarukan. Achieve 40% renewable energy mix.	Tercapainya 30% bauran energi terbarukan. Achieve 30% renewable energy mix.	ACHIEVED Energi terbarukan berkontribusi 150.076 GJ atau 39,3% dari total konsumsi, mendekati 40%. Renewable energy contributed 150,076 GJ or 39.3% of total consumption, nearing 40%.	IN PROGRESS	7 ENERGI BERSIH DAN TERANGKAI  1 TANPA KEMISKINAN 
Mencapai 50% pemanfaatan residu bauksit. Achieve 50% bauxite residue utilization.	Tercapainya 20% pemanfaatan residu bauksit. Achieve 20% bauxite residue utilization.	NOT YET ACHIEVED Tingkat pemanfaatan residu bauksit pada tahun 2025 sebesar 4%. Perusahaan akan terus mengevaluasi alternatif untuk meningkatkan tingkat pemanfaatannya. Bauxite residue utilization in 2025 is 4%. The Company will keep assessing options to enhance its utilization rate.	IN PROGRESS	12 KONSUMSI DAN PRODUKSI YANG BERTANGGUNG JAWAB 



REKLAMASI PACATAMBANG POST-MINING RECLAMATION

Target 2030	Target 2025	Pencapaian 2025 2025 Achieve	Menuju 2030 Towards 2030	TPB
Merehabilitasi 90% area bekas tambang. Rehabilitate 90% of the mined area.	Merehabilitasi 85% area bekas tambang. Rehabilitate 85% of the mined area.	NOT YET ACHIEVED Reklamasi area bekas tambang yang belum selesai pada Desember 2025 akan dilanjutkan pada tahun 2026 untuk memastikan pemulihan lahan terselesaikan. Reclamation of the mined area that remains unfinished by December 2025 will continue in 2026 to ensure land recovery is completed.	IN PROGRESS	13 PEMANANGAN PERUBAHAN IKLIM 



PEMBERDAYAAN MASYARAKAT
COMMUNITY EMPOWERMENT

Target 2030	Target 2025	Pencapaian 2025 2025 Achieve	Menuju 2030 Towards 2030	TPB
Air bersih dapat diakses untuk 20.000 penerima manfaat. Access to clean water for 20,000 beneficiaries.	Air bersih dapat diakses untuk 12.000 penerima manfaat. Access to clean water for 12,000 beneficiaries .	NOT YET ACHIEVED Hingga 2025, akses air bersih telah menjangkau 8.461 penerima manfaat (71% dari target 2025) di 10 kecamatan. Until 2025, access to clean water reached 8.461 beneficiaries (71% of the 2025 target) in 10 district.	IN PROGRESS	3 KEHIDUPAN SEHAT DAN SEJAHTERA 6 AIR BERSIH DAN SANITASI LAYAK



PENGELOLAAN SDM
HUMAN RESOURCE MANAGEMENT

Target 2030	Target 2025	Pencapaian 2025 2025 Achieve	Menuju 2030 Towards 2030	TPB
Meningkatkan jam pelatihan karyawan menjadi 24 jam pelatihan per tahun. Increase employee training hours to 24 hours per year.	Meningkatkan jam pelatihan karyawan menjadi 8 jam pelatihan per tahun. Increase employee training hours to 8 hours per year.	ACHIEVED Rata-rata jam pelatihan per karyawan mencapai 9,68 jam per tahun. The average training hours per employee reached 9.68 hours per year.	IN PROGRESS	8 PERKERJAAN LAYAK DAN PERTUMBUHAN EKONOMI
Meningkatkan proporsi karyawan perempuan menjadi lebih dari 20%. Increase the proportion of female employees to over 20%.	Meningkatkan proporsi karyawan perempuan menjadi lebih dari 15%. Increase the proportion of female employees to over 15%.	ACHIEVED Proporsi karyawan perempuan mencapai 21% dari total karyawan. The proportion of female employees reached 21% of the total workforce.	MAINTAINED	5 KESETARAAN GENDER



KONTRIBUSI EKONOMI
ECONOMIC CONTRIBUTION

Target 2030	Target 2025	Pencapaian 2025 2025 Achieve	Menuju 2030 Towards 2030	TPB
Meningkatkan nilai pengadaan dari pemasok lokal hingga 40%. Increase the value of procurement from local suppliers to 40%.	Meningkatkan nilai pengadaan dari pemasok lokal hingga 30%. Increase the value of procurement from local suppliers to 30%.	ACHIEVED Sebanyak 71% dari total nilai pengadaan berasal dari pemasok lokal*. 71% of the total procurement value came from local suppliers*. *) Pemasok lokal berasal dari area Kalimantan Barat) Local suppliers are from the West Kalimantan area.	MAINTAINED	8 PERKERJAAN LAYAK DAN PERTUMBUHAN EKONOMI



ETIKA BISNIS DAN KEPATUHAN
BUSINESS ETHICS AND COMPLIANCE

Target 2030	Target 2025	Pencapaian 2025 2025 Achieve	Menuju 2030 Towards 2030	TPB
Mempertahankan 100% keluhan karyawan terselesaikan. Maintain 100% resolution of employee complaints.	Mempertahankan 100% keluhan karyawan terselesaikan. Maintain 100% resolution of employee complaints.	ACHIEVED 100% keluhan karyawan terselesaikan. 100% of employee complaints were resolved.	MAINTAINED	15 EKOSISTEM DARATAN
Tidak ada indikasi pelanggaran yang terbukti terhadap kebijakan etika perusahaan. No proven violations of the company's ethics policy.	Tidak ada indikasi pelanggaran yang terbukti terhadap kebijakan etika perusahaan. No proven violations of the company's ethics policy.	ACHIEVED Tidak ada kasus pelanggaran kebijakan etik perusahaan dan regulasi. No cases of violations against the company's ethics policy and regulations.	MAINTAINED	16 PELOHAMAN, KEADILAN DAN KELEMBAGAAN YANG TANGGUH



Pelibatan Pemangku Kepentingan [POJK-E.4][GRI 2-29]

Stakeholder Engagement

CITA mengidentifikasi dan memetakan pemangku kepentingan berdasarkan tingkat pengaruh, kepentingan, dan dampaknya terhadap operasional, yang meliputi pemegang saham, karyawan, kontraktor, pemasok, pelanggan, pemerintah, masyarakat sekitar, lembaga adat, organisasi masyarakat, dan regulator. Keterlibatan dilakukan melalui pertemuan rutin, dialog, mekanisme umpan balik, serta platform komunikasi digital untuk menyerap aspirasi dan memastikan respons yang tepat terhadap isu material.

CITA identifies and maps stakeholders based on their level of influence, interest, and impact on operations, including shareholders, employees, contractors, suppliers, customers, government, surrounding communities, traditional institutions, civil society organizations, and regulators. Engagement is carried out through regular meetings, dialogues, feedback mechanisms, and digital communication platforms to capture aspirations and ensure appropriate responses to material issues.

Metode Keterlibatan dan Frekuensi Interaksi Para Pemangku Kepentingan

Methods of Engagement and Frequency of Stakeholder Interaction

	Keterlibatan dan Frekuensi Engagement and Frequency	Dasar Identifikasi Identification Criteria	Topik Relevan Relevant Topics	Respons Perusahaan Company Response
INTERNAL	KARYAWAN EMPLOYEE			
	Rapat dan sosialisasi berkala bulanan/insidentil Regular monthly and ad hoc meetings and dissemination	D, R, T, P	Operasional, K3, WBS, promosi, serta kebijakan perusahaan Operations, OHS, WBS, promotions, and company policies	- Menyediakan lingkungan kerja yang aman, sehat, dan inklusif. - Provide a safe, healthy, and inclusive work environment. - Mendukung pengembangan kompetensi dan hubungan industrial yang adil. - Support competency development and fair industrial relations. - Menerapkan kepatuhan regulasi ketenagakerjaan dan komunikasi internal yang efektif. - Ensure compliance with labor regulations and effective internal communication.
	PEMEGANG SAHAM SHAREHOLDERS			
	Laporan tahunan Annual reports	D, R, T, P	Kinerja perusahaan Company performance	- Pelaporan rutin termasuk pelaporan perkembangan usaha dan perkembangan prosedur kerja melalui laporan tahunan, laporan keberlanjutan, dan media pelaporan resmi lainnya. - Annual reporting includes business progress and updates on work procedures through annual reports, sustainability reports, and other official reporting media.
EKSTERNAL	PELANGGAN CUSTOMER			
	- Korespondensi - Correspondent - Sesuai kebutuhan - As needed	D, R, P	Kualitas produk dan komunikasi Product quality and communication	- Penyediaan produk yang berkualitas dan memenuhi kriteria pelanggan. - Provide a safe, healthy, and inclusive work environment. - Pembuatan kontrak komersial. - Support competency development and fair industrial relations. - Komunikasi intensif dalam pemenuhan persyaratan bisnis maupun aspek lainnya. - Ensure compliance with labor regulations and effective internal communication.

EKSTERNAL	Keterlibatan dan Frekuensi Engagement and Frequency	Dasar Identifikasi Identification Criteria	Topik Relevan Relevant Topics	Respons Perusahaan Company Response
	PEMERINTAH GOVERNMENT			
	- Diseminasi - Dissemination - Kuartal, tahunan, atau sesuai kebutuhan - Quarterly, annually, or as needed	D, R, T, P	Dampak kegiatan TJSL, dan komunikasi Impact of CSR Activities and Communication	- Pemenuhan regulasi dan dukungan untuk kebijakan pemerintah. - Compliance with regulations and support for government policies. - Konsultasi kebijakan publik. - Public policy consultation. - Musyawarah Pembangunan Daerah dengan pemerintahan tingkat provinsi. - Regional Development Consultations with the provincial government. - Pelaporan rutin sesuai regulasi pemerintah. - Routine reporting in accordance with government regulations. - Komunikasi terkait penelitian khusus yang dilakukan perusahaan. - Communication related to special research conducted by the company.
	REKAN BISNIS CIVIL SOCIETY			
	- Korespondensi - Correspondent - Sesuai kebutuhan - As needed	D, R, T, P	Kontrak dan perubahannya Contract and Their Changes	- Transparansi informasi dan prosedur kerja sama. - Transparency of information and cooperation procedures
	MASYARAKAT CUSTOMER			
	- Lembaga Desa - Village Institution - Bulanan, tahunan, atau sesuai kebutuhan - Monthly, yearly, or as needed	D, R, P	Pemberdayaan masyarakat Community Empowerment	- Penyediaan produk yang berkualitas dan memenuhi kriteria pelanggan. - Socializing operational activities that may impact community activities. - Pembuatan kontrak komersial. - Implementing CSR programs involving the community. - Komunikasi intensif dalam pemenuhan persyaratan bisnis maupun aspek lainnya. - Involving the community in special studies related to environmental and social issues.
	PEMASOK DAN KONTRAKTOR SUPPLIERS AND CONTRACTOR			
	- Korespondensi - Correspondent - Sesuai kebutuhan - As needed	D, T, P	Kinerja aktivitas Activity performance	- Transparansi informasi dan prosedur kerja sama. - Transparency of information and cooperation procedures. - Mendorong terciptanya pasokan yang bertanggung jawab dan berkelanjutan melalui sosialisasi. - Promoting responsible and sustainable supply through socialization. - Edukasi perihal kerja sama dan operasional yang berkelanjutan untuk kontraktor. - Education on sustainable cooperation and operations for contractors.

	Keterlibatan dan Frekuensi Engagement and Frequency	Dasar Identifikasi Identification Criteria	Topik Relevan Relevant Topics	Respons Perusahaan Company Response
EKSTERNAL	MEDIA MEDIA			
	- Paparan publik dan siaran pers - Public exposure and press releases	D, R, T, P	Kinerja perusahaan Company Performance	- Penyajian informasi tentang kinerja perusahaan. - Providing information on company performance.
	- Tahunan - Annually			

Pemangku kepentingan CITA diidentifikasi berdasarkan 4 kriteria:

1. Ketergantungan (D): Ketergantungan CITA pada para pemangku kepentingan atau sebaliknya
2. Bertanggung Jawab (R): Legal, komersil atau tanggung jawab etis terhadap pemangku kepentingan
3. Tegangan (T): Pengaruh kepentingan terhadap strategi dan kebijakan CITA
4. Kedekatan (P): kedekatan geografis dan operasional pemangku kepentingan dengan Perusahaan

CITA's stakeholders are identified based on 4 criteria:

1. Dependence (D): CITA's reliance on stakeholders or vice versa
2. Responsibility (R): Legal, commercial, or ethical responsibility toward stakeholders
3. Tension (T): Influence of interests on CITA's strategy and policies
4. Proximity (P): Geographical and operational proximity of stakeholders to the Company

Tata Kelola Keberlanjutan [POJK-E.1][GRI 2-9, 2-12, 2-13, 2-14]

Sustainability Governance

Perusahaan menerapkan tata kelola keberlanjutan untuk memastikan topik-topik material dikelola secara terarah dan akuntabel di seluruh operasional. Direktur Utama memegang tanggung jawab tertinggi atas kinerja keberlanjutan. Dalam menjalankan tanggung jawab tersebut, Direksi berperan tidak hanya dalam pengelolaan operasional perusahaan, tetapi juga dalam penetapan arah strategi keberlanjutan termasuk manajemen risiko penerapan keberlanjutan serta persetujuan atas topik material dan informasi yang disampaikan dalam Laporan Keberlanjutan. Sementara Dewan Komisaris sebagai pengawas kinerja Direksi turut melakukan telaah berkala dan meninjau efektivitas proses manajemen risiko keberlanjutan yang dijalankan oleh Perseroan.

Dalam pelaksanaannya, Direksi menugaskan Departemen ESG untuk mengoordinasikan dan memantau pengelolaan keberlanjutan di tingkat perusahaan, termasuk mendukung integrasi target keberlanjutan dan mendorong kolaborasi lintas fungsi. Sementara itu, pelaksanaan program keberlanjutan dilakukan oleh unit operasional sesuai fungsi masing-masing.

Dalam penyusunan Laporan Keberlanjutan dikoordinasikan oleh Departemen ESG melalui pengumpulan dan konsolidasi data dari seluruh departemen terkait, termasuk operasional di site. Draf laporan melalui penelaahan internal, assurance pihak ketiga, dan tinjauan manajemen sebelum memperoleh persetujuan akhir pimpinan untuk dipublikasikan.

The Company implements sustainability governance to ensure that material topics are managed in a focused and accountable manner across all operations. The President Director holds the highest responsibility for sustainability performance. In carrying out this responsibility, the Board of Directors plays a role not only in managing the company's operations but also in determining the direction of sustainability strategy and approving material topics and information disclosed in the Sustainability Report. Monitoring and evaluation of sustainability performance are conducted regularly, with reports submitted to the President Director as part of accountability.

In practice, the Board of Directors assigns the ESG Department to coordinate and monitor sustainability management at the corporate level, including supporting the integration of sustainability targets and promoting cross-functional collaboration. The implementation of sustainability programs is carried out by operational units according to their respective functions.

The preparation of the Sustainability Report is coordinated by the ESG Department through the collection and consolidation of data from all relevant departments, including site operations. The draft report undergoes internal review, third-party assurance, and management review before receiving final approval from senior leadership for publication.

03



Praktik Pertambangan Bertanggung Jawab

Good Mining Practices



Sebagai bagian dari komitmen terhadap keberlanjutan, CITA menerapkan prinsip *Good Mining Practice* (GMP) dalam seluruh kegiatan operasional pertambangan bauksit, mulai dari perencanaan, operasi, hingga pascatambang. Dengan mengacu pada Keputusan Menteri ESDM No. 1827K/30/MEM/2018 tentang Pedoman Pelaksanaan Kaidah Teknik Pertambangan yang Baik serta ketentuan perundang-undangan terkait, CITA menerapkan GMP yang mencakup enam prinsip utama berikut beserta implementasinya.

As part of its commitment to sustainability, CITA implements the principles of Good Mining Practice (GMP) in all bauxite mining operational activities, from planning and operations to post-mining. By referring to the Decree of the Minister of Energy and Mineral Resources No. 1827K/30/MEM/2018 concerning Guidelines for the Implementation of Good Mining Engineering Practices as well as related laws and regulations, CITA implements GMP which includes the following six main principles along with their implementation.

Prinsip Pelaksanaan Teknik Pertambangan yang Baik

Principles of Good Mining Practice Implementation

*Berdasarkan Keputusan Menteri ESDM No. 1827K/30/MEM/2018

*Based on the Decree of the Minister of Energy and Mineral Resources No. 1827K/30/MEM/2018



Dengan pendekatan ini, CITA memastikan kegiatan pertambangan dijalankan secara aman, efisien, patuh regulasi, dan selaras dengan prinsip keberlanjutan jangka panjang.

Through this approach, CITA ensures that mining activities are carried out safely, efficiently, in compliance with regulations, and aligned with long-term sustainability principles.

Praktik Pertambangan Bauksit

Bauxite Mining Practices

Penerapan praktik pertambangan di CITA dilakukan secara sistematis melalui beberapa tahap. Setiap tahap dilaksanakan sesuai prosedur untuk meminimalkan risiko lingkungan dan memastikan keselamatan operasional. Pendekatan ini mendukung optimalisasi sumber daya mineral sekaligus menjaga keberlanjutan fungsi lahan dan kualitas lingkungan di sekitar area operasional. Rangkaian tahapan berikut ini menggambarkan komitmen CITA dalam mengintegrasikan efisiensi operasional dengan prinsip keberlanjutan sepanjang siklus penambangan.

The implementation of mining practices at CITA is carried out systematically through several stages. Each stage is conducted in accordance with established procedures to minimize environmental risks and ensure operational safety. This approach supports the optimization of mineral resources while maintaining the sustainability of land functions and environmental quality around the operational area. The following stages illustrate CITA's commitment to integrating operational efficiency with sustainability principles throughout the mining cycle.

PRA OPERASIONAL PRE-OPERATIONAL

01 Sosialisasi Grup Group Socialization



Sebelum operasional penambangan dimulai, Perusahaan melakukan sosialisasi kepada masyarakat dan tokoh masyarakat di desa/dusun terlingkup.

Before mining operations begin, the Company engages with local communities and their leaders in the surrounding villages and hamlets.

OPERASIONAL OPERATIONAL

02 Kelola Teknis Technical Management



Lingkup pengelolaan teknis dalam sistem penambangan mencakup konstruksi dan *commissioning* peralatan, rancang bangun, penambangan, pengolahan, pengangkutan dan pengelolaan teknis pasca operasi.

The scope of technical management in the mining system includes equipment construction and commissioning, engineering design, mining, processing, transportation, and post-operation technical management.

03 Pembersihan Lahan Land clearing



Proses pembersihan lahan untuk konstruksi infrastruktur dan area penambangan.

The process of clearing land for infrastructure construction and mining areas.

04 Pengupasan Lapisan Penutup Material Stripping Overburden (OB)



Proses pengupasan lapisan tanah atau batuan penutup yang menutupi endapan bahan galian (*ore bauksit*).

The process of stripping the soil or rock overburden layer that covers the mineral deposit (bauxite ore).

05 Penggalan Bijih Ore Getting



Proses pengambilan endapan bijih setelah *overburden* (lapisan penutup) dihilangkan, kemudian diangkut untuk dilakukan pencucian.

The process of extracting the ore deposit after the overburden layer has been removed, which is then transported for washing.

06 Pengolahan Bauksit Bauxite Processing Plant



Proses pencucian untuk meningkatkan nilai tambah dan menghilangkan pengotor dari endapan *ore bauksit*.

The washing process to increase added value and remove impurities from the bauxite ore deposit.

07 Pengangkutan Hauling



Proses pengangkutan *ore* hasil pencucian (MGB) ke area *stockpile*.

The process of transporting the washed ore (MGB) to the stockpile area.

08 Penyimpanan Material Stockpile [POJK-E.27]



Tempat penyimpanan MGB yang dikelompokkan sesuai tingkat kualitas atau spesifikasi produk dan pit asal setelah pengujian laboratorium internal.

A storage area for MGB that is grouped according to quality level or product specifications and pit of origin after internal laboratory testing.

09 Pemuatan Material Barging



Proses pemuatan MGB dari *stockpile* ke tongkang.
The loading process of MGB from the stockpile onto barges.

10 Pengiriman Shipment



Proses pengiriman MGB menuju pabrik pengolahan lanjutan.
MGB shipment to the downstream processing plant.

PASCA OPERASIONAL POST-OPERATIONAL

11 Reklamasi Reclamation



Kegiatan reklamasi berisi penataan lahan dan revegetasi di area bekas tambang dan pengembalian lahan.

Reclamation activities include land recontouring and revegetation in mined-out areas, as well as land restoration.

12 Pascatambang Post-mining



Kegiatan berlanjut yang dilakukan setelah sebagian atau seluruh usaha pertambangan berakhir seperti reklamasi dan revegetasi, pengelolaan dampak sosial-ekonomi, pengelolaan sarana dan prasarana, serta pemantauan aktivitas pascaoperasi.

Ongoing activities carried out after part or all of the mining operations have ended, such as reclamation and revegetation, management of socio-economic impacts, management of facilities and infrastructure, and monitoring of post-operational activities.





Pengelolaan dan Penggunaan Lahan

Land Management and Land Use

Pertambangan bauksit memerlukan alokasi ruang lahan yang signifikan untuk operasionalnya karena karakteristik penyebaran mineral bauksit yang lateral sehingga memerlukan alokasi lahan yang signifikan dan metode penambangan terbuka (*open pit mining*) yang digunakan. Aktivitas ini membutuhkan pengelolaan lingkungan yang difokuskan pada pengendalian perubahan bentang alam, pengelolaan tanah pucuk (*topsoil*), serta stabilitas lahan, sehingga fungsi ekologis wilayah tetap terpelihara. CITA menyadari kewajiban untuk mengelola lahan secara bertanggung jawab dan meminimalkan potensi dampak terhadap lingkungan.

Sebagian besar lahan yang digunakan dikelola dengan skema pinjam pakai, dengan hak kepemilikan tetap berada pada masyarakat setempat selama proses penambangan, yang sebelumnya memanfaatkan lahan tersebut untuk perkebunan kelapa sawit. Setelah kegiatan penambangan selesai pada suatu blok area, CITA berkewajiban memulihkan kembali fungsi lahan sesuai ketentuan reklamasi dan pascatambang, hingga kondisi lahan mencapai tingkat kesesuaian fungsi yang dapat diterima secara ekologis maupun sosial.

Bauxite mining requires significant land allocation for its operations due to the lateral distribution characteristics of bauxite minerals, which necessitate extensive land use and the application of open pit mining methods. This activity requires environmental management focused on controlling landscape changes, managing topsoil, and ensuring land stability, so that the ecological functions of the area are maintained. CITA recognizes its obligation to manage land responsibly and to minimize potential environmental impacts.

Most of the land used is managed under a borrow-to-use arrangement, whereby ownership remains with local communities throughout the mining period, as the land was previously utilized for oil palm plantations. Upon completion of mining activities in each block, CITA is required to restore land functions in accordance with applicable reclamation and post-mining regulations, ensuring that the land is returned to an ecologically and socially acceptable condition.

Memperkuat Akurasi Data Lahan melalui Sistem Terpadu dan Teknologi Survei Presisi^[POJK-F.26]

Enhancing Land Data Accuracy through Integrated Systems and Precision Survey Technology

Memasuki tahun 2025, CITA memperkuat transformasi digital melalui pengembangan sistem terpadu yang mengintegrasikan seluruh data lahan, mulai dari proses pembebasan, kesiapan tambang, area operasional aktif, hingga pascatambang dalam satu pusat data. Inovasi ini mendukung pengelolaan informasi yang lebih terstruktur dan akurat sehingga meningkatkan kualitas perencanaan, pemantauan, serta pengambilan keputusan dalam setiap tahap kegiatan penambangan. Konsolidasi data tersebut juga mendorong efisiensi operasional sekaligus memperkuat transparansi dan akuntabilitas pengelolaan sumber daya.

Dalam kegiatan survei, CITA memanfaatkan teknologi *Total Station* dan GNSS RTK dengan metode yang disesuaikan dengan kebutuhan tingkat akurasi serta kondisi lapangan. *Total Station* digunakan untuk pengukuran sudut dan jarak dengan presisi tinggi melalui garis pandang langsung, sementara GNSS RTK memanfaatkan koreksi *real-time* berbasis satelit untuk memperoleh koordinat secara cepat dan akurat. Kombinasi kedua teknologi ini menghasilkan data geospasial yang andal sebagai dasar perencanaan dan pengelolaan area tambang secara lebih optimal.

Sejalan dengan itu, CITA juga memperbarui teknologi pemetaan dari metode LiDAR konvensional menuju pemetaan berbasis drone yang lebih efisien dan presisi. Pemanfaatan teknologi ini memungkinkan pemantauan perubahan elevasi lahan secara lebih cepat dan akurat sejak tahap pratambang hingga penutupan lahan. Pengembangan sistem dan teknologi ini merupakan bagian dari komitmen CITA untuk terus meningkatkan kualitas pengelolaan operasional melalui pemanfaatan inovasi teknologi yang mendukung praktik pertambangan yang lebih modern, efisien, dan berkelanjutan.

In 2025, CITA strengthens its digital transformation through the development of an integrated system that integrates all land data, ranging from land acquisition processes, mine readiness, active operational areas, to post-mining, into a single data center. This innovation supports more structured and accurate information management, thereby improving the quality of planning, monitoring, and decision-making at every stage of mining activities. The consolidation of this data also promotes operational efficiency while strengthening transparency and accountability in resource management.

In survey activities, CITA utilizes Total Station and GNSS RTK technologies using methods that are adjusted to the required level of accuracy and field conditions. Total Station is used for high-precision measurement of angles and distances through direct line of sight, while GNSS RTK utilizes real-time satellite-based correction to obtain coordinates quickly and accurately. The combination of these two technologies produces reliable geospatial data as a basis for planning and more optimal management of mining areas.

In line with this, CITA also updates its mapping technology from conventional LiDAR methods to more efficient and precise drone-based mapping. The use of this technology enables faster and more accurate monitoring of land elevation changes from the pre-mining stage through to land closure. The development of these systems and technologies forms part of CITA's commitment to continuously improving the quality of operational management through the utilization of technological innovations that support more modern, efficient, and sustainable mining practices.



Keterangan Gambar: Pengukuran menggunakan Total Station
Image Caption: Surveying with Total Station



Keterangan Gambar: Pengukuran menggunakan GNSS RTK
Image Caption: Surveying with GNSS RTK

Konservasi Sumber Daya Mineral [GRI 301]

Mineral Resource Conservation

Konservasi sumber daya mineral di CITA diterapkan secara menyeluruh sejak tahap eksplorasi hingga produksi melalui pengendalian kualitas bijih dan optimasi proses penambangan serta pengolahan. Tingkat *recovery* penambangan tercatat lebih dari 90%. Hal ini mencerminkan efektivitas kegiatan penambangan karena di atas nilai standar acuan yaitu sebesar 90%. Sementara itu, *recovery* pengolahan mencapai rata-rata di atas 70% atau melampaui standar regulasi (60%). Artinya, CITA mampu memaksimalkan nilai mineral Al_2O_3 dari bahan baku yang tersedia melalui proses pencucian bijih bauksit yang berjalan secara optimal.

Mineral resource conservation at CITA is implemented comprehensively from the exploration stage to production through ore quality control and the optimization of mining and processing activities. The mining recovery rate is recorded at above 90%, which reflects the effectiveness of mining operations and exceeds the benchmark standard of 90%. Meanwhile, the processing recovery rate averages above 70%, exceeding the regulatory standard of 60%. This indicates that CITA is able to maximize the value of Al_2O_3 from the available raw materials through the optimal washing process of bauxite ore.



Recovery Penambangan Mining Recovery

> 90%



Recovery Pengolahan Processing Recovery

> 70%

Pendataan mineral kadar rendah sudah dilakukan, sehingga apabila di masa mendatang mineral tersebut memiliki nilai ekonomis, data yang diperlukan telah tersedia. Selain itu, pengelolaan dan pemanfaatan sisa hasil pengolahan sebagai bagian dari konservasi sumber daya mineral di CITA telah berjalan dan dilaporkan secara berkala melalui laporan triwulan konservasi.

Data collection for low-grade minerals has been carried out so that, should these minerals become economically viable in the future, the required data is already available. In addition, the management and utilization of processing residue in relation to mineral resource conservation at CITA have been carried out and are reported periodically in the quarterly conservation reports.

Kandungan mineral ikutan bauksit seperti SiO_2 , Fe_2O_3 , dan TiO_2 , saat ini belum dimanfaatkan karena belum terdapat permintaan pasar. Meski demikian, Perusahaan telah mendafta dan menganalisis kadar unsur ikutan tersebut sebagai bagian dari upaya pengelolaan sumber daya mineral secara menyeluruh dan berkelanjutan.

The content of associated minerals in bauxite, such as SiO_2 , Fe_2O_3 , and TiO_2 , is currently not utilized due to the absence of market demand. Nevertheless, the Company has recorded and analyzed the levels of these associated elements as part of its efforts to ensure comprehensive and sustainable mineral resource management.

Komitmen terhadap Kualitas Produk serta Kepuasan dan Layanan Setara Pelanggan Commitment to Product Quality as well as Customer Satisfaction and Equitable Service

Perusahaan secara aktif menjaga komunikasi dengan pelanggan untuk memperoleh umpan balik terkait produk Metallurgical Grade Bauxite (MGB). Umpan balik diperoleh melalui komunikasi rutin, evaluasi kinerja pemasok, serta pertemuan koordinasi yang membahas kualitas produk, ketepatan pengiriman, dan efektivitas komunikasi. Mekanisme ini menjadi bagian dari upaya Perusahaan untuk memastikan kualitas produk dan layanan tetap memenuhi harapan pelanggan. CITA berkomitmen untuk memberikan layanan setara kepada semua pelanggan dengan memastikan setiap produk MGB memenuhi standar kualitas tinggi dan didukung oleh pelayanan yang optimal. Selama tahun pelaporan, tidak terdapat penarikan produk, mencerminkan konsistensi dalam kualitas dan pelayanan. [POJK-F.17, F.29, F.30]

The company actively maintains communication with customers to obtain feedback regarding Metallurgical Grade Bauxite (MGB) products. Feedback is obtained through regular communication, supplier performance evaluations, and coordination meetings that discuss product quality, delivery timeliness, and communication effectiveness. This mechanism forms part of the Company's efforts to ensure that product quality and services continue to meet customer expectations. CITA is committed to providing equitable service to all customers by ensuring that every MGB product meets high-quality standards and is supported by optimal service. During the reporting year, there were no product recalls, reflecting consistency in quality and service. [POJK-F.17, F.29, F.30]

Reklamasi Pascatambang [GRI 3-3, 14.8.1, 14.8.4, 14.8.5, 14.8.8, 14.8.9]

Post-Mining Reclamation

CITA melaksanakan program reklamasi dan revegetasi sebagai bagian dari komitmen perusahaan untuk memulihkan kembali fungsi ekologis lahan yang terdampak kegiatan pertambangan. Proses penambangan bauksit tidak menimbulkan *void* atau lubang bekas tambang yang signifikan dan dapat dilakukan penutupan kembali melalui metode *backfill*. Dengan metode penambangan tersebut, tingkat penurunan permukaan tanah pasca-penutupan relatif minimal dan kondisi unsur hara tanah masih terjaga. Kondisi ini menjadi dasar dalam perencanaan dan pelaksanaan reklamasi sehingga lahan pascatambang dapat kembali stabil dan berpotensi produktif.

CITA memiliki rencana reklamasi dan pascatambang yang telah memperoleh persetujuan pemerintah serta menempatkan jaminan sesuai dengan ketentuan yang berlaku. Pada tahun 2025, kegiatan reklamasi masih terus dilaksanakan, sedangkan kegiatan pascatambang akan dilakukan setelah seluruh operasi tambang berakhir. Sepanjang tahun 2025, CITA telah merehabilitasi lahan seluas 369,72 hektar, dan kegiatan reklamasi akan terus dilanjutkan sejalan dengan rencana operasional serta komitmen Perusahaan dalam mematuhi peraturan yang berlaku.

CITA carries out reclamation and revegetation programs as part of the Company's commitment to restore the ecological functions of land affected by mining activities. Bauxite mining activities do not result in significant voids or mined-out pits and can be backfilled using the backfill method. With this mining method, the level of land subsidence after closure is relatively minimal and soil nutrient conditions are maintained. These conditions form the basis for reclamation planning and implementation, enabling post-mining land to regain stability and potential productivity.

CITA has reclamation and post-mining plans that have obtained government approval and for which financial guarantees have been provided in accordance with applicable regulations. In 2025, reclamation activities are still being carried out, while post-mining activities will be conducted after all mining operations have ceased. Throughout 2025, CITA has rehabilitated 369.72 hectares of land, and reclamation activities will continue to be carried out in line with operational plans and the Company's commitment to comply with applicable regulations.

Luas Reklamasi Lahan Tambang Total Reclaimed Mining Area

369,72 ha



Pelaksanaan reklamasi dievaluasi secara berkala untuk memastikan efektivitas pengelolaan serta kesesuaiannya dengan rencana reklamasi yang telah ditetapkan. Perusahaan juga melaporkan pelaksanaan reklamasi secara berkala serta menerima bimbingan dan pengawasan dari instansi berwenang guna memastikan kesesuaian pelaksanaan reklamasi dengan perencanaan yang ditetapkan dan regulasi yang berlaku.

Rincian data total luasan reklamasi lahan tambang dapat dilihat pada halaman 148.

Biaya reklamasi mencakup komponen biaya langsung dan tidak langsung, seperti penatagunaan lahan, revegetasi, serta biaya operasional dan administratif. Adapun biaya pascatambang memiliki cakupan yang lebih luas, meliputi reklamasi, pemeliharaan tanaman dan pemantauan vegetasi, program sosial, ekonomi, dan budaya, serta kegiatan pemantauan, mobilisasi, dan administrasi.

The implementation of reclamation is evaluated periodically to ensure the effectiveness of management and its alignment with the established reclamation plans. The Company also reports the implementation of reclamation on a regular basis and receives guidance and supervision from the relevant authorities to ensure that reclamation activities are carried out in accordance with the established plans and applicable regulations.

Details of the total reclaimed mining area can be found on page 148.

Reclamation costs include direct and indirect cost components, such as land arrangement, revegetation, as well as operational and administrative costs. Meanwhile, post-mining costs have a broader scope, including reclamation, plant maintenance and vegetation monitoring, social, economic, and cultural programs, as well as monitoring, mobilization, and administrative activities. The

Penyediaan biaya reklamasi dan pascatambang dilakukan untuk memastikan kecukupan pendanaan sesuai ketentuan regulasi dan komitmen keberlanjutan Perusahaan.

Selain aspek finansial tersebut, CITA juga menyiapkan dukungan non-finansial untuk mempersiapkan transisi sosial ekonomi masyarakat menuju kondisi pascatambang yang berkelanjutan dan mandiri melalui program pemberdayaan masyarakat dengan melakukan penguatan kapasitas, pengembangan kelembagaan lokal, dan pendampingan kelompok binaan hingga akhir masa izin usaha.

provision of reclamation and post-mining funds is carried out to ensure the adequacy of funding in accordance with applicable regulations and the Company's sustainability commitments.

In addition to these financial aspects, CITA also provides non-financial support to prepare the socio-economic transition of communities toward sustainable and self-reliant post-mining conditions through community empowerment programs, including capacity building, local institutional development, and assistance to beneficiary groups until the end of the mining license period.



Reklamasi Progresif [POJK-F.10]

Progressive Reclamation

CITA menerapkan reklamasi progresif, yaitu pemulihan lahan yang dilakukan segera setelah suatu blok tambang selesai dioperasikan tanpa menunggu seluruh wilayah pertambangan ditutup. Pendekatan ini memungkinkan pemulihan berlangsung lebih cepat dan meminimalkan areal terbuka yang berisiko mengalami degradasi.

CITA implements progressive reclamation, which is the restoration of land carried out immediately after a mining block has been fully operated, without waiting for the closure of the entire mining area. This approach enables faster restoration and minimizes open areas that are at risk of degradation.

Alur Reklamasi Progresif

Progressive Reclamation Process Flow

1



Pemindahan material *overburden* ke lubang bekas tambang (*backfill*)

Backfilling of overburden material into mined-out pits

2



Penataan lahan (berupa perataan lahan, pembuatan saluran drainase, pembuatan kolam sedimen dan terasering jika diperlukan)

Land recontouring (including land leveling, construction of drainage channels, sediment ponds, and terracing, if required)

3



Penaburan tanah pucuk

Topsoil re-spreading

4



Penanaman tanaman penutup

Cover cropping

5



Penanaman kembali

Revegetation

6



Pengembalian lahan

Land restoration

Tahapan reklamasi diawali dengan penataan kembali lahan pascatambang melalui pengisian kembali dan pembentukan permukaan lahan yang stabil, dilengkapi sistem pengendalian air untuk mencegah erosi. Tanah pucuk dikembalikan ke area reklamasi guna mendukung pemulihan kesuburan tanah.

Seluruh proses dilanjutkan dengan revegetasi dan pemeliharaan hingga lahan mencapai kondisi stabil sesuai rencana pascatambang. Proses ini dilaksanakan melalui kerja sama dengan pemilik lahan dan koperasi masyarakat setempat untuk memastikan pemulihan berjalan efektif dan berkelanjutan.

Reclamation activities are initiated with the recontouring of post-mining land through backfilling and the formation of a stable land surface, supported by water control systems to prevent erosion. Topsoil that has been previously returned to the reclamation area is used to support the restoration of soil fertility.

The entire process is continued with revegetation and maintenance until the land reaches a stable condition in accordance with the post-mining plan, and is carried out through cooperation with landowners and local community cooperatives to ensure that restoration is effective and sustainable.

Revegetasi Pascatambang [POJK-B.2D, F.10]

Post-Mining Revegetation

Dalam pelaksanaan revegetasi, Perusahaan memilih jenis tanaman dengan mempertimbangkan karakteristik ekologis dan kondisi awal lahan. Pada beberapa area yang sebelumnya merupakan perkebunan sawit, revegetasi dilakukan dengan penanaman kembali kelapa sawit yang dinilai sesuai dengan kondisi wilayah serta arah pengembangan komoditas daerah sebagaimana tercantum dalam RTRW Kabupaten Ketapang (Peraturan Daerah Kabupaten Ketapang Nomor 3 Tahun 2015) yang memuat arah penguatan sektor sawit. Dengan demikian, revegetasi kelapa sawit diharapkan turut mendorong percepatan perkembangan ekonomi dan pemerataan manfaat di sekitar wilayah operasi pertambangan CITA.

In the implementation of revegetation, the Company selects plant species by considering ecological characteristics and initial land conditions. In several areas that were previously oil palm plantations, revegetation is carried out through the replanting of oil palm, which is considered suitable for the regional conditions and the direction of regional commodity development as stipulated in the Regional Spatial Plan (RTRW) of Ketapang Regency (Regional Regulation of Ketapang Regency No. 3 of 2015), which outlines the strengthening of the oil palm sector. Through this approach, oil palm revegetation is expected to contribute to accelerating economic development and promoting equitable distribution of benefits in the areas surrounding CITA's mining operations.

Pengelolaan Lahan Berbasis Kemitraan dengan Masyarakat [POJK-F.9]

Partnership-Based Land Management with Communities

Seluruh wilayah operasional CITA tidak berada di dalam maupun berdekatan dengan kawasan konservasi atau area dengan nilai keanekaragaman hayati tinggi. Lahan tambang bauksit CITA sebagian besar berlokasi pada Area Penggunaan Lain (APL/2L). Mayoritas lahan yang digunakan merupakan lahan sewa atau pinjam pakai yang akan dikembalikan kepada pemiliknya setelah kegiatan operasional selesai. Dalam pengelolaan akses lahan, CITA menerapkan dua skema kerja sama, yaitu (1) kerja sama langsung dengan pemilik lahan (individual) dan (2) kerja sama melalui koperasi masyarakat setempat sebagai pengelola kolektif lahan milik lebih dari satu individu. Kemitraan ini menjadi dasar pelaksanaan program reklamasi melalui skema peremajaan sawit rakyat, sejalan dengan program pemerintah.

All of CITA's operational areas are not located within or adjacent to conservation areas or areas with high biodiversity value. Most of CITA's bauxite mining land is located within Areas for Other Uses (APL/2L). The majority of the land used consists of leased or borrowed-use land that will be returned to its owners after the completion of operational activities. In managing land access, CITA applies two cooperation schemes, namely (1) direct cooperation with landowners (individual) and (2) cooperation through local community cooperatives as collective managers of land owned by more than one individual. This partnership forms the basis for the implementation of reclamation programs through smallholder oil palm replanting schemes, in line with government programs.

Dalam periode 2022–2025, melalui kemitraan ini, CITA telah mereklamasi lahan bekas tambang seluas 796,29 hektar dan menjangkau 158 penerima manfaat.

During the period of 2022–2025, through this partnership, CITA has reclaimed 796.29 hectares of mined-out land and reached 158 beneficiaries.

2022 - 2025



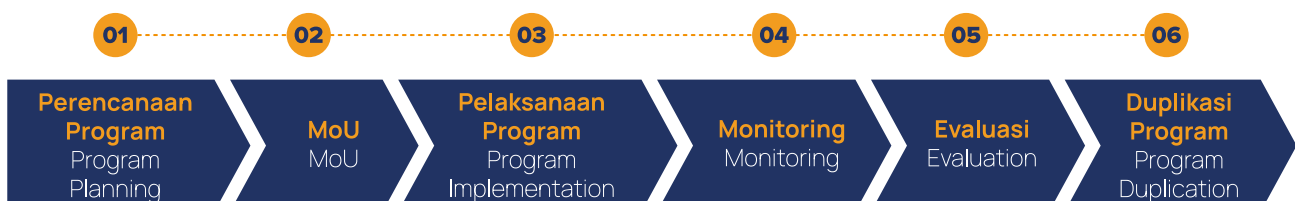
Luas Reklamasi Lahan Tambang
Total Reclaimed Mining Area

796,29 ha

158
Penerima Manfaat
beneficiaries

Tahapan Program Kolaborasi Peremajaan Sawit Rakyat

Stages of the Community Oil Palm Replanting Collaboration Program



Selama periode perawatan sekitar tiga tahun, perusahaan melalui koperasi yang ditunjuk melakukan pemeliharaan, meliputi pemupukan, pemantauan pertumbuhan tanaman, serta pengelolaan kualitas tanah. Setelah lahan mencapai kondisi yang dinilai pulih, area tersebut dikembalikan kepada negara dan pemilik lahan, baik individu maupun lahan yang dikelola oleh koperasi, sesuai status penguasaan lahannya. Pengembalian lahan dilakukan ketika tanaman telah mencapai kondisi mulai berbuah, sehingga lahan yang dikembalikan tetap bernilai secara ekonomi bagi pemilik.

During the maintenance period of approximately three years, the Company, through appointed cooperatives, carries out maintenance activities, including fertilization, monitoring of plant growth, and management of soil quality. After the land reaches a condition that is considered restored, the area is returned to the state and landowners, both individuals and land managed by cooperatives, in accordance with the land tenure status. The return of land is carried out when the plants have reached the stage of bearing fruit, so that the returned land remains economically valuable for the owners.



Jejak Reklamasi CITA yang menciptakan keberlanjutan sosial

CITA's Reclamation Footprint Creating Social Sustainability

01

Studi persepsi menerangkan bahwa masyarakat memiliki persepsi tinggi terhadap program peremajaan sawit karena dinilai memberikan manfaat signifikan terutama dalam efisiensi biaya pemeliharaan.

Perception studies indicate that the community has a high perception of the oil palm replanting program, as it is considered to provide significant benefits, particularly in maintenance cost efficiency.

02

Akses terhadap lahan, di mana Petani (Anggota Koperasi) tetap memiliki lahan sawit mereka sampai pasca penambangan sehingga tidak terjadi konflik agraria atau perampasan lahan.

Access to land, where Farmers (Cooperative Members) continue to own their oil palm land until the post-mining stage, so that no agrarian conflicts or land dispossession occur.

03

Sumber penghidupan berkelanjutan, melalui hasil panen replanting sawit pasca penambangan.

Sustainable livelihoods, through post-mining oil palm replanting harvests.

04

Kemitraan jangka panjang antara petani, koperasi, dan perusahaan.

Long-term partnerships between farmers, cooperatives, and the Company.

05

Partisipasi aktif petani dari tahap perencanaan program, pelaksanaan program dan monitoring program.

Active participation of farmers from the program planning stage, program implementation, and program monitoring.

06

Program perbaikan dan pelebaran akses jalan kebun mendukung kelancaran distribusi hasil panen masyarakat serta mempersingkat waktu tempuh.

Improvement and widening of plantation access roads support the smooth distribution of community harvests and shorten travel time.



Keberhasilan reklamasi ini menorehkan 2 (dua) penghargaan CSR kategori Golden, yaitu Bisnis Indonesia Corporate Social Responsibility Award (BISRA) dan Pengembangan Desa Berkelanjutan Award 2025 dari Kementerian Desa dan Pembangunan Daerah Tertinggal.

This achievement has received 2 (two) Golden category CSR awards, namely the Bisnis Indonesia Corporate Social Responsibility Award (BISRA) and the Sustainable Village Development Award 2025 from the Ministry of Villages and Development of Disadvantaged Regions.

04

Kinerja Lingkungan

Environmental Performance



Pengelolaan Lingkungan

Environmental Management

Perusahaan menyadari bahwa kegiatan operasional pertambangan memiliki keterkaitan erat dengan lingkungan hidup serta peran strategis dalam menjaga kualitas air, udara, tanah, serta pemanfaatan sumber daya alam. Dengan kesadaran tersebut, CITA menempatkan pengelolaan lingkungan sebagai bagian dari tata kelola operasional. Melalui pendekatan yang proaktif dan bertanggung jawab, Perusahaan berusaha untuk mengelola potensi dampak negatif, memastikan kepatuhan terhadap regulasi, serta menjaga kinerja perusahaan secara bertanggung jawab.

Pengelolaan lingkungan dijalankan melalui kebijakan dan prosedur internal untuk memastikan kepatuhan regulasi, mitigasi dan pengendalian dampak operasional, keterlibatan pemangku kepentingan guna meningkatkan kesadaran praktik pengelolaan lingkungan yang bertanggung jawab, serta penerapan sistem manajemen lingkungan yang mendukung operasional pertambangan yang berkelanjutan.

Ruang lingkup implementasinya mencakup pengelolaan air, limbah, energi, emisi, rehabilitasi lahan, dan keanekaragaman hayati. Efektivitasnya dievaluasi melalui pemantauan parameter lingkungan, audit internal, serta tindak lanjut perbaikan atas potensi risiko yang teridentifikasi, sehingga seluruh kegiatan operasional dapat dilaksanakan sesuai standar dan ketentuan lingkungan yang berlaku. ^[GRI 3-3]

The Company recognizes that mining operations are closely linked to the environment and play a strategic role in maintaining the quality of water, air, soil, and the responsible use of natural resources. With this awareness, CITA places environmental management as an integral part of its operational governance. Through a proactive and responsible approach, the Company strives to manage potential negative impacts, ensure regulatory compliance, and maintain responsible business performance.

Environmental management is implemented through internal policies and procedures to ensure regulatory compliance, mitigate and control operational impacts, engage stakeholders to strengthen awareness of responsible environmental practices, and implement an environmental management system that supports sustainable mining operations.

The scope of implementation covers the management of water, waste, energy, emissions, land rehabilitation, and biodiversity. Its effectiveness is evaluated through environmental parameter monitoring, internal audits, and corrective actions to address identified risks, ensuring that all operational activities are carried out in accordance with applicable environmental standards and regulations. ^[GRI 3-3]

Kepatuhan Lingkungan

Environmental Compliance

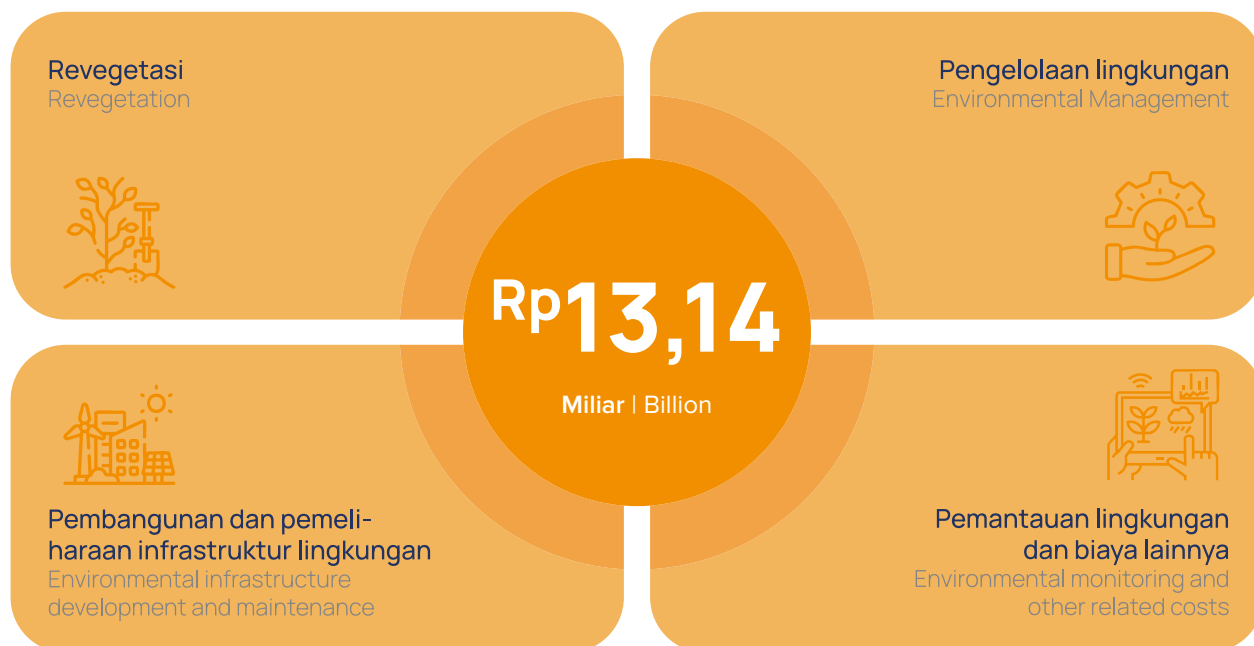
Komitmen CITA terhadap praktik pertambangan yang bertanggung jawab melalui pemenuhan dan peningkatan kepatuhan terhadap peraturan, standar, dan persyaratan di bidang lingkungan hidup. Kepatuhan ini menjadi dasar untuk memperkuat penerapan praktik terbaik dalam pengelolaan lingkungan di operasional. Sebagai bagian dari komitmen tersebut, perusahaan secara berkala menyampaikan laporan Rencana Pengelolaan Lingkungan dan Rencana Pemantauan Lingkungan (RKL–RPL) kepada instansi berwenang, dengan pemantauan dilakukan sesuai indikator dan metodologi dalam dokumen AMDAL.

Selain itu, Perusahaan juga mengalokasikan anggaran untuk biaya pengelolaan lingkungan, dengan realisasi sepanjang tahun 2025 sebesar 13,14 miliar.

CITA's commitment to responsible mining practices is demonstrated through compliance with and continuous improvement of regulations, standards, and environmental requirements. This compliance serves as a foundation for strengthening best practices in environmental management across operations. As part of this commitment, the Company regularly submits Environmental Management Plan and Environmental Monitoring Plan (RKL–RPL) reports to the relevant authorities, with monitoring conducted in accordance with the indicators and methodologies outlined in the AMDAL document.

In addition, the Company allocates a dedicated budget for environmental management, with total realization reaching IDR 13.14 billion in 2025.

Biaya Pengelolaan Lingkungan 2025 [POJK-F.3, F.4] Environmental Investment 2025



Pengelolaan Energi Energy Management

CITA mengelola konsumsi energi operasional melalui pemantauan dan evaluasi secara berkala guna meningkatkan efisiensi serta kinerja lingkungan. Perusahaan berfokus memperkuat fondasi pengelolaan energi menuju penerapan sistem manajemen energi, melalui pemetaan profil penggunaan energi, penguatan sistem pencatatan dan pemantauan, serta mengidentifikasi peluang efisiensi secara bertahap. Upaya ini menjadi landasan bagi pengembangan program pengelolaan energi yang lebih terstruktur, termasuk inisiatif yang mendukung pengurangan emisi Gas Rumah Kaca (GRK).

Konsumsi Energi [POJK-B.2A] [GRI 302-1, 302-4, 14.1.2]

Dalam kegiatan operasional, sumber energi yang digunakan mencakup biodiesel untuk alat berat dan genset, bensin untuk kendaraan operasional, LPG untuk kebutuhan domestik dan pengelasan, serta listrik dari PLN untuk operasional perkantoran. Sejalan dengan transisi energi bersih, Perusahaan juga memanfaatkan energi terbarukan melalui penggunaan *solar panel* untuk area perkantoran di lokasi operasional. Pada tahun pelaporan, CITA belum menghitung konsumsi energi di luar organisasi. [GRI 302-2, 14.1.3]

Pada tahun 2025, total konsumsi energi CITA tercatat sebesar 381.881 GJ, meningkat 19,8% dibandingkan tahun 2024, namun masih 66,5% lebih rendah dibandingkan *baseline* 2022. Kondisi ini sejalan dengan penurunan volume produksi sepanjang 2022–2025, terutama setelah diberlakukannya kebijakan pelarangan ekspor bauksit oleh Pemerintah pada 2023. Tahun dasar 2022

CITA manages operational energy consumption through regular monitoring and evaluation to enhance efficiency and environmental performance. The Company focuses on strengthening the foundation of energy management toward the implementation of an energy management system, by mapping energy use, enhancing record-keeping and monitoring systems, and gradually identifying energy-efficiency opportunities. These efforts provide the basis for developing more structured energy-management programs, including initiatives that support greenhouse gas (GHG) emissions reduction.

Energy Consumption [POJK-B.2A] [GRI 302-1, 302-4, 14.1.2]

In operational activities, the energy sources used include biodiesel for heavy equipment and generators, gasoline for operational vehicles, LPG for domestic needs and welding, and electricity from PLN for office operations. In line with the clean energy transition, the Company also utilizes renewable energy through the use of solar panels for office areas at operational sites. During the reporting year, CITA has not yet calculated energy consumption outside the organization. [GRI 302-2, 14.1.3]

In 2025, CITA's total energy consumption was recorded at 381,881 GJ, an increase of 19.8% compared to 2024, yet still 66.5% lower than the 2022 baseline. This condition is in line with the decline in production volume throughout 2022–2025, particularly following the implementation of the Government's bauxite export ban in 2023. The baseline year 2022 was established as it reflects representative

ditetapkan karena mencerminkan aktivitas operasional yang representatif. Perusahaan akan terus memastikan keandalan data dan menghitung ulang tahun dasar jika terjadi perubahan material dalam operasional. Produksi tahunan kami pun menyesuaikan dengan permintaan pasar domestik. Peningkatan konsumsi energi pada tahun 2025 dibandingkan tahun sebelumnya terutama dipengaruhi oleh tahap awal kembali beroperasinya *Site* Sandai serta penambahan aktivitas kendaraan berat di *Site* Air Upas.

Dalam bauran energi Perusahaan, energi terbarukan menyumbang 150.076 GJ atau 39,3% dari total konsumsi energi, meningkat 35,7% dibandingkan tahun 2024, terutama didorong oleh peningkatan penggunaan biodiesel dalam operasional kendaraan berat.

Seiring perkembangan tersebut, CITA memperkuat pengelolaan energi secara lebih disiplin melalui pemantauan berkala dan evaluasi kinerja guna mendukung efisiensi operasional yang terukur di seluruh unit kerja.

Seluruh energi yang digunakan Perusahaan, termasuk bahan bakar, listrik, dan energi terbarukan, dimanfaatkan sepenuhnya untuk mendukung operasional internal dan tidak diperjualbelikan dalam bentuk apapun ke pihak luar. Data konsumsi energi dihimpun melalui sistem pemantauan internal, meteran listrik, serta pencatatan pada unit operasi. Seluruh data yang dikumpulkan tersebut dihitung dan dikonversi dengan mengacu pada standar internasional.

operational activities. The Company will continue to ensure data reliability and will recalculate the baseline should any material changes occur in its operations. Our annual production has also been adjusted to match domestic market demand. The increase in energy consumption in 2025 compared to the previous year was mainly driven by the restart of Sandai Site and increased heavy equipment activities at Air Upas Site.

In the Company's energy mix, renewable energy accounted for 150,076 GJ, or 39.3% of total energy consumption, increasing by 35.7% compared to 2024, primarily driven by higher biodiesel consumption in heavy equipment operations.

Amid these developments, CITA strengthens energy management in a more disciplined manner through regular monitoring and performance evaluation to support measurable operational efficiency across all work units.

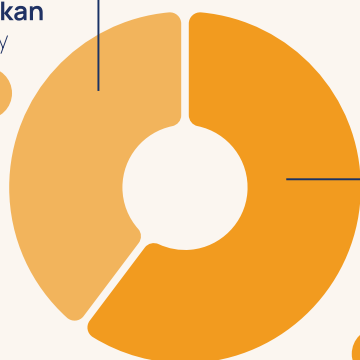
All energy used by the Company, including fuels, electricity, and renewable energy, is fully utilized to support internal operations and is not sold or transferred to external parties in any form. Energy consumption data are collected through internal monitoring systems, electricity meters, and records from operational units. All collected data are then calculated and converted based on international standards.

Penggunaan Energi CITA 2025

CITA's Energy Used 2025

39,3%
Energi Terbarukan
Renewable Energy

150.076 GJ



60,7%
Energi Tak Terbarukan
Non-Renewable Energy

231.805 GJ

- 1. Energi Terbarukan | Renewable Energy:**
PLTS (Pembangkit Listrik Tenaga Surya) dan Biosolar B40 (40% komponen nabati).
Solar power (PLTS) and B40 biodiesel (40% bio-based content).
- 2. Energi Tak Terbarukan | Non-Renewable Energy:**
Biosolar B40 (60% komponen fosil), Bensin, LPG, dan Listrik yang dibeli.
B40 biodiesel (60% fossil-based content), gasoline, liquefied petroleum gas (LPG), and purchased electricity.

Konsumsi Energi
Energy Consumption

381.881 GJ

↑ 19,8%
dari 2024
from 2024

↓ 66,5%
dari baseline 2022
from the 2022 baseline

Energi Terbarukan
Renewable Energy

150.076 GJ

↑ 37,5%
dari 2024
from 2024

↓ 55,8%
dari baseline 2022
from the 2022 baseline

Intensitas Energi
Energy Intensity

0,081 GJ / WMT MGB

↑ 21,3%
dari 2024
from 2024

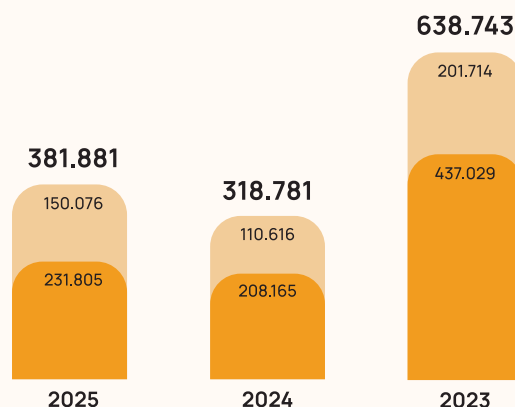
↓ 18,3%
dari baseline 2022
from the 2022 baseline



Data Konsumsi Energi Dalam Batas Operasional Perusahaan (gigajoule)

Company-boundary energy consumption data

■ Energi Tak Terbarukan
Non-Renewable Energy
 ■ Energi Terbarukan
Renewable Energy



Intensitas Energi [POJK-F.6] [GRI 302-3, 14.1.4]

Intensitas konsumsi energi pada tahun 2025 tercatat sebesar 0,081 GJ/ton WMT MGB, lebih rendah 18,3% dibandingkan *baseline* 2022. Namun demikian, dibandingkan tahun 2024 intensitas energi meningkat 21,3%. Tren data tersebut mencerminkan dinamika operasional dan pasar yang telah diuraikan sebelumnya.

Rincian data konsumsi dan intensitas energi dapat dilihat pada halaman 148.

Energy Intensity [POJK-F.6] [GRI 302-3, 14.1.4]

Energy consumption intensity in 2025 was recorded at 0.081 GJ/ton WMT MGB, 18.3% lower than the 2022 baseline. However, compared to 2024, energy intensity increased by 21.3%. This data trend reflects the operational and market dynamics described previously.

A detailed breakdown of energy consumption and energy intensity can be seen on page 148.

Inisiatif Efisiensi Energi [POJK-F.7, F.12] [GRI 302-4]

CITA melakukan upaya efisiensi energi melalui berbagai inisiatif operasional, termasuk pemanfaatan Pembangkit Listrik Tenaga Surya (PLTS) di area perkantoran untuk menggantikan sebagian pasokan listrik yang sebelumnya masih bergantung sepenuhnya pada genset berbahan bakar biosolar. PLTS yang telah dioperasikan sejak 2022 dimanfaatkan untuk kebutuhan internal dengan kapasitas terpasang sebesar 19,1 kWp di kantor *Site* Air Upas dan 34 kWp di kantor *Site* Sandai. Sepanjang 2025, PLTS menghasilkan energi sebesar 47 GJ atau sekitar 0,012% dari total konsumsi energi Perusahaan. Angka ini menurun sekitar 35,6% dibandingkan tahun sebelumnya, terutama dipengaruhi oleh gangguan operasional pada PLTS di *Site* Sandai sepanjang 2025 serta terbatasnya periode operasi PLTS di *Site* Air Upas.

Selain memanfaatkan PLTS, Perusahaan juga meningkatkan porsi energi terbarukan dalam konsumsi energinya melalui penggunaan biosolar B40 sepanjang tahun 2025. Penggunaan bahan bakar dengan campuran Fatty Acid Methyl Ester (FAME) sebesar 40% ini merupakan bagian dari upaya Perusahaan untuk mendukung bauran energi yang lebih berkelanjutan serta mengurangi ketergantungan pada bahan bakar fosil. [POJK-F.5]

Energy Efficiency Initiative [POJK-F.7, F.12] [GRI 302-4]

CITA implements energy efficiency efforts through various operational initiatives, including the utilization of solar power plants (PLTS) in office areas to partially replace electricity previously fully supplied by biodiesel-fueled generators. The PLTS, which has been in operation since 2022, is used for internal needs with an installed capacity of 19.1 kWp at the Air Upas Site office and 34 kWp at the Sandai Site office. Throughout 2025, the PLTS generated 47 GJ of energy, or approximately 0.012% of the Company's total energy consumption. This decreased by around 35.6% compared to the previous year, mainly due to operational disruptions at the Sandai Site PLTS and the limited operating period of the PLTS at the Air Upas Site.

In addition to PLTS utilization, the Company increased the share of renewable energy in its energy mix through the use of B40 biodiesel throughout 2025. The use of fuel blended with 40% Fatty Acid Methyl Ester (FAME) reflects the Company's commitment to supporting a more sustainable energy mix and reducing dependence on fossil fuels. [POJK-F.5]

Total pengurangan energi yang berhasil dicapai pada tahun 2025 adalah 150.076 GJ, yang diperoleh melalui peningkatan bauran energi terbarukan, yaitu dari biosolar B35 ke B40 dan pemanfaatan PLTS. Konsumsi energi yang tercatat mencerminkan total energi yang digunakan dari biosolar dan PLTS. Pengurangan energi pada tahun 2025 meningkat sebesar 35,7% dibandingkan tahun 2024.

The total energy reduction achieved in 2025 amounted to 150,076 GJ, driven by an increased renewable energy mix, namely the transition from B35 to B40 biodiesel and the utilization of solar power (PLTS). The recorded energy consumption reflects the total energy used from biodiesel and solar power. Energy reduction in 2025 increased by 35.7% compared to 2024.

Pengurangan energi 2025 sebesar
Energy reduction in 2025 reached

150.076 GJ



↑ 35,7%
dari 2024
compared to 2024

Upaya lain yang dilakukan perusahaan di antaranya melakukan evaluasi proses pengangkutan bauksit yang mencakup desain jalan, pemilihan rute terdekat, dan penyesuaian kontur jalan untuk mendorong efisiensi penggunaan bahan bakar. Selain inisiatif teknis, Perusahaan aktif mengadakan kampanye penghematan energi melalui berbagai saluran komunikasi karyawan, seperti sosialisasi, materi edukasi, serta penyampaian pesan manajemen kepada karyawan. [POJK-F.1]

Other initiatives include evaluating bauxite transportation processes, covering road design, route optimization, and road contour adjustments to improve fuel efficiency. Beyond technical measures, the Company also actively promotes energy conservation through employee communication channels, including awareness programs, educational materials, and management messages delivered to employees. [POJK-F.1]

Penguatan Konservasi Energi

Strengthening Energy Conservation

CITA terus memperkuat kinerja lingkungan melalui berbagai inisiatif berkelanjutan. Pada Desember 2025, Perusahaan menyelenggarakan Bimbingan Teknis penerapan Manajemen Energi dan Pelaporan Energi dengan menghadirkan narasumber dari Direktorat Jenderal Energi Baru, Terbarukan, dan Konservasi Energi. Kegiatan ini merupakan bagian dari upaya meningkatkan efisiensi energi sekaligus memastikan kepatuhan terhadap Peraturan Pemerintah Nomor 33 Tahun 2023 tentang Konservasi Energi serta Peraturan Menteri ESDM Nomor 8 Tahun 2025 tentang Manajemen Energi.

CITA continues to strengthen its environmental performance through various sustainable initiatives. In December 2025, the Company conducted a Technical Guidance session on the implementation of Energy Management and Energy Reporting, featuring a speaker from the Directorate General of New, Renewable Energy and Energy Conservation. This activity forms part of the Company's efforts to improve energy efficiency while ensuring compliance with Government Regulation No. 33 of 2023 on Energy Conservation and Minister of Energy and Mineral Resources Regulation No. 8 of 2025 on Energy Management.



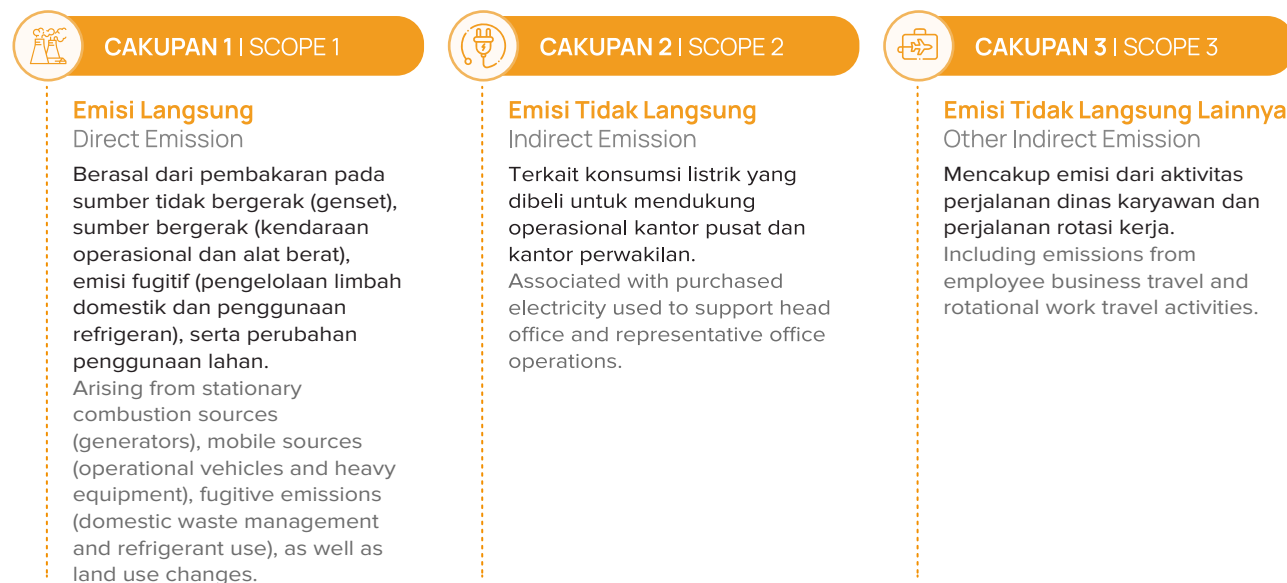
Keterangan Gambar: Kegiatan Bimbingan Teknis penerapan Manajemen Energi dan Pelaporan Energi
Image Caption: Technical Guidance on Energy Management Implementation and Energy Reporting

Emisi Gas Rumah Kaca [GRI 3-3, 305-1, 305-2, 305-3, 14.1.1, 14.1.5, 14.1.6, 14.1.7]

Greenhouse Gas Emission

CITA secara rutin memantau dan mengevaluasi emisi Gas Rumah Kaca (GRK) di seluruh kegiatan operasional sesuai dengan GHG Protocol: Corporate Standard dan ISO 14064-1. Inventarisasi emisi GRK mencakup tiga kategori pelaporan:

CITA regularly monitors and evaluates greenhouse gas (GHG) emissions across all operational activities in accordance with the GHG Protocol: Corporate Standard and ISO 14064-1. The GHG inventory covers three reporting categories:



Pada tahun 2025, emisi GRK absolut CITA yang melingkupi Cakupan 1 dan Cakupan 2 tercatat sebesar 69.307 tCO₂e, meningkat 28,7% dibandingkan tahun 2024, namun masih 55,1% lebih rendah dibandingkan *baseline* 2022.

In 2025, CITA's total GHG emissions from Scope 1 and Scope 2 amounted to 69,307 tCO₂e, representing an increase of 28.7% compared to 2024, yet remaining 55.1% lower than the 2022 baseline.

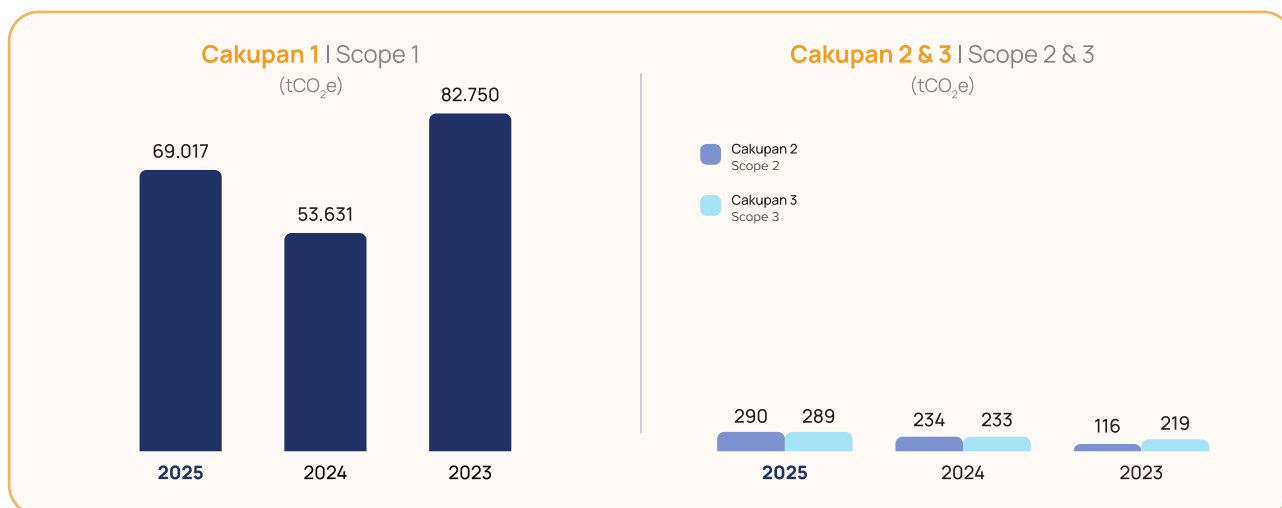
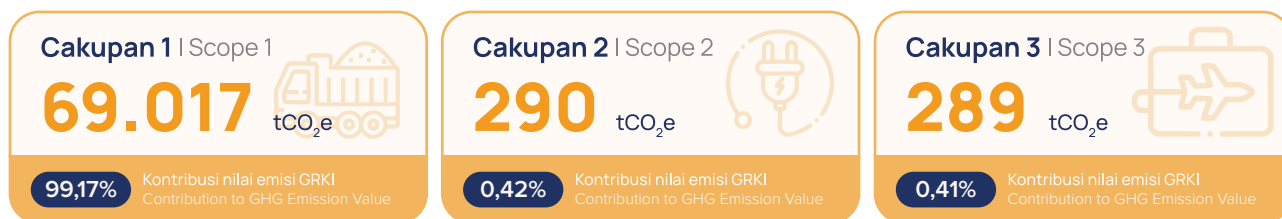


Tren data tersebut mencerminkan dinamika operasional dan pasar yang juga selaras dengan uraian di bagian Energi. Emisi ini mencerminkan sumber emisi langsung dan tidak langsung dari kegiatan operasional Perusahaan dan menjadi dasar dalam evaluasi kinerja, pengendalian emisi, serta penetapan langkah mitigasi berkelanjutan. Sedangkan emisi GRK Cakupan 3 pada tahun 2025 tercatat sebesar 289 tCO₂e, meningkat 24% dibandingkan tahun 2024 dipengaruhi oleh meningkatnya aktivitas mobilitas karyawan seiring beroperasinya kembali *Site Sandai*. [POJK-F.11] [GRI 305-5, 14.1.9]

This trend reflects operational and market dynamics, consistent with the explanation provided in the Energy section. These emissions represent both direct and indirect sources from the Company's operations and serve as a basis for performance evaluation, emissions control, and the development of ongoing mitigation measures. Meanwhile, Scope 3 GHG emissions in 2025 were recorded at 289 tCO₂e, an increase of 24% compared to 2024, primarily driven by increased employee mobility following the reactivation of the Sandai Site. [POJK-F.11] [GRI 305-5, 14.1.9]

Rincian data emisi dan intensitas emisi dapat dilihat pada halaman 149.

Detailed emission and emission intensity data are presented on page 149.



Pada 2025, intensitas emisi GRK CITA Cakupan 1 dan 2 tercatat 0,015 ton CO₂e/WMT MGB, meningkat 30,3% dibandingkan tahun 2024 dan 8,9% dari *baseline* 2022 seiring perkembangan profil operasional pada 2025 yang telah dijelaskan sebelumnya. [POJK-F.11] [GRI 305-4, 14.1.8]

In 2025, CITA's Scope 1 and Scope 2 GHG emission intensity was recorded at 0.015 tCO₂e/WMT MGB, representing an increase of 30.3% compared to 2024 and 8.9% above the 2022 baseline, in line with the operational profile developments in 2025 as previously described. [POJK-F.11] [GRI 305-4, 14.1.8]

Perusahaan telah melakukan upaya untuk mengurangi emisi GRK melalui peningkatan penggunaan energi terbarukan, termasuk biosolar B40 dan pemanfaatan PLTS. Kedua inisiatif tersebut mengurangi emisi sebesar 11.206 tCO₂e, meningkat 37,7% dibandingkan tahun 2024. [POJK-B.2B] [GRI 305-5, 14.1.9]

The Company has taken steps to reduce GHG emissions through increased use of renewable energy, including B40 biodiesel and the utilization of solar power (PLTS). These initiatives resulted in a reduction of 11,206 tCO₂e, representing a 37.7% increase compared to 2024. [POJK-B.2B] [GRI 305-5, 14.1.9]

Perusahaan terus melakukan pemantauan dan evaluasi terhadap kinerja emisi untuk mengidentifikasi peluang peningkatan efisiensi dan pengendalian emisi secara berkelanjutan. [POJK-F.12]

The Company continues to monitor and evaluate its emissions performance to identify opportunities for improving efficiency and ensuring continuous emissions control. [POJK-F.12]

Emisi Non-GRK [POJK F.12][GRI 3-3, 14.3.1]

Non-GHG Emissions

Selain pengelolaan emisi GRK, CITA juga memantau emisi udara non-GRK untuk memastikan kepatuhan terhadap baku mutu dan menjaga kualitas udara di area operasional. CITA melakukan pemantauan berkala terhadap emisi udara dari sumber tidak bergerak, mengacu pada Peraturan Menteri Lingkungan Hidup dan Kehutanan No. 11 Tahun 2021 tentang Baku Mutu Emisi Mesin dengan Pembakaran Dalam.

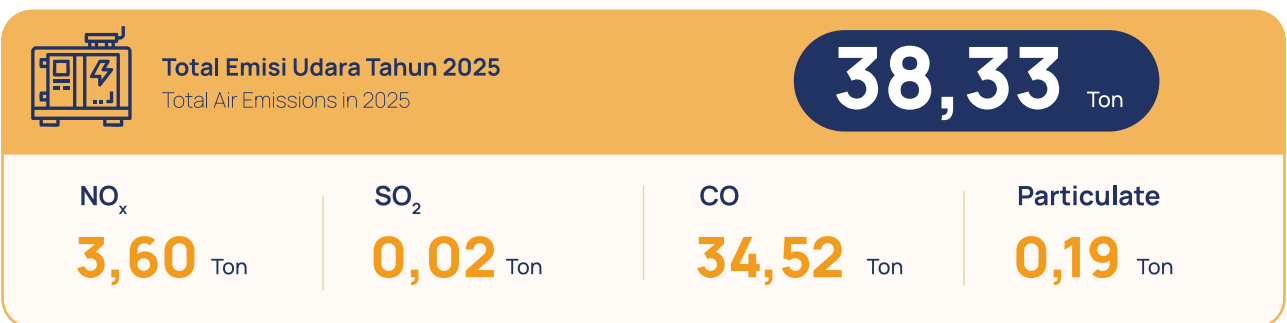
CITA melakukan pemantauan kualitas udara ambien secara berkala bekerja sama dengan laboratorium lingkungan terakreditasi untuk mengevaluasi kualitas udara di lingkungan operasional. Hasil pemantauan di 2025 menunjukkan seluruh parameter yang diuji berada dalam batas baku mutu/ambang batas yang dipersyaratkan.

In addition to managing GHG emissions, CITA also monitors non-GHG air emissions to ensure compliance with applicable standards and maintain air quality within operational areas. The Company conducts periodic monitoring of air emissions from stationary sources in accordance with the Regulation of the Minister of Environment and Forestry No. 11 of 2021 concerning Emission Standards for Internal Combustion Engines.

CITA also performs regular ambient air quality monitoring in collaboration with accredited environmental laboratories to assess air quality within its operational environment. The monitoring results in 2025 indicate that all tested parameters were within the applicable regulatory thresholds and standards.

Emisi Lain yang Signifikan dari Operasional CITA [GRI 305-7, 14.3.2]

Other Significant Emissions from CITA Operations



Pengurangan Emisi Zat Perusak Lapisan Ozon (ODS) [POJK-F.12] [GRI 305-6]

Ozone-Depleting Substances (ODS) Emissions Reduction

Perusahaan berupaya mengurangi emisi zat perusak lapisan ozon (*Ozone-Depleting Substances/ODS*) dengan tidak menggunakan refrigeran berbasis *chlorofluorocarbon* (CFC). Meskipun dalam operasional masih terdapat penggunaan refrigeran R22 yang tergolong *hydrochlorofluorocarbon* (HCFC), jenis refrigeran ini saat ini berada dalam masa transisi penghapusan bertahap sejalan dengan upaya penggunaan refrigeran yang lebih ramah lingkungan.

The Company is committed to reducing emissions of ozone-depleting substances (ODS) by not using chlorofluorocarbon (CFC)-based refrigerants. While the Company's operations still involve the use of R22 refrigerant, which is classified as a hydrochlorofluorocarbon (HCFC), this type of refrigerant is currently in a phase-out transition in line with efforts to adopt more environmentally friendly alternatives.



Menjaga Kualitas Udara dan Tingkat Kebisingan

Maintaining Air Quality and Noise Levels

Aktivitas pertambangan serta kegiatan pendukungnya berpotensi menghasilkan polusi udara yang dapat menimbulkan dampak lingkungan jangka panjang serta risiko kesehatan bagi pekerja dan masyarakat di sekitar area operasional apabila tidak dikelola dengan baik. Menyadari hal tersebut, CITA menerapkan berbagai langkah untuk mengendalikan dampak operasional terhadap kualitas udara ambien, termasuk pengelolaan kebisingan, dan emisi dari genset.

Mining activities and their supporting operations have the potential to generate air pollution that may lead to long-term environmental impacts and pose health risks to workers and surrounding communities if not properly managed. Recognizing this, CITA implements various measures to control operational impacts on ambient air quality, including noise management and emissions from generators.

Upaya pengendalian dilakukan melalui inisiatif berikut:

Control efforts are carried out through the following initiatives:

01

Penggunaan kendaraan operasional sesuai standar kelayakan, untuk memastikan aktivitas mobilisasi berlangsung aman dan efisien.

Use of operational vehicles that meet roadworthiness standards to ensure safe and efficient mobilization;

02

Perawatan kendaraan dan mesin secara rutin guna menjaga kinerja pembakaran dan menekan emisi gas buang, termasuk parameter seperti NO_x, CO, SO₂ dan partikulat.

Regular maintenance of vehicles and machinery to maintain combustion performance and reduce exhaust emissions, including parameters such as NO_x, CO, SO₂ and particulates;

03

Pengaturan waktu dan volume mobilisasi bijih bauksit menuju *Bauxite Processing Plant* untuk mengoptimalkan pergerakan alat angkut dan potensi sebaran debu di jalur pengangkutan.

Managing the timing and volume of bauxite transportation to the Bauxite Processing Plant to optimize haulage operations and minimize dust dispersion along transportation routes;

04

Penyiraman jalan tambang secara berkala untuk meminimalkan penyebaran debu, terutama pada musim kemarau.

Routine watering of mine roads to suppress dust, particularly during the dry season;

05

Penanaman vegetasi di sepanjang jalur tambang sebagai penghalang debu alami sekaligus penguatan kondisi lingkungan di area operasional.

Planting vegetation along mining routes as a natural dust barrier and to enhance environmental conditions in operational areas;

06

Pengujian rutin oleh laboratorium lingkungan yang terakreditasi.

Regular testing conducted by accredited environmental laboratories.

Pengelolaan Air

Water Management

Ketersediaan dan kualitas air merupakan aspek penting dalam kegiatan pertambangan CITA. Perusahaan melakukan pengelolaan air melalui pemantauan dan pengendalian operasional untuk menjaga kualitas serta ketersediaan sumber daya air di sekitar wilayah tambang. Upaya ini terus dikembangkan secara bertahap guna memastikan kegiatan operasional tetap memperhatikan keberlanjutan sumber daya air bagi lingkungan dan masyarakat sekitar.

Pemantauan kualitas air limbah dan badan air sekitar operasional dilakukan secara berkala melalui laboratorium lingkungan terakreditasi dan didukung oleh infrastruktur

Water availability and quality are critical aspects of CITA's mining operations. The Company manages water through continuous monitoring and operational controls to maintain both the quality and availability of water resources in and around the mining areas. These efforts are continuously developed to ensure that operational activities remain aligned with the sustainable management of water resources for both the environment and surrounding communities.

Monitoring of wastewater and surrounding water bodies is conducted periodically through accredited environmental laboratories and supported by adequate infrastructure,

yang memadai seperti kolam pengendapan, sistem drainase, serta saluran darurat guna mencegah limpasan ke lingkungan. Seluruh hasil pemantauan dilaporkan kepada otoritas sesuai ketentuan.

Perusahaan melaksanakan pengelolaan air dengan mengacu pada regulasi dan persetujuan lingkungan yang berlaku, melalui pendekatan pencegahan, pemantauan berkala, dan evaluasi terhadap kinerja pengelolaan. Evaluasi dilihat berdasarkan kepatuhan terhadap baku mutu yang dipersyaratkan, hasil pemantauan kualitas air, serta peninjauan pola pemanfaatan air. Dalam hal terdapat ketidaksesuaian, Perusahaan melakukan tindak lanjut dan perbaikan yang diperlukan sebagai bagian dari upaya peningkatan berkelanjutan. Masukan dari regulator dan masyarakat sekitar turut menjadi bagian dalam penguatan tata kelola pengelolaan air. [GRI 3-3, 14.7.1]

including settling ponds, drainage systems, and emergency channels to prevent runoff into the environment. All monitoring results are reported to the relevant authorities in accordance with applicable regulations.

The Company manages water in compliance with prevailing regulations and environmental approvals through preventive measures, regular monitoring, and performance evaluation. Evaluation is based on compliance with required quality standards, water quality monitoring results, and the assessment of water usage patterns. In the event of non-compliance, the Company undertakes necessary corrective actions as part of its continuous improvement efforts. Input from regulators and surrounding communities also contributes to strengthening water management governance. [GRI 3-3, 14.7.1]



Pengambilan dan Penggunaan Air [POJK-F.8][GRI 303-3, 303-5, 14.7.4, 14.7.6]

Dalam operasionalnya, CITA menggunakan air dari beberapa sumber, yaitu air permukaan, air hujan yang tertampung secara alami dan air daur ulang internal untuk kegiatan operasional serta air tanah untuk kebutuhan domestik. Wilayah operasional CITA tidak berada pada area dengan tingkat *water stress*, dan pengambilan air tidak dilakukan dari sumber yang dilindungi.

Kebutuhan air untuk proses produksi terutama dipenuhi dari kombinasi air permukaan dan sebagian besar dari air yang disirkulasi ulang. Sementara itu, air tanah hanya digunakan untuk kebutuhan domestik seperti untuk kebutuhan air di area perkantoran dan mess karyawan. Pemanfaatan air permukaan dilakukan secara terbatas, dengan mempertimbangkan kebutuhan operasional dan ketersediaan sumber daya.

Di lain sisi, pemanfaatan kembali air terus dioptimalkan sebagai bagian dari strategi efisiensi air. Ke depan, Perusahaan akan melakukan penguatan sistem pemantauan dan pencatatan pengelolaan air secara

Water Withdrawal and Usage [POJK-F.8][GRI 303-3, 303-5, 14.7.4, 14.7.6]

In its operations, CITA utilizes water from several sources, including surface water, naturally collected rainwater, and internally recycled water for operational activities, as well as groundwater for domestic use. CITA's operational areas are not located in water-stressed areas, and water withdrawal is not conducted from protected sources.

Water requirements for production processes are primarily met through a combination of surface water and largely recycled water. Meanwhile, groundwater is used exclusively for domestic purposes, such as office facilities and employee housing. The use of surface water is carried out in a controlled manner, taking into account operational needs and resource availability.

At the same time, water reuse continues to be optimized as part of the Company's water efficiency strategy. Going forward, the Company will gradually strengthen its monitoring and recording systems for water management

bertahap, sejalan dengan upaya peningkatan tata kelola.

Pada tahun 2025, total konsumsi air mencapai 3.733,43 megaliter, meningkat 7,9% dibandingkan tahun sebelumnya seiring dengan kembali beroperasinya *Site Sandai*. Meskipun demikian, dibandingkan dengan *baseline* tahun 2022, konsumsi air masih lebih rendah sebesar 62,3% sejalan dengan penurunan tingkat produksi selama periode 2022-2025, terutama setelah kebijakan ekspor bauksit oleh Pemerintah pada 2023. Produksi tahunan kami pun menyesuaikan dengan ketersediaan permintaan pasar domestik.

in line with efforts to enhance governance.

In 2025, total water consumption reached 3,733.43 megaliters, representing an increase of 7.9% compared to the previous year, in line with the reactivation of the Sandai Site. However, compared to the 2022 baseline, water consumption remained 62.3% lower, consistent with the decline in production levels during the 2022–2025 period, particularly following the Government's bauxite export policy in 2023. Annual production has also been adjusted to domestic market demand.

2025

Penggunaan air
Water usage

3.733,43 Megaliter (ML)



↓ **62,3%**
dari baseline 2022
from 2022 baseline

↑ **7,9%**
dari 2024
compared to 2024

Rincian data pengambilan dan pemakaian air dapat dilihat pada halaman 150.

Detailed data on water withdrawal and consumption can be found on page 150.



Pengelolaan Air di Fasilitas Pencucian Bauksit [GRI 303-1, 14.7.2]

CITA menerapkan praktik pemanfaatan kembali air proses di *Bauxite Processing Plant* (BPP) untuk meningkatkan efisiensi penggunaan air dan membatasi kebutuhan air baru.

Air dari kolam pencucian bauksit dimanfaatkan kembali dalam siklus operasional melalui sistem sirkulasi internal dan pengendapan bertahap. Pendekatan ini mendukung pengendalian penggunaan air serta meminimalkan potensi pelepasan air proses ke lingkungan sesuai dengan mekanisme yang diatur. Residu hasil pencucian dikelola melalui kolam pengendapan yang dirancang untuk memisahkan partikel padat dari air sebelum air digunakan kembali atau dilepas ke lingkungan. Seluruh kolam dibangun dengan desain teknis yang memperkuat struktur tanggul dari potensi limpasan, rembesan, dan longsor, untuk menjaga stabilitas dan keamanan fasilitas. Keandalan struktur dan kapasitas tampung dikendalikan melalui pemantauan elevasi muka air, volume residu, serta penilaian kondisi fisik secara berkala. Untuk mitigasi risiko, kolam dilengkapi fasilitas tampungan darurat dan sistem drainase terkontrol guna menjaga kapasitas tampung tetap memadai.

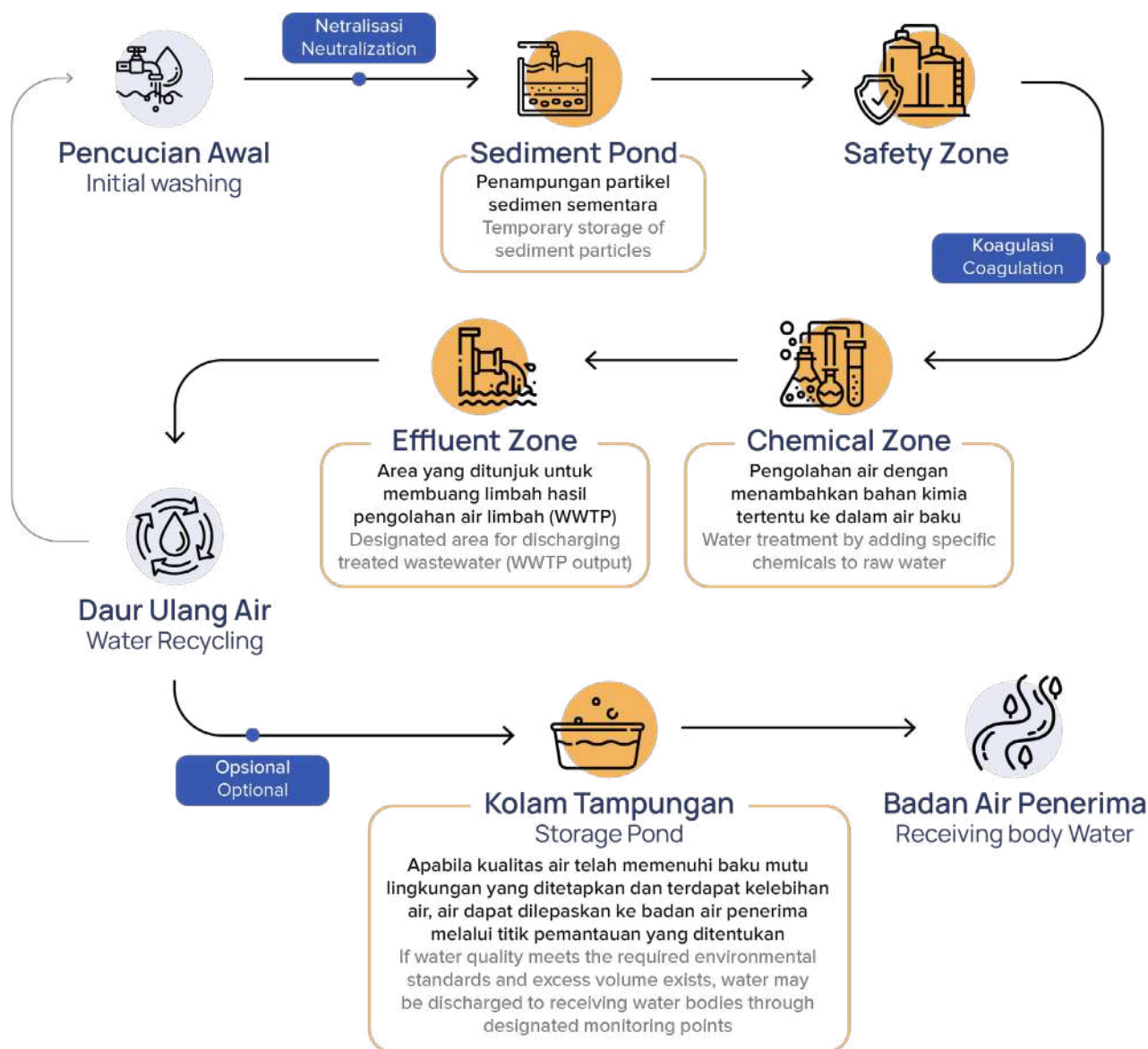
Water Management in Bauxite Processing Plant [GRI 303-1, 14.7.2]

CITA implements water reuse practices at the Bauxite Processing Plant (BPP) to improve water use efficiency and reduce the demand for fresh water.

Water from the bauxite washing ponds is reused within the operational cycle through internal circulation systems and staged sedimentation processes. This approach supports controlled water usage and minimizes the potential discharge of processed water into the environment in accordance with established mechanisms. Residue from the washing process is managed through settling ponds designed to separate solid particles from water before it is reused or discharged. All ponds are constructed with technical designs that strengthen embankment structures to prevent overflow, seepage, and slope failure, ensuring facility stability and safety. Structural integrity and storage capacity are maintained through regular monitoring of water levels, residue volumes, and periodic physical condition assessments. As part of risk mitigation, the ponds are equipped with emergency containment facilities and controlled drainage systems to ensure sufficient storage capacity at all times.

Proses Pencucian Bauksit

Bauxite Washing Process



Pelepasan Air [GRI 303-2, 303-4, 14.7.3, 14.7.5]

CITA mengelola air limbah secara ketat dengan memastikan air hasil pencucian bauksit tidak dilepaskan langsung ke badan air. Prosedur kesiapsiagaan diterapkan untuk mengantisipasi kondisi operasional yang tidak normal, termasuk curah hujan ekstrem. Pelepasan air hanya dilakukan dalam kondisi yang sangat mendesak dan memerlukan pengurangan volume tampungan. Setiap pelepasan air ke lingkungan dilakukan dengan memperhatikan batas debit dan parameter kualitas air sesuai dengan Persetujuan Teknis Pembuangan Air limbah yang berlaku.

Pemantauan kualitas air di sekitar area operasional (sungai-sungai) dilakukan secara reguler melalui pemeriksaan internal harian dan pengujian oleh laboratorium lingkungan terakreditasi.

Water Discharge [GRI 303-2, 303-4, 14.7.3, 14.7.5]

CITA strictly manages wastewater by ensuring that water from bauxite washing processes is not directly discharged into natural water bodies. Preparedness procedures are implemented to anticipate abnormal operational conditions, including extreme rainfall. Water discharge is only carried out under exceptional circumstances that require a reduction in storage capacity. Any discharge to the environment is conducted in compliance with applicable wastewater discharge technical approvals, including flow rate limits and water quality parameters.

Water quality monitoring in surrounding operational areas (rivers) is conducted regularly through daily internal inspections and testing by accredited environmental laboratories.

Pemantauan terhadap parameter utama seperti *Total Suspended Solid* (TSS) dan pH dilakukan sebagai mekanisme peringatan dini untuk mendeteksi potensi perubahan kualitas air dan memastikan langkah pengendalian dapat segera dilakukan.

Monitoring of key parameters such as Total Suspended Solids (TSS) and pH serves as an early warning mechanism to detect potential changes in water quality and ensure timely implementation of control measures.



Prinsip Geoteknik di Fasilitas Penampungan untuk Stabilitas Pengelolaan Air dan Residu

Geotechnical Principles in Containment Facilities for Water and Residue Stability

Untuk menjaga stabilitas kolam pengelolaan air dan residu, Perusahaan menerapkan prinsip geoteknik dalam tahap perencanaan, konstruksi, dan pemantauan. Penerapan ini mencakup analisis dan verifikasi stabilitas tanggul, kapasitas kolam, serta sistem drainase untuk menekan risiko kegagalan struktur, rembesan, dan potensi limpasan/tumpahan, sehingga kualitas air tetap terjaga sesuai ketentuan lingkungan. ^[GRI 306-2, 14.5.3]

Prinsip geoteknik diterapkan secara menyeluruh sepanjang siklus hidup fasilitas. Proses dimulai dari investigasi tanah pra-konstruksi, dilanjutkan dengan pengendalian mutu pada tahap konstruksi, serta pemantauan stabilitas pada fase operasi melalui mekanisme robotik dengan aspek pengukuran seperti tekanan air pori, pemantauan pergerakan tanah, dan inspeksi berkala. Pengawasan kemudian diteruskan hingga tahap penutupan dan rehabilitasi untuk memastikan kestabilan pascaoperasi serta meminimalkan risiko lingkungan jangka panjang.

To ensure the stability of water and residue management ponds, the Company applies geotechnical principles throughout the planning, construction, and monitoring stages. This includes the analysis and verification of embankment stability, pond capacity, and drainage systems to minimize the risks of structural failure, seepage, and potential overflow/spillage, thereby maintaining water quality in accordance with environmental standards. ^[GRI 306-2, 14.5.3]

Geotechnical principles are applied comprehensively across the entire lifecycle of the facilities. The process begins with pre-construction soil investigations, followed by quality control during construction, and continued stability monitoring during the operational phase through systematic monitoring mechanisms, including measurements of pore water pressure, ground movement monitoring, and periodic inspections. Oversight is further extended to the closure and rehabilitation phases to ensure post-operational stability and minimize long-term environmental risks.



Pengelolaan Limbah [POJK-F.14][GRI 3-3, 306-1, 306-2, 14.5.1, 14.5.2, 14.5.3]

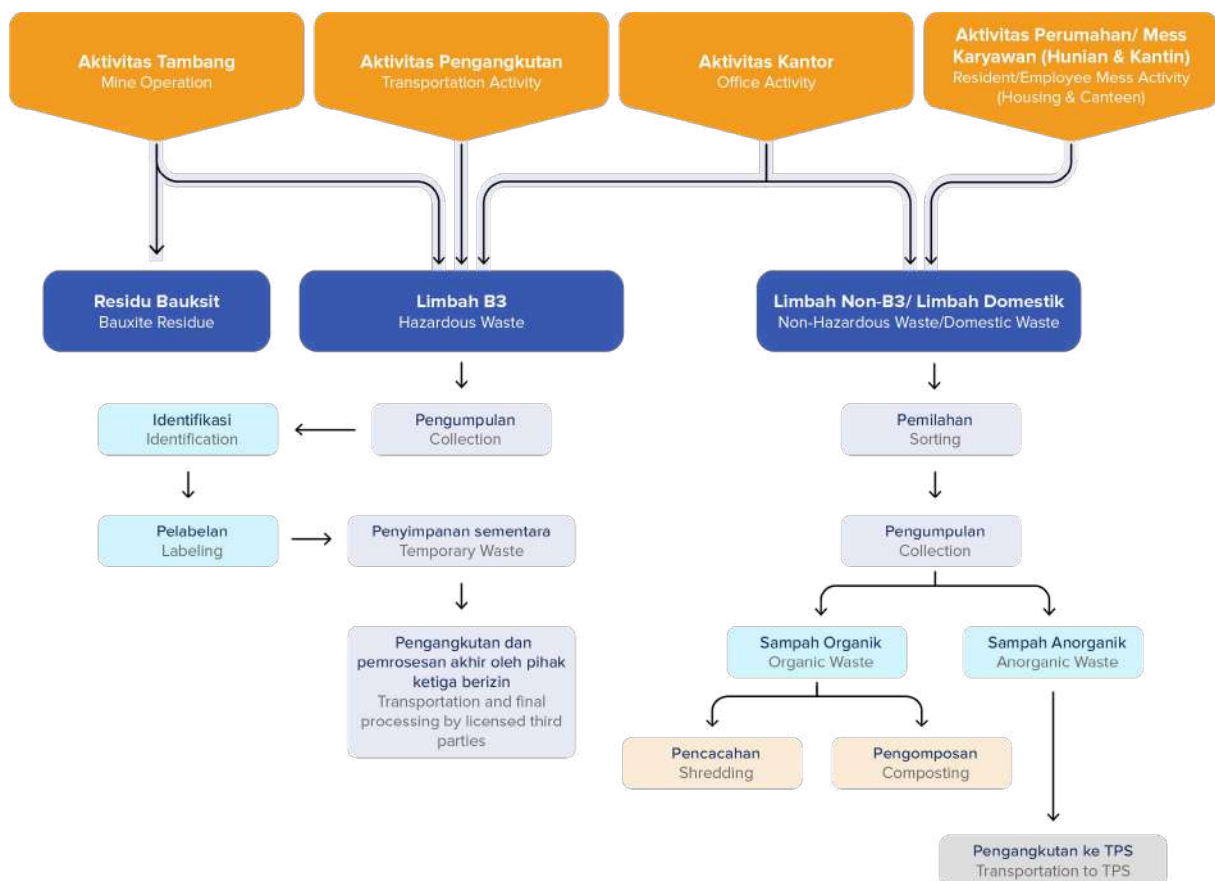
Waste Management

CITA menerapkan sistem pengelolaan limbah yang mencakup limbah non-mineral yaitu limbah B3 (Bahan Berbahaya dan Beracun) dan limbah non-B3, serta limbah mineral berupa residu bauksit. Pengelolaan dilakukan sesuai karakteristik masing-masing jenis limbah sesuai regulasi yang berlaku. CITA melakukan pemantauan dan pencatatan timbulan serta penanganan limbah dari seluruh kegiatan operasional secara berkala. Data ini digunakan sebagai dasar evaluasi kinerja dan penetapan langkah perbaikan pengelolaan limbah dari waktu ke waktu.

CITA implements a waste management system covering non-mineral waste, including hazardous waste and non-hazardous waste, as well as mineral waste in the form of bauxite residue. Waste is managed according to its characteristics and in compliance with applicable regulations. The Company conducts regular monitoring and recording of waste generation and handling from all operational activities. This data serves as the basis for performance evaluation and the determination of continuous improvement measures in waste management.

Sistem Pengolahan Limbah

Waste Management System



Timbulan Limbah Non-mineral [POJK-B.2C, F.13] [GRI 306-3, 306-4, 306-5, 14.5.4, 14.5.5, 14.5.6]

Non-mineral Waste Generation

Limbah Non B3

Non-hazardous and non-toxic Waste

2025

Total limbah Non B3
Total Non-Hazardous Waste

98,23 Ton

Limbah B3

Hazardous and Toxic Waste

2025

Total limbah B3
Total Hazardous Waste

174,12 Ton

100%

dikelola pihak ketiga berizin
managed by licensed third parties

Timbulan Limbah Mineral [POJK-B.2C, F.13] [GRI 306-3, 14.5.4]

Mineral Waste Generation



Residu Bauksit | Bauxite Residue

2025

Dihasilkan
Generated

2.635.970 m³

Dimanfaatkan kembali
Utilized

107.028 m³

Disimpan
Stored

2.528.942 m³

Pengelolaan dan Pemanfaatan Sisa Hasil Pengolahan Bauksit [POJK-

B.1D, F.5, F.28] [GRI 306-2, 14.5.3]

Management and Utilization of Bauxite Residue

Sisa hasil pengolahan mineral merupakan material nonproduk yang dihasilkan dari proses pengolahan bijih bauksit menjadi Metallurgical Grade Bauxite (MGB), yang berupa residu dan terendapkan pada kolam sedimentasi (*settling pond*). Berdasarkan hasil pengujian karakteristik, residu tersebut tidak tergolong sebagai limbah B3 serta tidak memiliki sifat berbahaya seperti korosif, reaktif, mudah meledak, maupun mudah menyala. Selain itu, seluruh parameter *Toxicity Characteristic Leaching Procedure* (TCLP) berada di bawah baku mutu yang berlaku.

Secara karakteristik, residu bauksit didominasi oleh kandungan silika, oksida besi, dan tanah liat, dengan kadar aluminium yang relatif rendah. Pengelolaan residu dilaksanakan dengan mengedepankan prinsip efisiensi, dan keberlanjutan, serta mempertimbangkan aspek keekonomian dan ketersediaan teknologi yang tersedia dan dapat diterapkan.

Bauxite residue are non-product materials generated from the beneficiation of bauxite ore into Metallurgical Grade Bauxite (MGB), which settle as slurry in settling ponds. Based on characterization tests, these residue are not classified as hazardous waste (B3) and do not exhibit hazardous properties such as corrosivity, reactivity, explosiveness, or flammability. In addition, all Toxicity Characteristic Leaching Procedure (TCLP) parameters are below the applicable quality standards.

In terms of characteristics, bauxite residue is dominated by silica, iron oxide, and clay content, with relatively low aluminium levels. Residue management is carried out with a focus on efficiency and sustainability, taking into account economic aspects and the availability of applicable technologies.



Upaya pengelolaan residu yang diterapkan meliputi:

Residue management measures include:

01

Penempatan material pada lokasi khusus sesuai dengan jenis dan karakteristiknya;

Placement of material in designated locations according to its type and characteristics;

02

Pengendalian volume/tonase residu yang dihasilkan;

Control of the volume/tonnage of generated residue;

03

Pelaksanaan pendataan dan pemantauan kuantitas serta kualitas material secara berkala;

Regular data collection and monitoring of material quantity and quality;

04

Optimalisasi pemanfaatan residu sebagai material pendukung operasional.

Optimization of residue utilization as supporting operational material.

Dalam implementasinya, pengelolaan residu difokuskan pada kegiatan inventarisasi material endapan di *settling pond*. Sementara itu, pemanfaatan residu dilakukan sebagai material *blending* di *stockpile*, serta dimanfaatkan sebagai material pelapisan jalan tambang (*hauling road*) dan peningkatan akses jalan melalui program tanggung jawab sosial perusahaan (CSR).

In practice, residue management focuses on tracking residue volumes in settling ponds. Meanwhile, residue utilization is implemented as blending material in the stockpile and as road surfacing material for hauling roads and access-road improvement through the Company's corporate social responsibility (CSR) program.



Melalui pendekatan tersebut, perusahaan berkomitmen untuk:

Through this approach, the Company is committed to:

01

Mengendalikan dan meminimalkan dampak lingkungan;
Controlling and minimizing environmental impacts;



02

Mengoptimalkan pemanfaatan sisa hasil pengolahan;
Optimizing the utilization of bauxite residue;



03

Menerapkan praktik pengelolaan yang bertanggung jawab dan berkelanjutan sesuai ketentuan yang berlaku.
Implementing responsible and sustainable management practices in accordance with applicable regulations.



Ke depan, perusahaan akan terus melakukan evaluasi dan kajian terhadap alternatif pemanfaatan residu lainnya guna meningkatkan nilai tambah material, termasuk untuk kebutuhan konstruksi dan sektor terkait, seiring dengan perkembangan teknologi dan peluang pemanfaatan yang tersedia. ^[POJK-F.5]

Looking ahead, the company will continue to evaluate and study alternative uses of the residue to enhance its added value, including for construction and related sectors, in line with technological developments and available utilization opportunities. ^[POJK-F.5]

Pengelolaan Limbah B3

Pengelolaan limbah B3 dilakukan melalui penanganan khusus yang mencakup identifikasi jenis limbah, pengumpulan, serta pemberian simbol dan label limbah B3 sebelum diproses lebih lanjut. Mayoritas limbah B3 bersumber dari aktivitas operasional kendaraan angkutan material dan alat penambangan bauksit (kegiatan *upstream*). ^[GRI 306-1, 306-2, 14.5.2, 14.5.3]

Seluruh limbah B3 disimpan sementara di Tempat Penyimpanan Sementara (TPS) Limbah B3 yang telah memenuhi standar teknis dan persyaratan regulasi yang berlaku. Selanjutnya, limbah diserahkan kepada pihak ketiga berizin untuk pengangkutan, pengolahan, pemanfaatan, atau pembuangan akhir sesuai peraturan perundang-undangan yang berlaku. Pengelolaan yang sistematis ini mendukung pengendalian risiko operasional, yang tercermin dari tidak adanya insiden tumpahan limbah B3 maupun material berbahaya lain yang berdampak terhadap lingkungan sepanjang tahun 2025. ^{[POJK-F.15] [GRI 306-3, 14.5.4]}

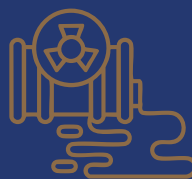
Hazardous Waste Management

Hazardous waste is managed through special handling procedures, including identification of waste types, collection, and labeling of hazardous waste before further processing. The majority of hazardous waste originates from vehicle and bauxite mining equipment operations (upstream activities). ^[GRI 306-1, 306-2, 14.5.2, 14.5.3]

All hazardous waste is temporarily stored at a Licensed Hazardous Waste Temporary Storage Facility (TPS Limbah B3) that meets applicable technical standards and regulatory requirements. Subsequently, the waste is transferred to licensed third parties for transportation, treatment, utilization, or final disposal in accordance with applicable laws and regulations. This systematic management supports operational risk control, as reflected by the absence of hazardous waste or hazardous material spills impacting the environment throughout 2025. ^{[POJK-F.15] [GRI 306-3, 14.5.4]}

Nihil insiden

tumpahan limbah pada 2025
Zero Waste Spill Incidents in 2025



Tahun 2025, timbulan limbah B3 didominasi oleh minyak pelumas bekas (145,9 ton) dan filter oli bekas (18,2 ton). Peningkatan total timbulan limbah B3 sebesar 54,5% dibandingkan tahun 2024 dipengaruhi oleh kembali beroperasinya *Site Sandai*, khususnya dari aktivitas kendaraan angkutan material dan alat berat penambangan.

Pengelolaan Limbah Non-B3

Kegiatan operasional CITA menghasilkan limbah non-B3 yang berasal dari aktivitas domestik, meliputi perkantoran, fasilitas operasional, hunian, kantin, gudang, dan area pendukung lainnya. Untuk limbah non-B3 domestik, pemilahan dilakukan sejak sumber sesuai persyaratan teknis dan administratif berdasarkan kategori organik, anorganik, dan residu dengan penyediaan tempat sampah terpilah di setiap lokasi kerja. Pemilahan menjadi tanggung jawab bersama seluruh karyawan dan kontraktor.

Sampah yang telah dipilah kemudian dikumpulkan dan diangkut ke Tempat Penampungan Sementara (TPS), disertai penimbangan, dan pencatatan sebagai bagian dari pengendalian administratif. Sampah anorganik disimpan di TPS anorganik dan secara berkala diambil oleh penanggung jawab Tempat Pengolahan Sampah Terpadu (TPST) Desa untuk dimanfaatkan lebih lanjut.

Sampah organik kemudian dikelola melalui proses dekomposisi alami, termasuk pemanfaatan untuk kebutuhan pakan ternak dan pengomposan. Seluruh tahapan pengelolaan sampah, diatur dalam prosedur operasional internal serta diawasi melalui monitoring dan evaluasi berkala untuk memastikan kesesuaiannya dengan ketentuan yang berlaku. Departemen Human Resource General Affair (HRGA) dan Health, Security, and Environment (HSE) melakukan pemantauan pelaksanaan prosedur, serta melaksanakan sosialisasi, edukasi, dan kampanye untuk meningkatkan kepedulian dan kepatuhan karyawan terhadap pengelolaan sampah.

Pada tahun 2025, timbulan limbah non-B3 dari aktivitas domestik di area operasional tercatat sebesar 98,2 ton. Data timbulan limbah non-B3 untuk tahun 2023 dan 2024 tidak disajikan karena dokumentasi pendukung yang tersedia belum memadai untuk memastikan keandalan data. Ke depan, Perusahaan terus memperkuat sistem pencatatan dan dokumentasi pengelolaan limbah guna meningkatkan konsistensi dan keandalan pelaporan data.

In 2025, hazardous waste generation was dominated by used lubricating oil (145.9 tons) and used oil filters (18.2 tons). The total generation of hazardous waste increased by 54.5% compared to 2024, driven by the resumption of operations at the Sandai Site, particularly from material hauling activities and mining heavy equipment.

Non-hazardous Waste Management

CITA's operational activities generate non-hazardous waste primarily from domestic activities, including offices, operational facilities, residential areas, canteens, warehouses, and other supporting areas. For domestic non-hazardous waste, segregation is carried out at the source in accordance with technical and administrative requirements, based on organic, inorganic, and residual categories, supported by the provision of segregated waste bins at each work location. Waste segregation is a shared responsibility of all employees and contractors.

Segregated waste is subsequently collected and transported to Temporary Storage Facilities (TPS), where it is weighed and recorded as part of administrative control. Inorganic waste is stored in designated TPS areas and periodically collected by the responsible party of the Village Integrated Waste Processing Facility (TPST) for further utilization.

Organic waste is managed through natural decomposition processes, including its use for animal feed and composting. All waste management processes are governed by internal operational procedures and are monitored and evaluated regularly to ensure compliance with applicable regulations. The Human Resource General Affairs (HRGA) and Health, Security, and Environment (HSE) departments oversee the implementation of these procedures, as well as conduct socialization, education, and awareness campaigns to enhance employee responsibility and compliance in waste management practices.

In 2025, the total non-hazardous waste generated from domestic activities in operational areas amounted to 98.2 tons. Data on non-hazardous (non-B3) waste generation for 2023 and 2024 are not presented, as the available supporting documentation is insufficient to ensure data reliability. Moving forward, the Company continues to strengthen its waste management recording and documentation systems to improve the consistency and reliability of data reporting.



05

Kinerja Sumber Daya Manusia dan Keselamatan dan Kesehatan Kerja

Human Resources and Occupational Health and Safety Performance



Manajemen Sumber Daya Manusia^[GRI 3-3, 14.17.1]

Human Resource Management

Karyawan merupakan fondasi utama yang menopang pertumbuhan berkelanjutan perusahaan, sehingga pengelolaan sumber daya manusia (SDM) menjadi salah satu prioritas strategis perusahaan. Perusahaan menerapkan pengelolaan SDM selaras dengan peraturan ketenagakerjaan untuk memastikan kepatuhan serta perlindungan hak-ketenagakerjaan.

CITA berkomitmen untuk menciptakan lingkungan kerja yang produktif, inklusif dan menjunjung keberagaman, menjamin kesetaraan peluang, serta melindungi hak setiap individu. Sebagai bagian dari komitmen ini, kami mendorong pengembangan karier serta peningkatan kompetensi SDM agar setiap karyawan dapat tumbuh, berkembang, dan mencapai potensi terbaiknya.

Kerangka pengelolaan SDM CITA berpedoman pada Peraturan Perusahaan yang telah disahkan oleh Dinas Ketenagakerjaan yang memuat ketentuan ketenagakerjaan termasuk hak dan kewajiban karyawan dan Kode Etik yang disosialisasikan kepada seluruh karyawan.

Employees are the primary foundation supporting the company's sustainable growth, making human resource (HR) management a strategic priority. The company implements HR management in accordance with labor regulations to ensure compliance with and protection of labor rights.

CITA is committed to creating a productive, inclusive, and diverse work environment, ensuring equal opportunities, and protecting the rights of every individual. As part of this commitment, we encourage career development and human resource competency development so that every employee can grow, develop, and reach their full potential.

CITA's HR management framework is guided by Company Regulations that have been approved by the Department of Manpower which contain employment provisions including employee rights and obligations and a Code of Ethics that is socialized to all employees.

Profil Keberagaman Karyawan^{[POJK- C.3B, F.18] [GRI 2-7, 202-2, 405-1, 14.21.2, 14.21.5]}

Employee Diversity Profile

Hingga akhir tahun 2025, total tenaga kerja CITA tercatat sebanyak 882 orang, meningkat 48% dibandingkan tahun 2024. Kenaikan jumlah karyawan ini sejalan dengan strategi pertumbuhan bisnis untuk memenuhi permintaan pasar yang terus berkembang, di mana industri pemurnian alumina di Indonesia juga mulai bertumbuh lebih baik. Hal ini juga didukung oleh kembali beroperasinya kegiatan pertambangan di area Sandai, Kalimantan Barat. Sebanyak 54% atau 474 karyawan merupakan karyawan kontrak.

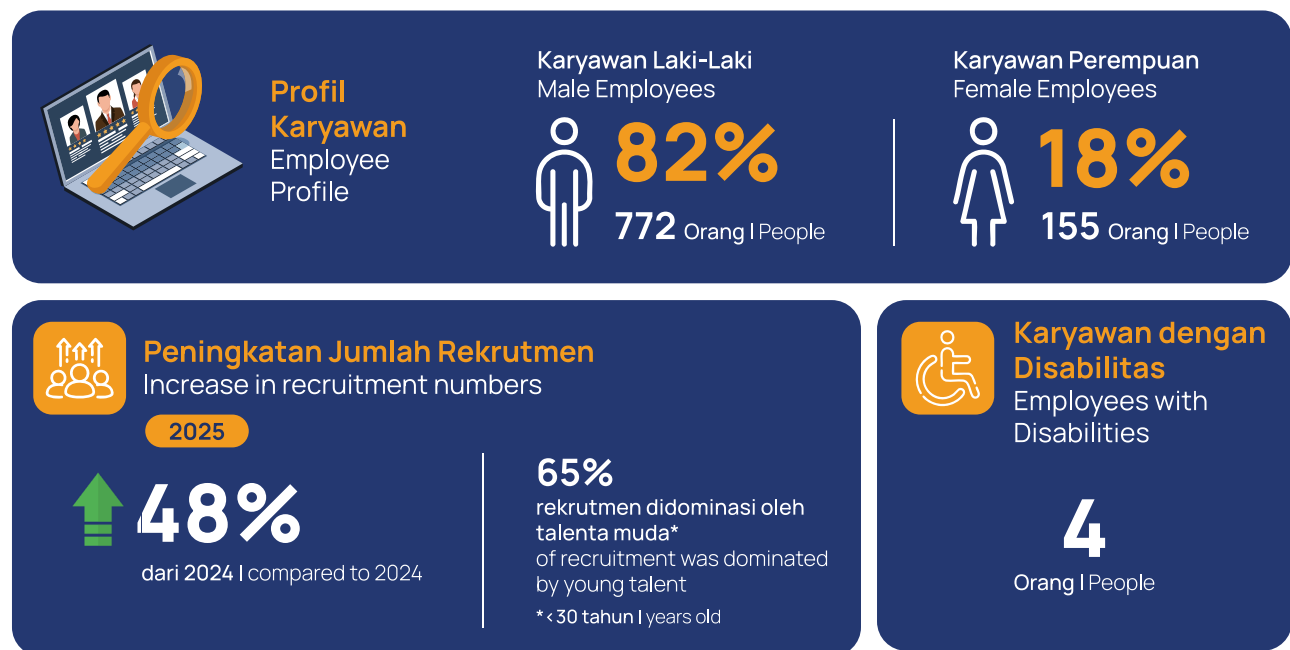
CITA secara konsisten mendorong partisipasi tenaga kerja yang inklusif, dengan melibatkan karyawan dari berbagai latar belakang usia, wilayah asal, dan jenjang jabatan. Kehadiran tenaga kerja lokal juga menjadi bagian penting dari strategi perusahaan, khususnya dalam mendukung pemberdayaan ekonomi daerah di sekitar wilayah operasional. Pada tahun 2025, proporsi karyawan lokal yang berasal dari Kalimantan Barat mencapai 63% atau sebanyak 552 karyawan dari total keseluruhan karyawan. Dari jumlah tersebut, sebagian karyawan lokal telah menduduki posisi manajerial, yaitu sebesar 13% atau setara dengan 16 karyawan. Sejalan dengan hal tersebut, perusahaan terus memperkuat peran dan kapabilitas talenta lokal sebagai bagian dari pengembangan SDM yang berkelanjutan.

As of the end of 2025, CITA's total workforce was recorded at 882 employees, an increase of 48% compared to 2024. This increase in the number of employees is in line with the business growth strategy to meet the continuously growing market demand, where the alumina refining industry in Indonesia has also begun to grow more positively. This was also supported by the resumption of mining operations in the Sandai area, West Kalimantan. A total of 54% or 474 employees are contract employees.

CITA consistently encourages inclusive workforce participation by involving employees from various age groups, regions of origin, and job levels. The presence of local workers is also an important part of the Company's strategy, particularly in supporting regional economic empowerment around the operational areas. In 2025, the proportion of local employees from West Kalimantan reached 63% or 552 employees out of the total workforce. Of this number, several local employees have held managerial positions, accounting for 13% or equivalent to 16 employees. In line with this, the Company continues to strengthen the role and capability of local talent as part of sustainable human resource development.

Komposisi karyawan CITA didominasi oleh karyawan laki-laki sebanyak 727 orang (82%) sementara karyawan perempuan berjumlah 155 orang (18%). Komposisi tersebut mencerminkan karakteristik industri pertambangan yang umumnya berlokasi di area terpencil, melibatkan aktivitas operasional dengan tingkat mobilitas tinggi dan tuntutan fisik yang cukup intens, sehingga secara umum masih didominasi oleh tenaga kerja laki-laki. Karakteristik pekerjaan di sektor pertambangan tersebut turut memengaruhi profil tenaga kerja yang tersedia di pasar ketenagakerjaan, yang juga didominasi laki-laki.

CITA's employee composition is dominated by male employees, totaling 727 people (82%), while female employees number 155 people (18%). This composition reflects the characteristics of the mining industry, which is generally located in remote areas and involves operational activities with high mobility and relatively intensive physical demands, and therefore is generally still dominated by male workers. These job characteristics in the mining sector also influence the profile of the workforce available in the labor market, which is likewise dominated by men.



Meskipun demikian, CITA tetap membuka kesempatan kerja yang setara bagi pekerja perempuan untuk berkontribusi di berbagai fungsi, termasuk pada peran operasional di area tambang, sepanjang memenuhi kualifikasi dan kompetensi, yang dibutuhkan.

However, CITA continues to provide equal employment opportunities for female workers to contribute across various functions, including operational roles in mining areas, as long as they meet the required qualifications and competencies.

Hingga akhir tahun pelaporan, CITA mempekerjakan empat karyawan penyandang disabilitas (disabilitas fisik dan sensorik). Upaya membangun lingkungan kerja yang inklusif, juga diwujudkan melalui dukungan terhadap kebutuhan karyawan Perempuan, antara lain dengan penyediaan fasilitas ruang laktasi di lingkungan kerja.

As of the end of the reporting year, CITA employed 4 employees with disabilities (physical and sensory disabilities). Efforts to foster an inclusive workplace are also reflected in the support provided for the needs of female employees, including the provision of lactation rooms in the workplace.

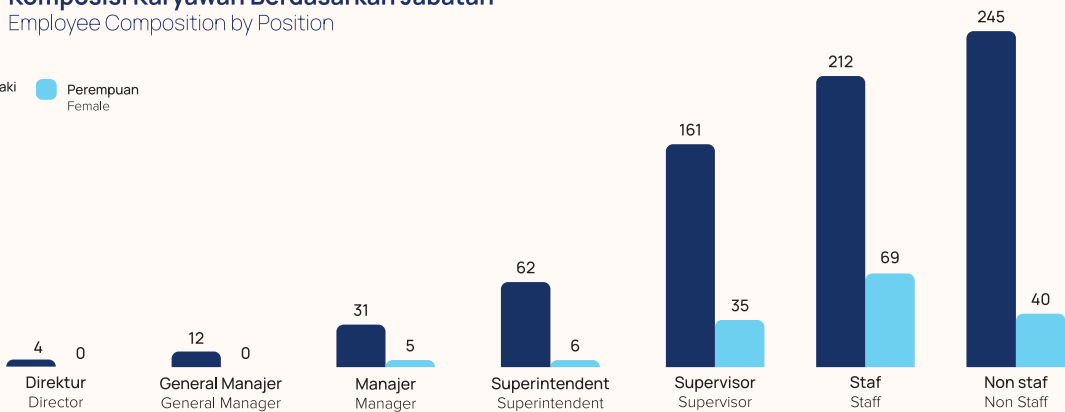


Statistik Karyawan di 2025
2025 Employee Statistics



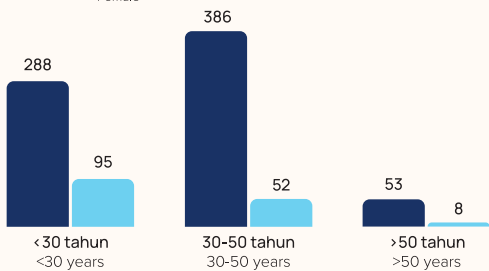
Komposisi Karyawan Berdasarkan Jabatan
Employee Composition by Position

Laki-Laki Male
Perempuan Female



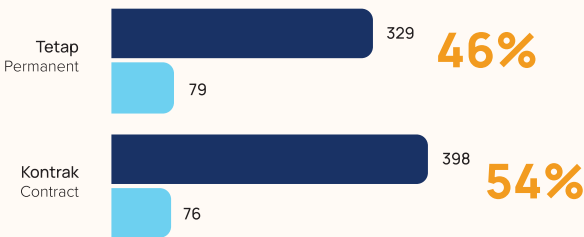
Komposisi Karyawan Berdasarkan Usia
Employee Composition by Age

Laki-Laki Male
Perempuan Female



Komposisi Karyawan Berdasarkan Status
Employee Composition by Employment Status

Laki-Laki Male
Perempuan Female



Catatan: CITA tidak memiliki karyawan berstatus paruh waktu
Note: CITA does not have any part-time employees.



Statistik Karyawan di 2025

2025 Employee Statistics

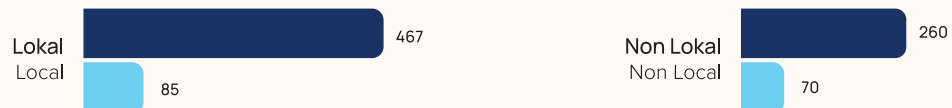


Komposisi Karyawan Lokal¹ dan Non-Lokal² Berdasarkan Gender

Composition of Local and Non-Local Employees by Gender

■ Laki-Laki
Male

■ Perempuan
Female

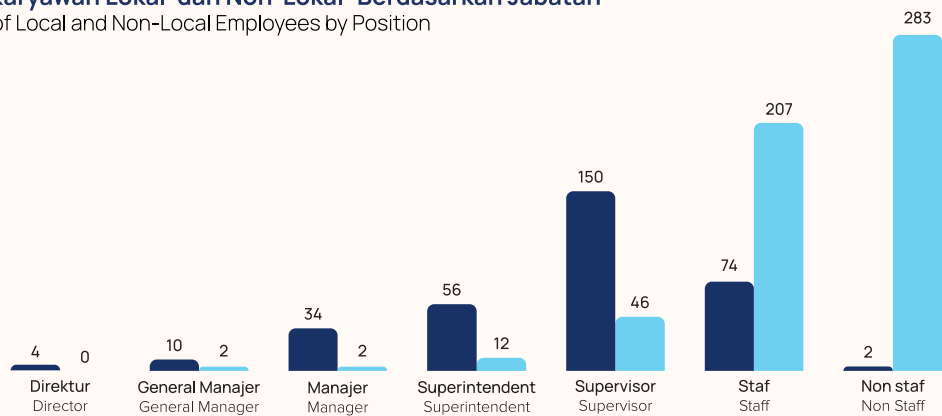


Komposisi Karyawan Lokal¹ dan Non-Lokal² Berdasarkan Jabatan

Composition of Local and Non-Local Employees by Position

■ Non Lokal (Orang)
Non Local (People)

■ Lokal (Orang)
Local (People)



Proporsi Karyawan dari Masyarakat Lokal

Employees Proportion from Local Communities

Proporsi posisi manajerial yang berasal dari masyarakat lokal
Proportion of managerial positions from local communities

13%

*Manajerial: Direktur - Superintenden
*Managerial: Director - Superintendent

Proporsi posisi non-manajerial yang berasal dari masyarakat lokal
Proportion of non-managerial positions from local communities

87%

Proporsi karyawan yang berasal dari masyarakat lokal
Proportion of employees from local communities

63%

¹ Karyawan lokal merupakan karyawan beridentitas kependudukan di Kalimantan Barat

² Karyawan non-lokal merupakan karyawan berkebangsaan Indonesia dari luar provinsi Kalimantan Barat (bukan tenaga kerja asing)

¹ Local employees are those holding a residence identity in West Kalimantan.

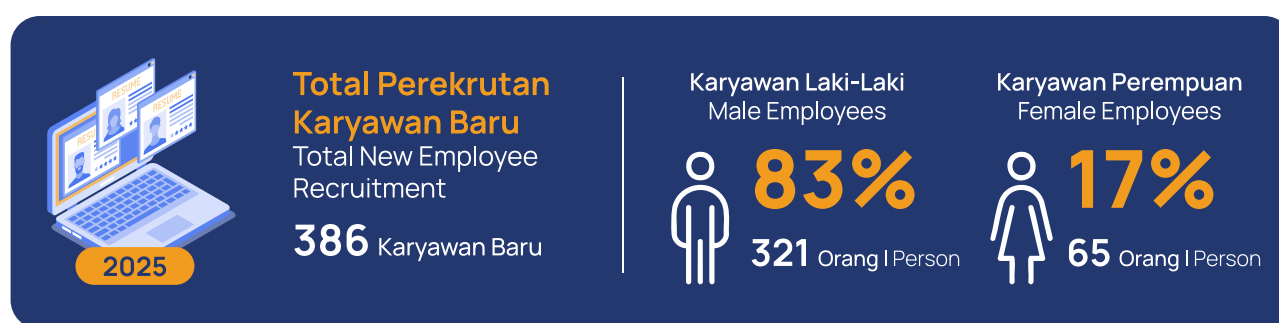
² Non-local employees are Indonesian nationals from outside West Kalimantan Province (non-foreign workers)

Perekrutan Karyawan [POJK-F.18][GRI 401-1, 14.17.3]

Employee Recruitment [POJK-F.18][GRI 401-1, 14.17.3]

Dalam proses rekrutmen, CITA menilai kandidat berdasarkan kualifikasi dan kompetensi yang sesuai dengan kebutuhan posisi serta menerapkan prinsip non-diskriminasi. Untuk memenuhi kebutuhan tenaga kerja di lokasi operasional, Perusahaan juga berkolaborasi dengan kontraktor lokal dan memprioritaskan perekrutan dari masyarakat sekitar sebagai bagian dari upaya mendukung kontribusi terhadap perekonomian daerah.

During the recruitment process, CITA assesses candidates based on qualifications and competencies that align with the position requirements and adheres to the principle of non-discrimination. To meet workforce needs at operational sites, the Company also collaborates with local contractors and prioritizes recruitment from the surrounding community as part of its efforts to support its contribution to the regional economy.



Sepanjang 2025, CITA telah merekrut 386 karyawan baru terdiri dari 321 orang (83%) laki-laki dan 65 orang (17%) perempuan. Perekrutan ini dilakukan untuk memenuhi kebutuhan *Site Sandai* yang kembali beroperasi pada pertengahan 2025, dengan penambahan 201 karyawan. Dalam prosesnya, Perusahaan tetap mengedepankan penyerapan tenaga kerja dari masyarakat lokal. Dalam konteks ini, tenaga kerja lokal merujuk pada karyawan dengan kartu identitas di Provinsi Kalimantan Barat. Sementara itu, nonlokal adalah karyawan berkebangsaan Indonesia dari luar Provinsi Kalimantan Barat (bukan tenaga kerja asing/ekspatriat).

Throughout 2025, CITA has recruited 386 new employees, consisting of 321 men (83%) and 65 women (17%). This recruitment was carried out to meet the needs of the Sandai Site, which will resume operations in mid-2025, with the addition of 201 employees. Throughout the process, the Company continues to prioritize the absorption of local workers. In this context, local workers refer to employees with identity cards in West Kalimantan Province. Meanwhile, non-local workers are Indonesian employees from outside West Kalimantan Province (not foreign workers/expatriates).

Pertumbuhan signifikan jumlah karyawan pada tahun 2025 membawa konsekuensi terhadap kebutuhan penyesuaian nilai kerja serta peningkatan efektivitas proses orientasi karyawan, khususnya di *site* yang kembali beroperasi. Kami memastikan proses ini berjalan dengan lancar dan terstruktur sehingga karyawan baru dapat beradaptasi dengan baik serta memahami tata kelola perusahaan, standar kerja, dan budaya Perusahaan sejak awal.

The significant growth in the number of employees in 2025 has implications for the need to align work values and improve the effectiveness of the employee orientation process, particularly at sites that have resumed operations. We ensure that this process runs smoothly and in a structured manner so that new employees can adapt well and understand the Company's governance, work standards, and corporate culture from the outset.

Perusahaan bekerja sama dengan pemerintah setempat dalam proses perekrutan tenaga kerja lokal di area pertambangan antara lain melalui penyelenggaraan *job fair*, untuk memperluas akses masyarakat terhadap kesempatan kerja. Untuk pemenuhan kebutuhan kru lapangan di area tambang, Perusahaan memprioritaskan perekrutan masyarakat sekitar (lingkar satu dan lingkaran dua),

The Company collaborates with local governments in the recruitment of local workers in mining areas, including through the organization of job fairs, to expand community access to employment opportunities. To fulfill the need for field crews in mining areas, the Company prioritizes the recruitment of surrounding communities (ring one and ring two), by utilizing CSR data and village data in the mining

dengan memanfaatkan data CSR dan data desa di wilayah penambangan. Dalam setiap pengumuman lowongan kerja, Perusahaan memastikan bahwa persyaratan yang dicantumkan tidak bersifat diskriminatif, termasuk terkait jenis kelamin, agama, suku, golongan, maupun batasan usia, sejalan dengan ketentuan ketenagakerjaan dan prinsip kesetaraan kesempatan kerja.

areas. In every job vacancy announcement, the Company ensures that the requirements listed are non-discriminatory, including with regard to gender, religion, ethnicity, social group, or age limits, in line with labor regulations and the principle of equal employment opportunity.

Total Perekrutan Karyawan Baru

Total New Employee Recruitment

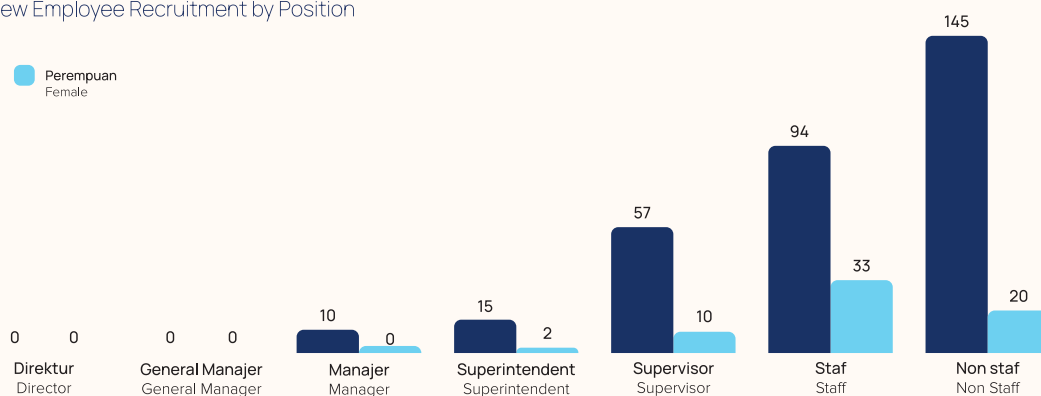


Perekrutan Karyawan Baru Berdasarkan Jabatan

New Employee Recruitment by Position

■ Laki-Laki
Male

■ Perempuan
Female

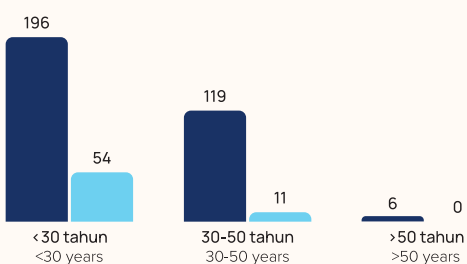


Perekrutan Karyawan Baru Berdasarkan Usia

New Employee Recruitment by Age

■ Laki-Laki
Male

■ Perempuan
Female

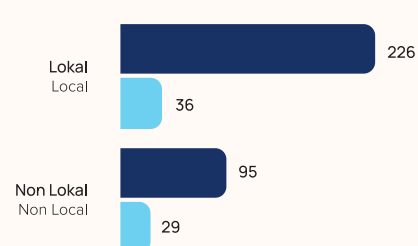


Perekrutan Karyawan Baru Lokal dan Non-Lokal Berdasarkan Gender

Recruitment of Local and Non-Local New Employees by Gender

■ Laki-Laki
Male

■ Perempuan
Female



Pergantian Karyawan [GRI 401-1, 14.17.3]

Employee Turnover

Sepanjang tahun 2025, jumlah karyawan yang berhenti bekerja secara sukarela dan PHK tercatat sebanyak 93 orang dengan tingkat pergantian karyawan sebesar 10,54%. Angka ini menurun dibandingkan tahun sebelumnya sebesar 33,8%. Penurunan ini menjadi indikasi positif atas upaya penguatan pengelolaan SDM dan stabilitas operasional.

Throughout 2025, the number of employees who voluntarily resigned and were terminated was recorded at 93 people, with an employee turnover rate of 10.54%. This figure decreased compared to the previous year, which was 33.8%. This decline is a positive indication of efforts to strengthen human resource management and operational stability.

CITA mencatat bahwa sebagian besar karyawan yang keluar dari perusahaan mengundurkan diri atas alasan personal. Dalam setiap pengakhiran hubungan kerja, CITA menerapkan proses yang transparan dan adil sesuai regulasi yang berlaku termasuk regulasi internal yang disepakati dalam Peraturan Perusahaan, termasuk pelaksanaan *exit interview* untuk mengidentifikasi alasan utama karyawan meninggalkan perusahaan. Hasil *exit interview* digunakan sebagai bahan evaluasi untuk memperkuat kebijakan dan praktik pengelolaan SDM ke depan.

CITA recorded that the majority of employees who left the Company resigned for personal reasons. In every termination of employment, CITA implements a transparent and fair process in accordance with the applicable regulations, including internal regulations agreed upon in the Company Regulation, including the implementation of exit interviews to identify the main reasons employees leave the Company. The results of the exit interviews are used as evaluation material to strengthen policies and practices of human resource management in the future.

Tingkat Pergantian Karyawan Employee Turnover Rate

2025

10,54%

↓ 33,8%

dari 2024
compared to 2024

Data Pergantian Karyawan

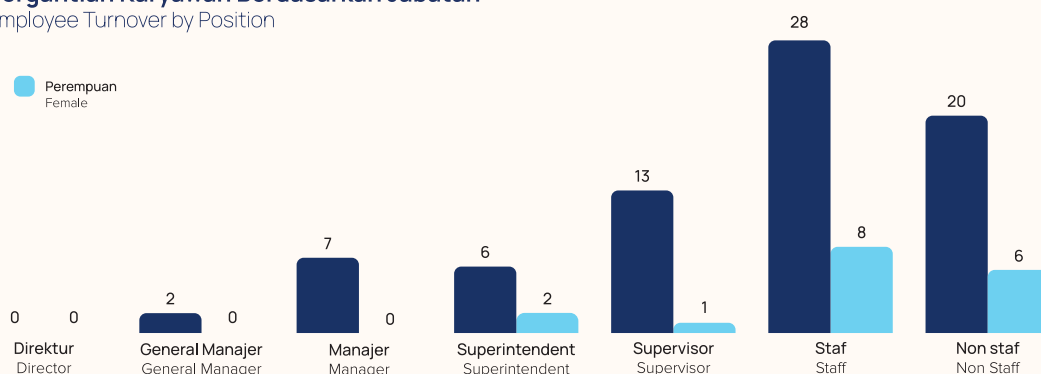
Employee Turnover Data



Pergantian Karyawan Berdasarkan Jabatan Employee Turnover by Position

Laki-Laki
Male

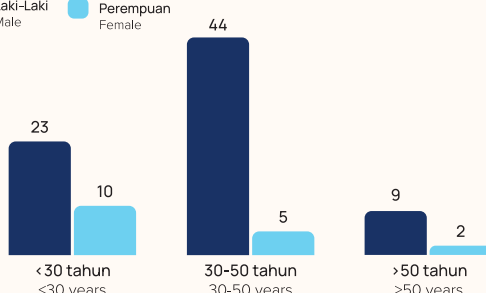
Perempuan
Female



Pergantian Karyawan Berdasarkan Usia Employee Turnover by Age

Laki-Laki
Male

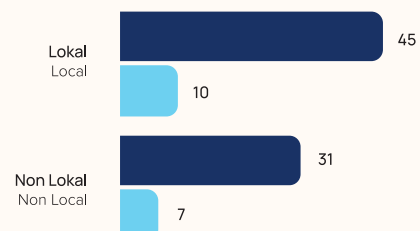
Perempuan
Female



Pergantian Karyawan Lokal dan Non-Lokal Berdasarkan Gender Local and Non-Local Employee Turnover by Gender

Laki-Laki
Male

Perempuan
Female



Pelatihan dan Pengembangan Sumber Daya Manusia [POJK-F.22] [GRI 404-1, 404-2, 14.17.7, 14.8.3, 14.17.8, 14.21.4]

Human Resource Training and Development

Regenerasi dan pengembangan kompetensi karyawan merupakan bagian penting dari keberlanjutan organisasi CITA. Selain membuka ruang bagi talenta baru, Perusahaan berkomitmen memenuhi hak pengembangan kompetensi karyawan melalui program pelatihan yang disesuaikan dengan kebutuhan operasional dan strategi bisnis. Pelatihan ini mencakup penguatan kompetensi teknis dan manajerial, sekaligus mendorong tingkat keterlibatan dan rasa kepemilikan karyawan dalam mendukung pencapaian kinerja secara optimal.

Untuk memastikan kesiapan karyawan dalam transisi peran, CITA menyediakan mekanisme pengembangan karier melalui promosi internal dan rotasi antar fungsi dan/atau departemen. Sepanjang tahun berjalan, pelatihan diselenggarakan baik secara internal maupun eksternal, mencakup materi teknis dan non-teknis sesuai fungsi, peran, dan ruang lingkup pekerjaan masing-masing. Ke depannya, Perusahaan akan lebih menekankan meningkatkan frekuensi *upskilling* dan *reskilling* berbasis kebutuhan jabatan, serta mengembangkan modul pelatihan internal agar kualitas pembelajaran semakin berkelanjutan dan merata di seluruh lini organisasi. Bagi karyawan baru, Perusahaan menyediakan pelatihan orientasi yang mencakup pemahaman dasar proses kerja, baik secara teoritis maupun praktik langsung di lapangan, khususnya untuk fungsi teknis. Selain itu, karyawan baru yang ditempatkan di area pertambangan juga wajib mengikuti pelatihan K3 sebagai pembekalan awal untuk memastikan pemahaman terhadap potensi risiko kerja, penerapan prosedur keselamatan, serta kesiapan dalam menjalankan aktivitas operasional secara aman dan bertanggung jawab.

Pelatihan eksternal difokuskan pada peningkatan kompetensi teknis yang terkait dengan pemenuhan standar nasional dan regulasi sektoral. Contohnya meliputi pelatihan standar keselamatan kerja, keberlanjutan, dll. Pendekatan ini memastikan karyawan memiliki keterampilan yang relevan sesuai tugas dan tanggung jawabnya dan menjalankan pekerjaan sesuai ketentuan regulasi, standar, dan perkembangan industri yang berlaku.

Pada tahun 2025, rata-rata jam pelatihan per karyawan tercatat sebesar 9,68 jam per tahun, terdiri dari 11,19 jam per tahun untuk karyawan laki-laki dan 2,59 jam per tahun untuk karyawan perempuan. Angka keseluruhan mengalami penurunan sebesar 22,49% dibandingkan tahun sebelumnya. Penurunan rata-rata jam pelatihan per karyawan bukan disebabkan oleh berkurangnya total jam pelatihan, melainkan oleh peningkatan jumlah karyawan baru yang secara metodologis memperbesar basis

Employee regeneration and competency development are essential components of CITA's organizational sustainability. In addition to opening up opportunities for new talent, the Company is committed to fulfilling employees' competency development rights through training programs tailored to operational needs and business strategy. This training encompasses strengthening technical and managerial competencies, while also encouraging employee engagement and ownership, supporting optimal performance.

To ensure employee readiness for role transitions, CITA provides a career development mechanism through internal promotions and rotations between functions and/or departments. Throughout the year, training is conducted both internally and externally, covering technical and non-technical materials according to each function, role, and scope of work. Going forward, the Company will place greater emphasis on increasing the frequency of upskilling and reskilling based on job needs, as well as developing internal training modules to ensure the quality of learning is more sustainable and equitable across all levels of the organization. For new employees, the Company provides orientation training that covers basic understanding of work processes, both theoretically and directly in the field, especially for technical functions. In addition, new employees placed in mining areas are also required to attend OHS training as initial preparation to ensure understanding of potential work risks, implementation of safety procedures, and readiness to carry out operational activities safely and responsibly.

External training focuses on improving technical competencies related to meeting national standards and sectoral regulations. Examples include training on occupational safety standards, sustainability, and other relevant areas. This approach ensures employees possess the relevant skills for their roles and responsibilities and perform their work in accordance with applicable regulations, standards, and industry developments.

In 2025, the average training hours per employee were recorded at 9.68 hours per year, consisting of 11.19 hours per year for male employees and 2.59 hours per year for female employees. This represents a 22.49% decrease compared to the previous year. The decrease in average training hours per employee was not due to a reduction in total training hours, but rather to an increase in the number of new employees, which methodologically broadens the calculation base. Furthermore, Sandai Site that have

perhitungan. Selain itu, *Site Sandai* yang mulai beroperasi masih memprioritaskan pelatihan eksternal wajib untuk sertifikasi, sementara pelatihan internal belum berjalan optimal, sehingga memengaruhi intensitas capaian pelatihan tahun berjalan.

Detail data rata-rata jam pelatihan karyawan dapat dilihat pada halaman 154.

just begun operations still prioritize mandatory external training for certification, while internal training has not been optimally implemented, thus impacting the intensity of training outcomes in the current year.

Detailed data on the average employee training hours can be found on page 154.

Total Jam Pelatihan Karyawan 2025

Total Employee Training Hours in 2025

8.535 Jam | Hours

↑ 14,7% dari 2024 | compared to 2024



Rata-rata Jam Pelatihan Karyawan 2025

Average Employee Training Hours in 2025

9,68 Jam | Hours

↓ 22% dari 2024 | compared to 2024

Karyawan Laki-Laki
Male Employee
11,19
Jam | Hours

Karyawan Perempuan
Female Employee
2,59
Jam | Hours



Penguatan Kompetensi Pengawas Operasional melalui Sertifikasi

Strengthening Operational Supervisor Competence through Certification

Pada tahun 2025, CITA menyelenggarakan program pendidikan dan pelatihan bersertifikat serta sertifikasi ulang selama tiga hari bagi Pengawas Operasional Pertama (POP), Pengawas Operasional Madya (POM), dan Pengawas Operasional Utama (POU) yang diikuti oleh 32 karyawan. Program ini bertujuan untuk meningkatkan kompetensi karyawan untuk mendukung efektivitas pengawasan operasional pertambangan di setiap tingkatan sesuai regulasi yang berlaku. Dengan demikian, pelatihan ini diharapkan dapat mendorong tercapainya kinerja dan produktivitas operasional tambang yang lebih baik. Seluruh peserta pelatihan dinyatakan kompeten (lulus) dan memperoleh sertifikat kompetensi, yang menegaskan kesiapan mereka dalam menghadapi tantangan operasional di tingkat masing-masing.

In 2025, CITA held a three-day certified education and training program, along with a re-certification program for First Operational Supervisors (POP), Middle Operational Supervisors (POM), and Main Operational Supervisors (POU), attended by 32 employees. This program aims to improve employee competency to support the effectiveness of mining operational supervision at all levels in accordance with applicable regulations. Thus, this training is expected to encourage better mining operational performance and productivity. All training participants were declared competent (passed) and received competency certificates, confirming their readiness to face operational challenges at their respective levels.



Keterangan gambar: Pelatihan sertifikasi ulang bagi Pengawas Operasional Pertama (POP), Pengawas Operasional Madya (POM), dan Pengawas Operasional Utama (POU).
Image caption: Re-certification training for First Operational Supervisors (POP), Middle Operational Supervisors (POM), and Main Operational Supervisors (POU).



Monday Morning Talk: Belajar Bersama, Bertumbuh Bersama [POJK-F1]

Monday Morning Talk: Learning Together, Growing Together

Pada tahun 2025, CITA terus mengembangkan program *Monday Morning Talk* (MMT) sebagai forum interaktif yang rutin melibatkan setiap departemen untuk berbagi informasi terkait proyek terkini, inisiatif, serta isu-isu penting yang relevan dengan perusahaan. Setiap pekan, tiap departemen diberi kesempatan untuk membahas topik yang bervariasi, mulai dari topik keberlanjutan/ESG, operasional pertambangan, rantai pasok berkelanjutan, hingga isu-isu yang lebih luas seperti budaya kerja, kesehatan dan keselamatan kerja, serta pentingnya tata kelola yang baik, dsb. MMT bertujuan untuk meningkatkan pengetahuan karyawan tidak hanya di bidang pekerjaannya namun lintas departemen, memperkuat komunikasi internal, serta menciptakan suasana kerja yang lebih kolaboratif dan transparan di seluruh tingkat organisasi. Dengan adanya forum ini, diharapkan karyawan dapat lebih memahami tujuan dan kebijakan perusahaan, serta lebih aktif berpartisipasi dalam berbagai inisiatif yang mendukung kesuksesan bersama.

In 2025, CITA continued to develop the Monday Morning Talk (MMT) program as an interactive forum that regularly engages every department to share information regarding the latest projects, initiatives, and important issues relevant to the company. Each week, each department is given the opportunity to discuss various topics, ranging from sustainability/ESG topics, mining operations, sustainable supply chains to broader issues such as work culture, occupational health and safety, and the importance of good governance, etc. MMT aims to increase employee knowledge not only in their field of work but across departments, strengthen internal communication, and create a more collaborative and transparent work atmosphere at all levels of the organization. With this forum, it is hoped that employees will have a better understanding of the company's goals and policies, and will be more active in participating in various initiatives that support shared success.



Keterangan gambar :
Agenda MMT: Sosialisasi Tata Kelola Perusahaan yang Baik di Kantor Pusat Jakarta
Image caption:
MMT Agenda: Good Corporate Governance Socialization at Jakarta Head Office

Penilaian Karyawan [GRI 404-3]

Employee Assessment

Perusahaan menerapkan sistem penilaian kinerja sebagai dasar objektif untuk pengembangan karier, termasuk promosi dan rotasi posisi. Penilaian dilakukan setiap tahun dengan mempertimbangkan kinerja tanpa membedakan gender maupun karakteristik personal lainnya. Pada tahun 2025, 91% dari seluruh karyawan menerima evaluasi kinerja tahunan sebagai bentuk transparansi dalam pengembangan karier. Angka ini mencakup hampir seluruh karyawan, kecuali mereka yang baru bergabung pada kuartal keempat tahun berjalan. Meski demikian, karyawan yang bergabung pada kuartal keempat tetap mendapatkan pendampingan dari atasan masing-masing, meskipun belum memenuhi syarat untuk mengikuti evaluasi kinerja tahunan.

The company implements a performance appraisal system as an objective basis for career development, including promotions and job rotations. Assessments are conducted annually, taking performance into account without regard to gender or other personal characteristics. By 2025, 91% of all employees will receive an annual performance evaluation, demonstrating transparency in career development. This figure covers almost all employees, except those who joined in the fourth quarter of the current year. However, employees who joined in the fourth quarter will still receive support from their supervisors, even though they are not yet eligible for the annual performance evaluation.

Pada tahun 2025,
By 2025,

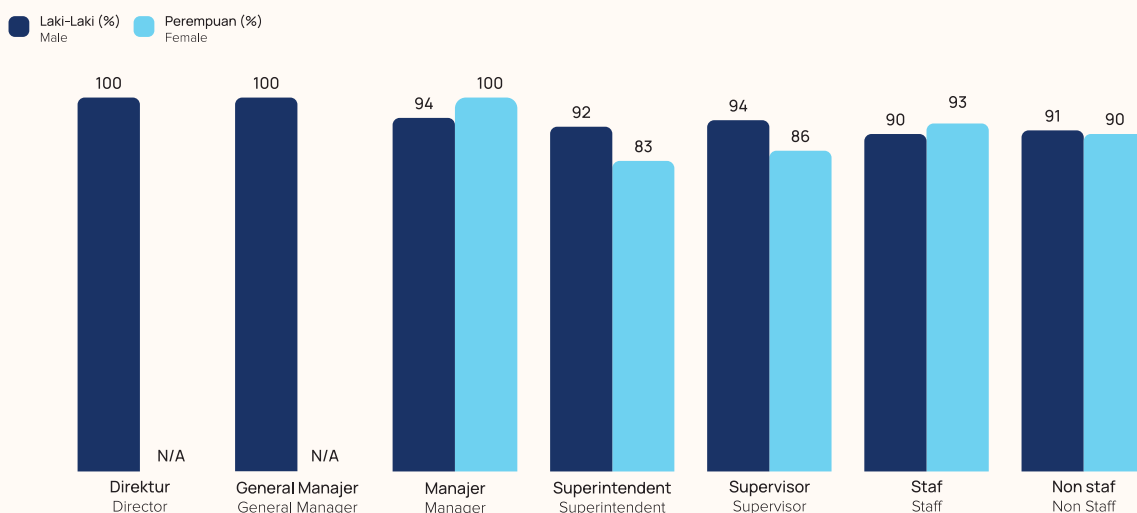
91%

dari seluruh karyawan menerima evaluasi kinerja tahunan
of all employees will receive an annual performance evaluation



Cakupan Penilaian Karyawan Tahun 2025

Employee Performance Assessment Coverage in 2025



Kesejahteraan Karyawan

Employee Well-being

CITA berkomitmen mendukung kesejahteraan karyawan melalui pengelolaan kompensasi dan manfaat kerja yang terstruktur serta selaras dengan ketentuan peraturan perundang-undangan yang berlaku. Pendekatan ini mencakup remunerasi yang adil dan kompetitif berdasarkan struktur dan skala upah, penyediaan manfaat dan fasilitas kerja, program perencanaan pensiun, serta dukungan bagi karyawan yang sudah berkeluarga.

Perusahaan juga mendorong keseimbangan kehidupan kerja dan pribadi melalui fasilitasi berbagai aktivitas positif di luar operasional untuk membangun kebersamaan, menjaga kebugaran, dan memperkuat keterlibatan karyawan.

Remunerasi dan Tunjangan Karyawan [POJK-F.20]

[GRI 202-1, 401-2, 14.17.2, 14.17.4]

Untuk memastikan prinsip kesetaraan dan keadilan dalam remunerasi, Perusahaan menerapkan kebijakan pengupahan yang selaras dengan peraturan ketenagakerjaan di Indonesia serta menerapkan standar penggajian dan remunerasi di atas persyaratan minimum peraturan yang berlaku. Perusahaan juga memastikan remunerasi diberikan secara adil dan setara berdasarkan fungsi pekerjaan, kompetensi, dan tanggung jawab, tanpa diskriminasi gender.

Di CITA, perbedaan rasio upah antara karyawan laki-laki dan perempuan dapat terjadi karena variasi karakteristik pekerjaan, biasanya antara peran di lapangan atau di kantor (*back office*) dan penempatan, termasuk lokasi kerja, tingkat tanggung jawab, serta paparan risiko keselamatan. Peran berbasis lapangan umumnya memiliki risiko dan tanggung jawab operasional yang lebih tinggi, sehingga disertai manfaat dan tunjangan tambahan sesuai ketentuan yang berlaku.

CITA is committed to supporting employee well-being through structured compensation and benefits management that aligns with applicable laws and regulations. This approach includes fair and competitive remuneration based on wage structures and scales, the provision of work benefits and facilities, retirement planning programs, and support for employees with families.

The company also encourages work-life balance by facilitating various positive activities outside of operations to build togetherness, maintain fitness, and strengthen employee engagement.

Remuneration and Employee Benefits [POJK-F.20]

[GRI 202-1, 401-2, 14.17.2, 14.17.4]

To ensure the principles of equality and fairness in remuneration, the Company implements a wage policy that is aligned with labor regulations in Indonesia and applies salary and remuneration standards exceeding the minimum requirements stipulated by applicable regulations. The Company also ensures that remuneration is provided fairly and equitably based on job function, competencies, and responsibilities, without gender discrimination.

At CITA, differences in pay ratios between male and female employees can arise due to variations in job characteristics, typically between field and back-office roles, and placement, including work location, level of responsibility, and exposure to safety risks. Field-based roles generally carry higher operational risks and responsibilities, and therefore are accompanied by additional benefits and allowances as required.

Perbandingan Upah Posisi Pemula Terendah Terhadap Upah Minimum di Lokasi Operasional

Comparison of entry-level standard wages to the minimum wage at operational locations

	Kantor Pusat Jakarta Jakarta Head Office	UM	L	P
		5.396.800	144%	134%
	Site Air Upas, Kalimantan Barat Air Upas Site, West Kalimantan	UMSK	L	P
		3.396.300	118%	118%
	Site Sandai, Kalimantan Barat Sandai Site, West Kalimantan	UMSK	L	P
		3.396.300	118%	119%

UMSK Upah Minimum Sektoral Kab. Ketapang
Ketapang Regency Minimum Wage

UM Upah Minimum Provinsi DKI Jakarta
Jakarta Provincial Minimum Wage

L Laki-laki
Male

P Perempuan
Female

Selain remunerasi dasar, Perusahaan menyediakan berbagai tunjangan dan fasilitas sebagai bagian dari komitmen terhadap kesejahteraan karyawan. Bagi karyawan yang bertugas di wilayah operasional pertambangan, fasilitas yang disediakan mencakup tempat tinggal, konsumsi, layanan binatu, layanan kesehatan (klinik), termasuk fasilitas cek kesehatan tahunan wajib, terutama bagi karyawan di lokasi operasional sebagai syarat wajib bekerja, fasilitas olahraga, tunjangan dinas, serta lumpsum bagi karyawan *site* yang menjalankan cuti sesuai kebijakan Perusahaan.

Pada dasarnya, remunerasi dan tunjangan karyawan ditentukan berdasarkan status kepegawaian, jabatan, dan tuntutan pekerjaan. Informasi terkait kompensasi dan manfaat kerja disampaikan secara jelas sejak awal masa kerja dan dievaluasi secara berkala untuk memastikan kesesuaiannya serta mendukung kesejahteraan karyawan.

In addition to basic remuneration, the Company provides various allowances and facilities as part of its commitment to employee well-being. For employees assigned to mining operational areas, the facilities provided include housing, meals, laundry services, health services (clinic)—including mandatory annual medical check-ups, particularly for employees at operational sites as a mandatory requirement to work—sports facilities, duty allowances, and a lumpsum for site employees who take leave in accordance with Company policy.

In principle, employee remuneration and benefits are determined based on employment status, position, and job requirements. Information related to compensation and employment benefits is communicated clearly from the beginning of employment and is periodically evaluated to ensure its appropriateness and to support employee well-being.



Manfaat Karyawan berdasarkan Status Karyawan Tahun 2025

Employee Benefits by Employment Status in 2025

Komponen Component	Karyawan Permanen Permanent Employees	Karyawan Kontrak Contract Employees
BPJS Kesehatan BPJS Health Insurance	✓	✓
BPJS Ketenagakerjaan BPJS Employment Insurance	✓	✓
Asuransi Kesehatan Swasta Private Health Insurance	✓	✓
Cuti Melahirkan Parental Leave	✓	✓
Provisi Pensiun Retirement Provisions	✓	X
Tunjangan Duka Cita Bereavement Allowance	✓	✓
Tunjangan Suka Cita Special Occasion Allowance	✓	X
Tunjangan Kaca Mata Eyeglasses Allowance	✓	X
Tunjangan Hari Raya Keagamaan Religious Holiday Allowance	✓	✓
Tunjangan Dinas Work Assignment Allowance	✓	✓
Lumpsum *Bagi karyawan site yang menjalankan cuti *For site-based employees who are on leave	✓	✓
Bonus Tahunan Annual Bonus	✓	✓

Kewajiban Rencana Pensiun Karyawan ^[GRI 201-3, 401-2, 14.17.4]

Perusahaan menghargai kontribusi setiap karyawan dan berkomitmen mendukung kesejahteraan jangka panjang, baik selama masa kerja aktif maupun setelah memasuki usia pensiun. Sebagai bentuk perlindungan sosial dan finansial, Perusahaan berpartisipasi dalam program BPJS Ketenagakerjaan yang mencakup Jaminan Hari Tua (JHT) dan Jaminan Pensiun (JP) sesuai ketentuan peraturan perundang-undangan yang berlaku. Hingga tahun 2025, seluruh karyawan CITA (100%) telah terdaftar dalam program JHT dan/atau JP sesuai ketentuan yang berlaku. Selain kepesertaan BPJS, Perusahaan juga memastikan kewajiban imbalan pascakerja dikelola secara terukur, transparan, dan sesuai ketentuan yang berlaku.

Employee Retirement Plan Obligations ^[GRI 201-3, 401-2, 14.17.4]

The Company values the contribution of each employee and is committed to supporting long-term well-being, both during active employment and after retirement. As a form of social and financial protection, the Company participates in the BPJS Employment program, which includes Old Age Security (JHT) and Pension Security (JP) in accordance with applicable laws and regulations. By 2025, all CITA employees (100%) have been registered in the JHT and/or JP programs in accordance with applicable regulations. In addition to BPJS membership, the Company also ensures that post-employment benefit obligations are managed in a measurable, transparent manner, and in accordance with applicable regulations.

Cuti Parental [GRI 401-3, 14.17.5, 14.21.3]

CITA memberikan hak cuti *parental* selama 3 bulan kalender kepada karyawan perempuan sesuai ketentuan peraturan perundang-undangan ketenagakerjaan yang berlaku. Selama masa cuti tersebut, pekerja tetap menerima upah penuh. Setelah masa cuti berakhir, Perusahaan menjamin karyawan dapat kembali bekerja pada jabatan yang sama. Sementara itu, karyawan laki-laki memperoleh hak cuti pendampingan persalinan bagi istri selama 2 hari kerja. Ketentuan ini berlaku bagi seluruh karyawan yang memenuhi persyaratan. Dengan demikian, CITA berkomitmen untuk mendukung keseimbangan antara pekerjaan dan kehidupan pribadi setiap karyawan sebagai bagian dari upaya menjaga kesejahteraan mereka.

Pada tahun 2025, sebanyak 33 orang mengambil cuti parental dan 27 di antaranya kembali bekerja setelah masa cuti berakhir atau sebesar 82%. Dari jumlah tersebut, 23 orang (85%) tetap bekerja selama setidaknya 12 bulan setelah kembali bekerja.

Parental Leave [GRI 401-3, 14.17.5, 14.21.3]

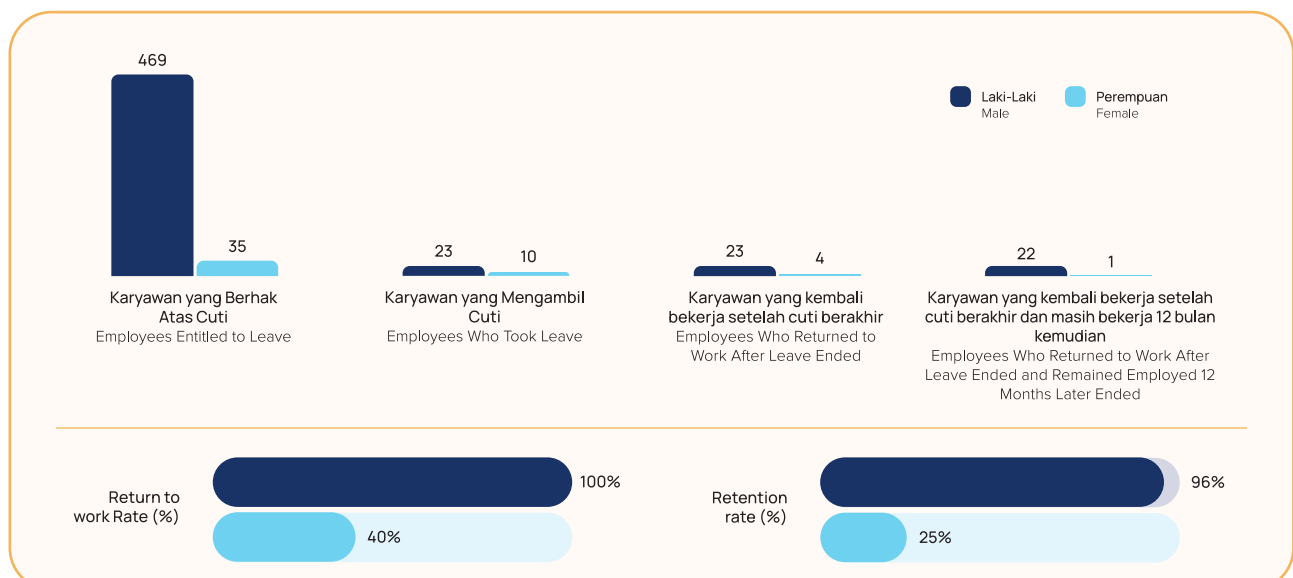
CITA provides 3 months of parental leave to female employees in accordance with applicable labor laws and regulations. During this leave period, employees continue to receive full wages. After the leave period ends, the Company guarantees that employees can return to work in the same position. Meanwhile, male employees are entitled to two working days of maternity leave for their wives. This provision applies to all employees who meet the requirements. Therefore, CITA is committed to supporting a balance between work and personal life for each employee as part of an effort to maintain their well-being.

In 2025, 33 people took parental leave, and 27 of them returned to work after the leave ended, representing a return-to-work rate of 82%. Of these, 23 (85%) remained employed for at least 12 months after returning.



Data Cuti Parental 2025

2025 Parental Leave Data



Tingkat retensi karyawan perempuan pada tahun 2025 dipengaruhi oleh keputusan pribadi sejumlah karyawan perempuan untuk tidak melanjutkan masa kerja setelah cuti *parental* berakhir. Perusahaan menghormati keputusan tersebut dan memastikan seluruh proses ketenagakerjaan dilakukan sesuai dengan ketentuan dan regulasi yang berlaku.

Dukungan terhadap Kualitas Hidup Karyawan

[GRI 401-2, 14.17.4]

Kenyamanan dalam bekerja mencakup lebih dari sekadar aspek materi, melainkan juga manfaat dan fasilitas yang mendukung kesehatan fisik, keseimbangan kehidupan kerja, serta kesejahteraan karyawan secara berkelanjutan. Selain berfokus pada pemenuhan aspek operasional dan kepatuhan, Perusahaan menginisiasi berbagai aktivitas positif di luar pekerjaan untuk mendukung keseharian karyawan, memperkuat keterlibatan, dan meningkatkan kualitas hidup di lingkungan kerja. Aktivitas tersebut mencakup kegiatan olahraga dan edukasi kesehatan yang dirancang untuk mendorong interaksi, menjaga kesehatan, serta menciptakan suasana kerja yang lebih seimbang dan kondusif.

CITA secara rutin menyelenggarakan kegiatan seperti gathering dan pertandingan olahraga, serta menyediakan fasilitas olahraga di site operasional, termasuk lapangan bulu tangkis dan *jogging track*, guna mendorong gaya hidup sehat dan interaksi positif antar karyawan. Selain itu, Perusahaan juga menyelenggarakan kegiatan kesehatan, antara lain pemeriksaan kesehatan, serta seminar kesehatan, yang terbuka bagi seluruh karyawan.

The female employee retention rate in 2025 will be affected by the personal decisions of some female employees to discontinue employment after parental leave ends. The company respects these decisions and ensures that all employment processes are conducted in accordance with applicable provisions and regulations.

Supporting Employee Quality of Life [GRI 401-2,

14.17.4]

Workplace well-being encompasses more than just material aspects, including benefits and amenities that support physical health, work-life balance, and sustainable employee well-being. In addition to focusing on operational and compliance requirements, the Company initiates various positive activities outside of work to support employee well-being, strengthen engagement, and improve the quality of life in the workplace. These activities include sports and health education programs designed to encourage interaction, maintain health, and create a more balanced and conducive work environment.

CITA regularly hosts activities such as gatherings and sports competitions, and provides sports facilities at its operational sites, including badminton courts and jogging tracks, to encourage a healthy lifestyle and positive interaction among employees. In addition, the Company also organizes wellness activities, including health check-ups and health seminars, which are open to all employees.



Keterangan gambar: Agenda Keterlibatan Karyawan NUSANTARUN
Image caption: Employee Engagement Activity NUSANTARUN

Penghargaan terhadap Hak Asasi Manusia [POJK- F.18, F.19] [GRI 406-1, 14.21.7]

Respect for Human Rights

Sebagai perusahaan yang beroperasi di sektor dengan tingkat risiko ketenagakerjaan yang relatif tinggi, perusahaan berkomitmen untuk memastikan kepatuhan terhadap peraturan ketenagakerjaan yang berlaku dan menjunjung tinggi penghormatan terhadap hak asasi manusia, baik untuk karyawan maupun para pemangku kepentingan lainnya, termasuk masyarakat di sekitar wilayah operasi. Komitmen ini tercermin dalam Peraturan Perusahaan dan Kebijakan Kode Etik yang disusun selaras ketentuan regulasi ketenagakerjaan serta mempertimbangkan prinsip-prinsip yang terkandung dalam United Nations Guiding Principles on Business and Human Rights (UNGP). Selain itu, CITA juga menyediakan mekanisme pelaporan pelanggaran melalui saluran pengaduan karyawan yang menjamin kerahasiaan identitas pelapor serta perlindungan dari segala bentuk pembalasan (*retaliation*). Mekanisme ini diberlakukan untuk menangani isu-isu seperti diskriminasi, kekerasan, dan pelecehan di tempat kerja. Sepanjang tahun pelaporan, tidak terdapat insiden diskriminasi terhadap karyawan dan satu keluhan karyawan yang telah terselesaikan sehubungan fasilitas mess karyawan.

Sebagai bagian dari komitmen terhadap praktik ketenagakerjaan yang adil dan setara, perusahaan memastikan tidak ada praktik mempekerjakan anak di bawah usia 18 tahun dan menggunakan tenaga kerja paksa. Selain itu, Perseroan berkomitmen untuk memberikan pemberitahuan terlebih dahulu (*minimum notice*) kepada pekerja terkait perubahan operasional, sesuai dengan ketentuan perusahaan. Langkah ini bertujuan untuk memastikan transparansi, kepastian, dan keadilan dalam setiap kebijakan pengelolaan sumber daya manusia. [GRI

402-1, 14.8.2, 14.17.6]

Praktik Ketenagakerjaan Pihak Ketiga dan Kontraktor [GRI 408-1, 409-1, 414-1, 414-2, 14.17.9, 14.17.10, 14.18.2, 14.18.3, 14.19.2, 14.19.3]

CITA berkomitmen untuk mencegah praktik pekerja anak dan kerja paksa dalam seluruh kegiatan operasional maupun rantai pasok, khususnya pada kontraktor yang memiliki peran signifikan terhadap operasional Perusahaan. Aspek sosial, termasuk kepatuhan terhadap prinsip hak asasi manusia dan ketenagakerjaan, telah diintegrasikan ke dalam proses seleksi, persyaratan kontrak, serta evaluasi berkala kontraktor. Ketentuan tersebut mencakup kepatuhan terhadap peraturan ketenagakerjaan, pelarangan pekerja anak dan kerja paksa, kewajiban kepesertaan BPJS, pengembangan kompetensi karyawan, serta pelaporan ketenagakerjaan sesuai ketentuan yang berlaku.

As a company operating in a sector with a relatively high level of labor-related risk, the Company is committed to ensuring compliance with applicable labor regulations and upholding respect for human rights, both for employees and other stakeholders, including communities surrounding the operational areas. This commitment is reflected in the Company Regulation and Code of Conduct Policy, which are prepared in alignment with labor regulatory provisions while also considering the principles contained in the United Nations Guiding Principles on Business and Human Rights (UNGP). In addition, CITA provides a reporting mechanism for violations through an employee grievance channel that ensures the confidentiality of the reporter's identity and protection from any form of retaliation. This mechanism is implemented to address issues such as discrimination, violence, and harassment in the workplace. Throughout the reporting year, there were no incidents of discrimination against employees and one employee complaint related to employee housing facilities, which has been resolved.

As part of its commitment to fair and equitable labor practices, the Company ensures that there are no practices of employing children under the age of 18 or using forced labor. In addition, the Company is committed to providing prior notification (minimum notice) to employees regarding operational changes, in accordance with Company provisions. This measure aims to ensure transparency, certainty, and fairness in every human resource management policy. [GRI 402-1, 14.8.2, 14.17.6]

Third-Party and Contractor Labor Practices

[GRI 408-1, 409-1, 414-1, 414-2, 14.17.9, 14.17.10, 14.18.2, 14.18.3, 14.19.2, 14.19.3]

CITA is committed to preventing the practices of child labor and forced labor across all operational activities as well as throughout the supply chain, particularly among contractors who have a significant role in the Company's operations. Social aspects, including compliance with human rights and labor principles, have been integrated into the contractor selection process, contractual requirements, and periodic contractor evaluations. These provisions include compliance with labor regulations, prohibition of child labor and forced labor, mandatory participation in BPJS programs, employee competency development, as well as labor reporting in accordance with applicable regulations.

Pemantauan kepatuhan dilakukan melalui evaluasi berkala. Apabila terdapat ketidaksesuaian, Perusahaan mewajibkan kontraktor untuk melaksanakan tindakan perbaikan dan memantau tindak lanjutnya hingga sesuai dengan persyaratan yang ditetapkan. Mengingat keselamatan kerja merupakan fondasi utama dalam operasional kami, prinsip tersebut juga kami terapkan secara konsisten dalam pengelolaan kontraktor. Oleh karena itu, Perusahaan turut memastikan pemenuhan kewajiban pelatihan K3 bagi kontraktor, termasuk melalui penyelenggaraan pelatihan K3 yang bersifat wajib. Penjelasan lebih lanjut mengenai pelatihan bagi kontraktor juga diuraikan pada subbab Kesehatan dan Keselamatan Kerja.

Berdasarkan hasil pemantauan selama periode pelaporan, tidak terdapat temuan terkait praktik pekerja anak maupun kerja paksa pada kontraktor yang berada di bawah pengawasan CITA. Risiko terhadap kedua aspek tersebut dinilai rendah, sejalan dengan karakteristik pekerjaan di sektor pertambangan yang mensyaratkan kompetensi teknis, sertifikasi, serta pemenuhan batas usia minimum sesuai dengan peraturan perundang-undangan.

Pendekatan ini memastikan seluruh aktivitas yang melibatkan pihak ketiga dilaksanakan secara bertanggung jawab untuk penghapusan pekerja anak dan kerja paksa dalam rantai nilai perusahaan.

Compliance monitoring is carried out through periodic evaluations. If any non-conformities are identified, the Company requires contractors to implement corrective actions and monitors the follow-up until it meets the established requirements. Considering that occupational safety is a fundamental foundation of our operations, this principle is also consistently applied in contractor management. Therefore, the Company also ensures the fulfillment of occupational health and safety (OHS) training obligations for contractors, including through the implementation of mandatory OHS training programs. Further explanation regarding training for contractors is also described in the Occupational Health and Safety subsection.

Based on monitoring results during the reporting period, there were no findings related to the practices of child labor or forced labor among contractors under CITA's supervision. The risks related to these two aspects are considered low, in line with the characteristics of work in the mining sector which require technical competencies, certifications, as well as compliance with minimum age requirements in accordance with applicable laws and regulations.

This approach ensures that all activities involving third parties are carried out responsibly for the elimination of child labor and forced labor in the Company's value chain.



Hubungan Industrial yang Harmonis [GRI 407-1, 14.20.2, 14.20.3]

Harmonious Industrial Relations

Perusahaan meyakini pentingnya menciptakan lingkungan kerja yang adil, transparan, dan inklusif sebagai dasar terwujudnya hubungan industrial yang harmonis dengan seluruh karyawan. Komitmen ini diwujudkan melalui penerapan Peraturan Perusahaan yang menjadi pedoman hak dan kewajiban bagi pekerja dan perusahaan.

CITA menghormati hak seluruh pekerja Perusahaan dan pekerja dari pihak ketiga seperti kontraktor, untuk membentuk, bergabung, dan berpartisipasi dalam organisasi pekerja sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.

Seluruh isu ketenagakerjaan diselesaikan secara musyawarah melalui mekanisme komunikasi yang telah disepakati bersama, sebagai bagian dari upaya menciptakan ruang dialog yang terbuka dan saling menghormati. Pendekatan ini mendukung terciptanya lingkungan kerja yang kondusif serta mendorong implementasi kebijakan, khususnya di bidang keselamatan dan kesehatan kerja serta kesejahteraan karyawan secara berkelanjutan.

Sepanjang tahun 2025, Perusahaan tidak mencatat adanya insiden pembatasan kebebasan berserikat maupun perundingan kolektif, serta tidak terjadi mogok kerja atau penghentian kerja oleh karyawan.

Sehubungan dengan keluhan karyawan, Perusahaan memfasilitasi dan menampung seluruh keluhan terkait kondisi kerja, baik yang berkaitan maupun yang tidak berkaitan dengan ketentuan Peraturan Perusahaan. Setiap keluhan ditangani melalui beberapa jenjang penyelesaian di internal Perusahaan dengan mengedepankan dialog dan musyawarah.

Sepanjang periode pelaporan, Perusahaan menerima satu keluhan terkait kondisi fasilitas akomodasi karyawan. Masukan tersebut telah ditindaklanjuti dan ditangani guna memastikan kenyamanan dan kelayakan fasilitas bagi karyawan. Perusahaan berkomitmen untuk merespons setiap aspirasi secara konstruktif sebagai bagian dari upaya peningkatan berkelanjutan terhadap lingkungan kerja.

The Company believes in the importance of creating a fair, transparent, and inclusive work environment as the foundation for harmonious industrial relations with all employees. This commitment is demonstrated through the implementation of Company Regulations, which serve as guidelines for the rights and obligations of both employees and the Company.

CITA respects the rights of all Company employees and workers from third parties such as contractors to establish, join, and participate in worker organizations in accordance with applicable laws and regulations.

All labor-related issues are resolved through deliberation via mutually agreed communication mechanisms, as part of efforts to create an open and respectful dialogue space. This approach supports the creation of a conducive work environment and encourages the implementation of policies, particularly in the fields of occupational health and safety and employee welfare on a sustainable basis.

Throughout 2025, the Company did not record any incidents related to restrictions on freedom of association or collective bargaining, and there were no strikes or work stoppages by employees.

In relation to employee grievances, the Company facilitates and accommodates all complaints related to working conditions, both those related and unrelated to the provisions of the Company Regulations. Each complaint is handled through several levels of resolution within the Company by prioritizing dialogue and deliberation.

Throughout the reporting period, the Company received one complaint related to the condition of employee accommodation facilities. The feedback has been followed up and addressed to ensure the comfort and adequacy of facilities for employees. The Company is committed to responding to every concern constructively as part of efforts for continuous improvement of the work environment.

Data Keluhan Karyawan Tahun 2025

Employee Grievance Data



Jumlah keluhan
Total Grievances

1



Keluhan diselesaikan
Grievances Resolved

1



Manajemen Kesehatan dan Keselamatan Kerja^[GRI 3-3, 14.16.1]

Occupational Health and Safety Management

Sebagai aspek yang paling material dalam mendukung keberlangsungan dan keandalan operasional, Kesehatan dan Keselamatan Kerja (K3) menjadi prioritas utama CITA dalam seluruh aktivitas operasionalnya. CITA memahami bahwa aktivitas pertambangan memiliki potensi risiko cukup tinggi dalam hal kecelakaan kerja dan paparan bahaya di lapangan. Oleh karena itu, Perusahaan menerapkan pengelolaan K3 untuk mencegah insiden serta melindungi seluruh pekerja di area operasional. Pendekatan ini tidak hanya bertujuan menjaga keselamatan dan kesehatan karyawan, tetapi juga mendukung kesinambungan operasional, meningkatkan produktivitas, serta memperkuat kepercayaan pemangku kepentingan terhadap kinerja dan komitmen keberlanjutan Perusahaan.

Untuk memperkuat fokus tersebut, Perusahaan menargetkan pencapaian nol fatalitas guna mendorong pengendalian risiko yang lebih disiplin, konsistensi penerapan standar dan sistem K3, serta penguatan budaya keselamatan di tempat kerja.

As the most material aspect in supporting operational sustainability and reliability, occupational health and safety (OHS) is a top priority for CITA in all its operational activity. CITA recognizes that mining activities carry significant risk, including workplaces accidents and exposure to hazards in the field. As a result, the Company implements an OHS management system to prevent incidents and protect all workers in operational areas. This approach ensures not only the safety and health of employees but also supports operational continuity, enhances productivity, and strengthens stakeholder trust in the Company's performance and sustainability commitment.

To reinforce this focus, the Company targets zero fatalities to promote more disciplined risk control, consistency in applying OHS standards and systems, and strengthening the safety culture in the workplace.

Kebijakan dan Sistem Manajemen K3 [POJK-F.21] [GRI 403-1, 14.16.2]

OHS Policy and Management System

Pengelolaan K3 di CITA dilakukan melalui penerapan Sistem Manajemen Keselamatan Pertambangan (SMKP) sebagai kerangka utama yang diperkuat oleh Kebijakan Kesehatan dan Keselamatan Kerja dan berbagai *Standard Operational Procedure* (SOP) teknis untuk memastikan pengendalian risiko yang konsisten. [GRI 3-3, 14.16.1]

Penerapan SMKP mengacu pada Kepmen ESDM No. 1827 K/30/MEM/2018, serta Permen ESDM No. 26 Tahun 2018 tentang Penerapan Kaidah Pertambangan yang Baik dan Pengawasan Pertambangan Mineral dan Batubara, dan Kepdirjen Minerba No. 185.K/30/DJB/2019 tentang Petunjuk Teknis Penerapan, Penilaian, dan Pelaporan Sistem Manajemen Keselamatan Pertambangan Mineral dan Batubara. Penerapan tersebut juga selaras dengan ketentuan peraturan perundang-undangan nasional, termasuk Undang-Undang No. 1 Tahun 1970 tentang Keselamatan Kerja dan PP No. 50 Tahun 2012 tentang Penerapan Sistem Manajemen K3.

Implementasi SMKP dilaksanakan secara berkala oleh auditor internal yang sudah tersertifikasi serta mendapatkan nomor registrasi dari Kepala Inspektur Tambang (KAIT) sesuai peraturan perundang-undangan. Hal ini dilakukan untuk memastikan SMKP berjalan secara efektif dan memenuhi standar keselamatan pertambangan yang berlaku.

Sebanyak 715 karyawan di wilayah operasional (100%) dan 2.620 non-karyawan (100%) yaitu kontraktor yang melakukan aktivitas di wilayah operasional Perusahaan berada dalam lingkup penerapan sistem manajemen K3 di CITA. Sistem ini diterapkan secara menyeluruh, mencakup seluruh aktivitas pertambangan di semua lokasi operasional, tanpa adanya pengecualian terhadap jenis pekerjaan, kelompok pekerja, maupun area kerja. [GRI 403-8, 14.16.9]

OHS management in CITA is carried out through the implementation of the Mining Safety Management System (SMKP) as the primary framework, strengthened by the Health and Safety Policy and various technical Standard Operating Procedures (SOPs) to ensure consistent risk control. [GRI 3-3, 14.16.1]

The implementation of SMKP refers to Minister of Energy and Mineral Resources Decree No. 1827 K/30/MEM/2018, as well as Minister of Energy and Mineral Resources Regulation No. 26 of 2018 on the Implementation of Good Mining Practice and Supervision of Mineral and Coal Mining, and Director General of Mineral and Coal Mining, and Director General of Mineral and Coal Mining Decree No. 185.K/30/DJB/2019 on Technical Guidelines for the Application, Assessment, and Reporting of the Mining Safety Management System for Mineral and Coal Mining. This implementation is also in line with national legal regulations, including Law No. 1 of 1970 on Work Safety and Government Regulation No. 50 of 2012 on the Implementation of the OHS Management System.

SMKP implementation is conducted periodically by certified internal auditors who are registered with the Head of the Mining Inspector (KAIT) as per applicable regulations. This is done to ensure that the SMKP functions effectively and meets the required mining safety standards.

A total of 715 employees in operational areas (100%) and 2,620 non-employees (100%) such as contractors working in operational areas are covered by the OHS management system at CITA. This system is applied comprehensively to all mining activities across all operational sites, with no exceptions for job types, worker groups, or work areas. [GRI 403-8, 14.16.9]



100%

karyawan | employees



100%

kontraktor | contractors

di wilayah operasional terjangkau sistem manajemen K3.
in operational areas are covered by the OHS management system.

Melalui penerapan standar K3, serta audit rutin setiap tahun sesuai Sistem Manajemen Keselamatan Pertambangan (SMKP), perusahaan telah mencapai *zero fatality* di seluruh area operasional sepanjang 2025. [GRI 403-1, 403-8, 14.16.2, 14.16.9]

Through the implementation of OHS standards and annual audits in accordance with the Mining Safety Management System (SMKP), the company has achieved zero fatalities across all operational areas throughout 2025. [GRI 403-1, 403-8, 14.16.2, 14.16.9]

Identifikasi dan Pengelolaan Risiko K3 [GRI 403-2, 14.16.3]

Identification and Management of OHS Risk

Penerapan manajemen risiko keselamatan dimulai dengan mengidentifikasi bahaya serta penerapan langkah pengendalian terhadap risiko historis, potensial, maupun aktual yang muncul selama kegiatan operasional, sehingga keselamatan kerja tetap terjaga dan risiko dapat diminimalkan secara berkelanjutan.

Untuk meminimalkan risiko kecelakaan di area operasional, perusahaan secara konsisten melakukan Identifikasi Bahaya dan Penilaian Risiko (IBPR). Proses ini menghasilkan pemetaan bahaya dan tingkat risiko serta rekomendasi pengendalian yang menjadi dasar penetapan langkah mitigasi K3 dan penyusunan prosedur kerja yang aman untuk meningkatkan keselamatan kerja dan mendukung keberlanjutan operasional. IBPR dilaksanakan oleh tim internal CITA di bawah koordinasi Kepala Teknik Tambang dan Divisi HSE pada masing-masing unit site. Proses identifikasi untuk menyusun IBPR melibatkan masukan dari pekerja dan pengawas lapangan untuk memastikan identifikasi bahaya mencerminkan kondisi kerja aktual. IBPR juga diperbaharui secara berkala atau apabila terjadi perubahan aktivitas, peralatan, proses kerja, maupun kondisi operasional. Perusahaan memastikan seluruh personel K3 yang terlibat memiliki kompetensi yang memadai melalui sertifikasi Ahli K3 Umum serta pelatihan dan sertifikasi pendukung lainnya.

Selain itu, CITA menjamin tersedianya rambu keselamatan yang memadai, mengkomunikasikan prosedur operasi standar (SOP), menetapkan matriks alat pelindung diri (APD) dan menyediakan APD sesuai kebutuhan keselamatan kerja. Perusahaan juga menyelenggarakan pelatihan K3 dan melakukan pemeriksaan kesehatan tahunan sebagai bagian dari upaya menjaga keselamatan dan kesejahteraan para pekerja.

Sedangkan Program Tanggap Darurat (*Emergency Preparedness Response Plan/EPRP*) dirancang untuk mengantisipasi dan merespons berbagai situasi darurat di area pertambangan, mulai dari kecelakaan kerja, bencana alam, hingga insiden yang berpotensi membahayakan karyawan, masyarakat sekitar, lingkungan, maupun keberlangsungan operasi. EPRP mencakup proses identifikasi risiko, perencanaan respon, pelatihan, serta simulasi rutin agar seluruh personel mampu bertindak cepat dan efektif. Perusahaan menyediakan infrastruktur pendukung seperti jalur evakuasi dan sistem komunikasi darurat. Langkah lainnya, berkoordinasi dengan otoritas terkait dan komunitas lokal untuk memastikan kesiapsiagaan terpadu. Penerapan EPRP dilakukan guna mendukung kesiapsiagaan tanggap darurat di seluruh *site* tambang yang dioperasikan Perusahaan. [GRI 14.15.4]

The implementation of safety risk management begins with identifying hazards and applying control measures for historical, potential, and actual risks that arise during operational activities, ensuring that workplace safety is maintained and risks can be continuously minimized.

To minimize accident risks in operational areas, the company consistently conducts Hazard Identification and Risk Assessment (HIRA). This process results in hazard mapping, risk levels, and control recommendations, which form the basis for establishing OHS mitigation steps and developing safe work procedures to enhance workplace safety and support operational sustainability. HIRA is carried out by CITA's internal team, coordinated by the Head of Mining Engineering and the HSE Division at each site unit. The identification process for preparing HIRA involves input from workers and field supervisors to ensure the hazard identification reflects actual working conditions. HIRA is also updated periodically or whenever there are changes in activities, equipment, work processes, or operational conditions. The company ensures that all OHS personnel involved have the necessary competence through certification as General OHS Experts and other supporting training and certifications.

Additionally, CITA ensures the availability of adequate safety signage, communicates Standard Operating Procedures (SOPs), establishes a Personal Protective Equipment (PPE) matrix, and provides PPE as needed for work safety. The company also conducts OHS training and annual health checks as part of its efforts to maintain the safety and well-being of its workers.

The Emergency Preparedness Response Plan (EPRP) is designed to anticipate and respond to various emergency situations in mining areas, including workplace accidents, natural disasters, and incidents that may endanger employees, local communities, the environment, and operational continuity. EPRP includes hazard identification processes, response planning, training, and routine simulations to ensure all personnel can act swiftly and effectively. The Company provides supporting infrastructure such as evacuation routes and emergency communication systems. The Company also coordinates with relevant authorities and local communities to ensure integrated preparedness. EPRP is implemented to support emergency preparedness across all mining sites operated by the Company. [GRI 14.15.4]

Pada tahun 2025, CITA secara berkala melaksanakan program pelatihan dan pengembangan bagi personel Emergency Response Team (ERT) di *site* guna meningkatkan kompetensi teknis dan kesiapsiagaan dalam penanganan keadaan darurat. Selain itu, Perusahaan memperbarui peralatan tanggap darurat (EPRP) serta menyelenggarakan pelatihan sertifikasi BNSP terkait EPRP yang turut diikuti oleh perwakilan kontraktor, guna memperkuat kesiapsiagaan dan kemampuan respons terhadap situasi berisiko tinggi.

Sepanjang periode pelaporan, CITA telah mengidentifikasi seluruh risiko dari setiap area dan fungsi kerja, serta menetapkan prioritas terhadap risiko bahaya utama termasuk upaya pencegahan dan pengurangan risiko.

In 2025, CITA will regularly conduct training and development programs for Emergency Response Team (ERT) personnel at the site to enhance technical competence and readiness in handling emergencies. Furthermore, the Company will update emergency response equipment (EPRP) and organize BNSP certification training related to EPRP, also attended by contractor representatives, to strengthen preparedness and response capabilities in high-risk situations.

Throughout the reporting period, CITA has identified all risks across each area and work function and prioritized the major hazard risks, including prevention and risk reduction efforts.



Mitigasi Risiko pada Pekerjaan Berisiko Tinggi [GRI 403-2, 403-7, 14.16.3, 14.16.8]

Risk mitigation in High-Risk Job

Jenis Pekerjaan dengan Risiko Tinggi

Types of High-Risk Jobs

Mitigasi dan Kontrol Hierarki

Mitigation and Control Hierarchy

01

Eksplorasi

Exploration

Pengelolaan area kerja, pemeliharaan peralatan, penerapan standar dan prosedur internal, pelatihan personel, serta penggunaan APD sesuai ketentuan.

Management of work areas, maintenance of equipment, implementation of internal standards and procedures, personnel training, and the use of PPE in accordance with applicable provisions.

02

Pekerjaan *confined space* (penggalian dan pembersihan tangki BBC)

Confined space work (excavation and cleaning of BBC tanks)

Pengelolaan kualitas udara dan ventilasi, penyediaan sistem komunikasi memadai, penerapan prosedur keselamatan dan perizinan operasional, pelatihan bagi personel, serta penggunaan APD sesuai ketentuan.

Management of air quality and ventilation, provision of adequate communication systems, implementation of safety procedures and operational permits, training for personnel, and the use of PPE in accordance with applicable provisions.

Jenis Pekerjaan dengan Risiko Tinggi Types of High-Risk Jobs

Mitigasi dan Kontrol Hierarki Mitigation and Control Hierarchy

03

Pengangkutan material, overburden, dan material ore
Material, overburden, and ore transport

Perawatan infrastruktur jalan, pemasangan rambu keselamatan, pengawasan pengangkutan, penerapan prosedur, serta penggunaan peralatan dan APD.

Maintenance of road infrastructure, installation of safety signs, supervision of transportation activities, implementation of procedures, and the use of PPE.

04

Pencucian bauksit di washing plant (Kebisingan >85 dB dan bekerja dekat tromol/benda berputar)
Bauxite washing at the washing plant (Noise >85 dB and working near drums/rotating objects)

Pemasangan *cover guard* pada peralatan berputar, pemantauan kebisingan berkala, penerapan prosedur keselamatan kerja, pemasangan rambu, sosialisasi bahaya kebisingan, serta penggunaan APD.

Installation of cover guards on rotating equipment, periodic noise monitoring, implementation of safety procedures, installation of signage, noise hazard awareness, and use of PPE.

05

Bekerja di atas ketinggian >1,75 meter seperti pekerjaan sipil/konstruksi dan maintenance BLC
Working at heights above 1.75 meters, such as civil/construction work and BLC maintenance

Penggunaan *scaffolding* standar (struktur penyangga kerja di ketinggian) dan *handrail*, pemasangan barricade pada area kerja, penerapan prosedur keselamatan dan izin kerja khusus pekerjaan di ketinggian, serta penggunaan APD lengkap termasuk *full body harness*.

Use of standard scaffolding (work support structures at height) and handrails, installation of barricades in work areas, implementation of safety procedures and special work permits for working at height, and the use of complete PPE including a full body harness.

06

Pengoperasian peralatan panas (mesin las, cutting torch)
Operation of hot equipment (welding machines, cutting torches)

Penyediaan dan pemasangan peralatan perlindungan kebakaran, penerapan prosedur keselamatan kerja, serta penggunaan APD.

Provision and installation of fire protection equipment, implementation of safety procedures, and use of PPE.

07

Persiapan dan pemuatan material ore ke tongkang
Preparation and loading of Ore material onto barges

Penyediaan pagar pengaman (*guardrail*) dan penerangan, pemeriksaan ramp, penerapan prosedur, pemasangan rambu keselamatan, serta penggunaan APD.

Provision of safety guardrails and lighting, ramp inspection, implementation of procedures, installation of safety signage, and use of PPE.

Penguatan Kapasitas dan Budaya K3

Strengthening OHS Capacity and Culture

Penguatan kapasitas dan budaya K3 menjadi salah satu fokus CITA untuk memastikan setiap pekerja memiliki kompetensi, kewaspadaan, dan kepedulian yang sama terhadap keselamatan di tempat kerja. Melalui penguatan pelatihan, peningkatan keterlibatan pekerja, serta pembiasaan perilaku kerja aman, CITA membangun budaya K3 yang proaktif dan memperkuat disiplin pengendalian risiko sebagai bagian dari penerapan SMKP.

Strengthening OHS capacity and culture is one of CITA's focuses to ensure that every worker has the same level of competence, awareness, and commitment to workplace safety. Through enhanced training, increased worker engagement, and the promotion of safe work behaviors, CITA fosters a proactive OHS culture and reinforces risk control discipline as part of the implementation of the Mining Safety Management System (SMKP).

Pelatihan Keselamatan dan Kesehatan Kerja

[POJK-F.1][GRI 403-5, 14.16.6]

Dalam rangka menerapkan sistem manajemen K3 secara konsisten di seluruh area operasional, CITA memandang peningkatan kesadaran dan kompetensi keselamatan kerja sebagai prasyarat utama bagi karyawan maupun kontraktor.

Occupational Health and Safety Training

[POJK-F.1][GRI 403-5, 14.16.6]

To consistently implement the OHS management system across all operational areas, CITA views increasing safety awareness and competence as a key prerequisite for both employees and contractors.

Program pelatihan K3 di CITA

OHS Training Program at CITA

01 Pelatihan Berjenjang (Non-Sertifikasi) Tiered Training (Non-Certified)

Termasuk pelatihan untuk karyawan baru, pelatihan penyegaran, hingga pelatihan kualifikasi sesuai kebutuhan fungsi. Pada tahun 2025, CITA telah memberikan berbagai pelatihan K3 seperti Pelatihan Ahli K3 Spesialis (teknis), Pelatihan Implementasi SMKP Minerba, Basic Open Mine Rescue, Pelatihan Hiperkes & KK (K3) (Higiene Perusahaan dan Kesehatan Kerja (Hiperkes), serta Keselamatan dan Kesehatan Kerja (K3).

Includes training for new employees, refreshment training, and qualification training based on functional needs. In 2025, CITA provided various OHS training, including Specialist OHS Expert Training (technical), SMKP Minerba Implementation Training, Basic Open Mine Rescue, Occupational Health and Safety (K3) training (Hygiene and Workplace Health), as well as Basic Health and Safety Training (K3).

02 Pelatihan & Sertifikasi Training & Certification

Pelatihan yang diberlakukan bagi personel yang bertanggung jawab mengelola dan menerapkan kebijakan K3 untuk memenuhi peraturan yang berlaku. Pada tahun 2025, CITA telah memberikan beberapa pelatihan seperti Diklat dan Sertifikasi Pengawas Operasional Pratama, Madya, dan Utama (POP, POM, POU), Diklat dan Sertifikasi Ahli K3 Spesialis (teknis), Diklat dan Sertifikasi Ahli Higiene Industri Madya (HIMA), dan sertifikasi EPRP. Hingga akhir periode pelaporan, seluruh personel K3 CITA telah sepenuhnya memenuhi kewajiban sertifikasi sesuai dengan ketentuan regulasi nasional dan peraturan perundang-undangan yang berlaku.

Training is mandatory for personnel responsible for managing and implementing OHS policies to comply with applicable regulations. In 2025, CITA offered several training programs, such as the Primary, Intermediate, and Advanced Operational Supervisor Certification (POP, POM, POU), Specialist OHS Expert Training (technical), Industrial Hygiene Expert Certification (HIMA), and EPRP certification. By the end of the reporting period, all CITA's OHS personnel fully met certification requirements according to national regulations and applicable laws.

03 Pelatihan Rutin Mingguan (Non-Sertifikasi) Weekly Routine Training (Non-Certified)

Pelatihan yang dilakukan setiap pekan atau lebih sering sesuai kebutuhan operasional dan dipandu instruktur internal bersertifikasi Training of Trainer (ToT).

Training conducted weekly or more frequently as needed for operational purposes, facilitated by internal instructors certified in Training of Trainers (ToT).



Keterangan gambar: Suasana berbagai kegiatan pelatihan K3
Image caption: Scene of various OHS training activities

Berikut ini adalah contoh beberapa pelatihan rutin K3 yang diselenggarakan oleh perusahaan:

Here are some examples of routine OHS training programs organized by the company:

Basic Safety Training (BST) - Pelatihan Rutin Mingguan Strengthening Operational Supervisor Competence through Certification

BST diberikan kepada karyawan perusahaan dan mitra kerja. Pelatihan dasar ini bertujuan untuk meningkatkan kesadaran kemampuan dalam mengidentifikasi dan mengendalikan bahaya di lingkungan kerja guna meminimalkan potensi kecelakaan, cedera dan kerugian. Selain itu, untuk mempersiapkan karyawan dan mitra kerja dalam menghadapi keadaan darurat sehingga melatih respons dalam situasi darurat seperti kebakaran, tumpahan, atau insiden lain.

BST is provided to company employees and business partners. This basic training aims to enhance the ability to identify and control hazards in the work environment to minimize the potential for accidents, injuries, and losses. Additionally, it prepares employees and business partners to respond to emergencies, such as fires, spills, or other incidents, by training them on emergency response procedures.

Defensive Driving Training (DDT) - Pelatihan Rutin Mingguan DDT - Defensive Driving Training (DDT) - Weekly Routine Training

DDT merupakan pelatihan mengemudi aman yang bertujuan mencegah kecelakaan serta meningkatkan kemampuan pengemudi dalam merespons kondisi operasional, khususnya pada kegiatan pertambangan yang intens melibatkan penggunaan alat berat. Berdasarkan hasil IBPR, pengemudi merupakan pekerjaan dengan tingkat risiko kecelakaan yang tinggi, antara lain karena pengemudi berisiko menghadapi kondisi jalan yang dinamis, potensi kesalahan pengemudi lain, serta berbagai situasi kondisi tak terduga selama operasional. Oleh karena itu, kami memberikan perhatian khusus melalui pelatihan untuk meningkatkan kewaspadaan, keterampilan berkendara, dan kepatuhan terhadap prosedur keselamatan.

DDT is a safe driving training aimed at preventing accidents and improving drivers' ability to respond to operational conditions, particularly in mining activities that heavily involve the use of heavy equipment. Based on the HIRA results, driving is identified as a high-risk job due to factors such as dynamic road conditions, potential errors by other drivers, and various unforeseen situations during operations. Therefore, we give special attention through training to enhance awareness, driving skills, and compliance with safety procedures.



Safety Leadership Training (SLT) - Pelatihan Rutin Mingguan

Safety Leadership Training (SLT) - Weekly Routine Training

SLT ditujukan bagi para pengawas, mulai dari supervisor hingga Kepala Teknik Tambang (KTT), untuk memperkuat pemahaman terhadap implementasi, pemantauan, dan evaluasi SMKP. Pelatihan ini membekali pemimpin dengan kemampuan memengaruhi, memotivasi, dan menggerakkan tim untuk menciptakan budaya keselamatan kerja yang proaktif, mampu berkomunikasi efektif dan mengelola risiko.

SLT is intended for supervisors, from supervisors to Head of Mining Engineering (KTT), to strengthen their understanding of the implementation, monitoring, and evaluation of the Mining Safety Management System (SMKP). This training equips leaders with the skills to influence, motivate, and drive teams to create a proactive safety culture, communicate effectively, and manage risks.

Pelatihan SMKP bersama Pengawas Bimbingan Teknis Kementerian ESDM (Bimtek ESDM) - Pelatihan Berjenjang Non-Sertifikasi

SMKP Training with Technical Supervisors from the Ministry of Energy and Mineral Resources (Bimtek ESDM) - Tiered Non-Certified Training

CITA melaksanakan pelatihan keselamatan bersama pengawas bimbingan teknis dari Kementerian ESDM sebagai bagian dari peningkatan kompetensi teknis dan kepatuhan regulasi. Pelatihan ini diikuti oleh karyawan dan kontraktor di *site* dari level personnel hingga manajer, bertujuan untuk meningkatkan efektivitas penerapan SMKP di perusahaan serta menyamakan persepsi standar penerapan SMKP di seluruh entitas perusahaan, kontraktor utama, dan afiliasi.

CITA conducts safety training with technical supervisors from the Ministry of Energy and Mineral Resources (ESDM) as part of improving technical competence and regulatory compliance. This training, attended by employees and contractors at the site from personnel to managers, aims to enhance the effectiveness of SMKP implementation within the company and align the perception of SMKP standards across all company entities, main contractors, and affiliates.

Partisipasi dan Komunikasi K3 [GRI 403-4, 14.16.5]

OHS Participation and Communication

CITA memastikan pengelolaan K3 di area pertambangan berjalan efektif melalui komunikasi, konsultasi, dan partisipasi aktif karyawan serta kontraktor. Informasi terkait prosedur keselamatan, identifikasi risiko, dan pelaporan potensi bahaya dikomunikasikan secara rutin agar setiap aktivitas operasional dilaksanakan aman dan sesuai ketentuan.

Sebagai mekanisme pengawasan partisipatif, CITA membentuk Komite Keselamatan Pertambangan (KKP). Perwakilan komite dipilih melalui mekanisme internal masing-masing unit kerja dengan melibatkan Kepala Teknik Tambang sebagai ketua KKP, perwakilan karyawan dari setiap area atau fungsi kerja untuk melakukan pengawasan dan evaluasi, serta perwakilan tenaga kerja kontraktor guna memastikan keterwakilan yang inklusif. Komposisi KKP masih didominasi oleh tenaga kerja laki-laki, namun Perusahaan tetap melibatkan partisipasi pekerja perempuan untuk memastikan keterwakilan yang inklusif serta menghadirkan perspektif yang beragam dalam proses pengawasan dan evaluasi keselamatan. Komite menyelenggarakan pertemuan rutin setidaknya setiap bulan dan memiliki mandat untuk memberikan rekomendasi perbaikan, memantau tindak lanjut, mendukung pemenuhan rencana tindakan korektif SMKP,

CITA ensures effective OHS management in mining areas through communication, consultation, and active participation from employees and contractors. Information related to safety procedures, risk identification, and hazard reporting is communicated regularly to ensure that all operational activities are carried out safely and in compliance with regulations.

As a participatory oversight mechanism, CITA established a Mining Safety Committee (KKP). Committee representatives are selected through internal mechanisms within each work unit, involving the Head of Mining Engineering as the KKP chair, employee representatives from each area or work function for supervision and evaluation, and contractor labor representatives to ensure inclusive representation. The composition of the KKP is still dominated by male workers; however, the Company continues to involve female workers to ensure inclusive representation and bring diverse perspectives to the safety oversight and evaluation process. The committee holds regular meetings at least once a month and is mandated to provide improvement recommendations, monitor follow-up actions, support the implementation of SMKP corrective action plans, and play a role in the annual evaluation of the OHS system.

serta berperan dalam evaluasi tahunan sistem K3.

Pada 2025, terdapat 151 orang karyawan yang terlibat aktif dalam Komite Keselamatan Pertambangan (KKP), atau setara 21% dari total pekerja di dua lokasi site CITA. Keterwakilan kontraktor dalam komite ini terdiri dari satu orang Penanggung Jawab Operasional (PJO) dari setiap mitra kontraktor yang berkerja di operasional CITA.

In 2025, 151 employees actively participated in the Mining Safety Committee (KKP), representing 21% of the total workforce across two CITA site locations. Contractor representation in the committee includes one Operational Responsible Person (PJO) from each contractor partner working at CITA operations.



Keterlibatan Karyawan dalam KKP

Employee Participation in KKP

151

karyawan | employees

21%

dari total pekerja di dua site CITA of the total workforce across two CITA sites

Perusahaan juga telah membentuk tim P2K3 untuk memastikan penerapan standar K3 yang konsisten, menyeluruh, dan berkelanjutan di seluruh lokasi operasional, sesuai dengan ketentuan SMK3. Selain itu, Perusahaan menjamin hak karyawan dan kontraktor untuk menolak melaksanakan pekerjaan dalam kondisi kerja yang tidak aman dan melanjutkan kembali kegiatan setelah tindakan pengendalian bahaya diterapkan sesuai prosedur dan ketentuan yang berlaku. Setiap potensi kondisi tidak aman dapat dilaporkan melalui Departemen HSE untuk ditindaklanjuti. Jika laporan tersebut terkonfirmasi, perusahaan segera mengadakan pertemuan dan evaluasi untuk menetapkan langkah perbaikan dan memastikan kegiatan operasional kembali berjalan dengan aman. ^[GRI 403-2, 14.16.3]

The Company has established an Occupational Health and Safety Committee (P2K3) to ensure the consistent, comprehensive, and sustainable implementation of OHS standards across all operational areas, in accordance with the provisions of Mining Safety Management System (SMKP). Additionally, the Company ensures the right of employees and contractors to refuse to perform work in unsafe conditions and to resume activities only after hazard control measures are applied in accordance with procedures and regulations. Any potential unsafe conditions can be reported to the HSE Department for follow-up. If the report is confirmed, the company immediately conducts a meeting and evaluation to establish corrective actions and ensure that operations are resumed safely. ^[GRI 403-2, 14.16.3]

Membangun Budaya Keselamatan ^[GRI 403-4, 14.16.5]

Building a Safety Culture

Berbagai upaya pembangunan perilaku keselamatan di area operasional dilakukan secara konsisten, antara lain melalui *Safety Talk*, P5M (Pembicaraan 5 Menit mengenai aspek K3 di tempat kerja), simulasi, serta HSE *weekly meeting* untuk memastikan pesan keselamatan tersampaikan secara jelas dan berkelanjutan.

Kampanye keselamatan diperkuat melalui pemasangan materi komunikasi visual serta penyebaran informasi melalui grup komunikasi internal bagi karyawan dan kontraktor. Perusahaan juga melakukan inspeksi K3 secara terjadwal untuk memantau kepatuhan, mengidentifikasi potensi bahaya, dan memastikan efektivitas pengendalian risiko di area kerja.

Various efforts to build a safety culture in operational areas are consistently carried out, including Safety Talks, 5-Minute Safety Talks (P5M), simulations, and HSE weekly meetings to ensure safety messages are communicated clearly and sustainably.

Safety campaigns are reinforced through the installation of visual communication materials and the dissemination of information via internal communication groups for employees and contractors. The Company also conducts scheduled OHS inspections to monitor compliance, identify potential hazards, and ensure the effectiveness of risk controls in the work areas.

Safety Talk

 Selama 2025 | Throughout 2025  72 sesi | sessions

Safety Talk merupakan pertemuan rutin yang dilaksanakan seminggu sekali di area *site* CITA untuk meningkatkan kesadaran risiko, memperkuat kepatuhan terhadap prosedur K3, dan mendorong perilaku kerja aman guna meminimalkan potensi kecelakaan.

Safety Talk is a weekly routine meeting held at CITA site areas to raise risk awareness, reinforce compliance with OHS procedures, and promote safe work behaviors to minimize the potential for accidents.

P5M

P5M

Sesi Pertemuan 5 Menit (P5M) merupakan pertemuan singkat rutin di awal hari kerja untuk membahas aspek K3, yang bertujuan meningkatkan kesadaran K3 dan membangun budaya kerja aman melalui penyampaian informasi penting seperti prosedur kerja aman, potensi bahaya, penggunaan APD, dan evaluasi pekerjaan.

The 5-Minute Meeting (P5M) is a brief, routine meeting held at the beginning of each workday to discuss OHS aspects. It aims to raise OHS awareness and build a safety culture by delivering important information such as safe work procedures, potential hazards, use of PPE, and job evaluations.



Keterangan gambar: Program P5M di Site CITA
Image Caption: P5M Program at CITA Site

Simulasi Tanggap Darurat

Emergency Response Simulation

CITA secara rutin menyelenggarakan simulasi Tanggap Darurat (*Emergency Response/ER*) yang dilakukan di setiap lokasi pertambangan dan fasilitas-fasilitas operasional lain. Simulasi ini berupa latihan praktik berulang untuk menguji kesiapan, respons, dan koordinasi tim sesuai prosedur, serta mengidentifikasi celah dalam rencana tanggap darurat. Melalui simulasi ini, karyawan dipastikan memahami perannya, mampu menggunakan peralatan keselamatan dengan benar, dan menjalankan evakuasi secara aman.

CITA regularly conducts Emergency Response (ER) simulations at each mining site and other operational facilities. These simulations involve repetitive practical exercises to test readiness, response, and team coordination according to procedures, as well as to identify gaps in the emergency response plan. Through these simulations, employees are ensured to understand their roles, use safety equipment correctly, and carry out evacuations safely.



Keterangan gambar: Salah satu kegiatan simulasi ERT di Site Upas.
Image Caption: One of the ERT simulation activities at the Upas Site.

Penerapan Sistem Manajemen K3 ke Kontraktor [GRI 403-7, 14.16.8]

Implementation of OHS Management System for Contractors

Penerapan K3 di CITA diintegrasikan secara menyeluruh dengan melibatkan mitra kerja kontraktor sebagai pemangku kepentingan utama di area operasional, mengingat besarnya kontribusi mereka dalam aktivitas operasional pertambangan. Untuk menjamin standarisasi dan konsistensi kepatuhan, seluruh kontraktor wajib memenuhi legalitas Izin Usaha Jasa Pertambangan (IUJP), mematuhi klausul K3L dalam kontrak kerja sama, serta melaksanakan audit internal SMKP secara periodik. Bagi kontraktor yang belum memiliki auditor tersertifikasi, CITA melakukan audit SMKP terhadap kontraktor yang beroperasi di area operasional Perusahaan.

Dalam kegiatan operasional, CITA membentuk *hauling committee* dan melaksanakan inspeksi bersama ke area tambang dan *workshop* yang dikelola kontraktor, termasuk melakukan asesmen kondisi jalan pada rute pengangkutan untuk mengendalikan risiko transportasi. Pemantauan agenda kegiatan dan kinerja kontraktor yang di dalamnya mencakup aspek K3, dilakukan melalui platform Performa Mingguan sebagai dasar evaluasi dan tindak lanjut perbaikan.

OHS implementation at CITA is fully integrated, involving contractor partners as key stakeholders in operational areas, given their significant contribution to mining operations. To ensure standardization and compliance consistency, all contractors are required to have a valid Mining Service Business License (IUJP), adhere to OHS clauses in cooperation contracts, and conduct periodic internal SMKP audits. For contractors without certified auditors, CITA performs SMKP audits on contractors operating in the Company's operational areas.

In operational activities, CITA forms a hauling committee and conducts joint inspections of contractor-managed mining areas and workshops, including road condition assessments on transportation routes to control transportation risks. Monitoring contractor activities and performance, including OHS aspects, is carried out through the Performa Weekly platform, serving as the basis for evaluation and follow-up improvements.

Penguatan Sistem Tanggap Darurat Bersama Kontraktor

Strengthening Emergency Response Systems with Contractors

Pertengahan Agustus 2025 lalu, saya mengikuti pelatihan *Emergency Response Plan* (ERP) yang diselenggarakan CITA bersama Basarnas. Saya menjadi salah satu peserta yang mengikuti pelatihan tersebut, dan hadir sebagai perwakilan karyawan kontraktor. Pelatihan ini bertujuan membentuk Tim Tanggap Darurat di masing-masing perusahaan mitra, sekaligus meningkatkan keterampilan dan kesiapsiagaan dalam menghadapi kondisi darurat di wilayah IUP CITA. Melalui skema kolaboratif ini, para kontraktor memperoleh pemahaman yang lebih menyeluruh tentang pengelolaan kedaruratan serta ruang berbagi praktik antarmitra. Ke depan, kami berharap pelatihan serupa dapat dilaksanakan secara berkelanjutan dan ditingkatkan, sebagai bagian dari upaya bersama membangun budaya keselamatan yang kuat dan berkelanjutan di seluruh ekosistem kerja CITA.



Gumelar Santosa

Penanggung Jawab Operasional | Operational Responsible Person
Karyawan dari Mitra Kontraktor PT CMI di Site Air Upas | Employee of PT CMI Contractor Partner at the Air Upas Site

In mid-August 2025, I participated in the Emergency Response Plan (ERP) training organized by CITA in collaboration with Basarnas. I was one of the participants attending the training as a representative of the contractor's employees. The training aimed to form Emergency Response Teams in each partner company and improve skills and preparedness to handle emergency situations within CITA's IUP areas. Through this collaborative scheme, contractors gained a more comprehensive understanding of emergency management and shared best practices among partners. Moving forward, we hope that similar training will be conducted continuously and enhanced as part of a collective effort to build a strong and sustainable safety culture throughout CITA's work ecosystem.



Kecelakaan Kerja [GRI 403-9, 14.16.10]

Work-Related Accident

Untuk meminimalkan risiko kecelakaan kerja, Perusahaan memantau kinerja program K3 melalui pelacakan indikator keselamatan utama guna mengidentifikasi area perbaikan dan memastikan efektivitas pengendalian. Setiap insiden dilaporkan dan ditangani segera sesuai prosedur untuk menetapkan tindakan korektif dan pencegahan agar kejadian serupa tidak terulang.

Sepanjang 2025, CITA mempertahankan capaian nihil fatalitas dan tidak mencatatkan kecelakaan berat, baik pada aktivitas Perusahaan maupun kontraktor. Capaian ini mencerminkan penguatan budaya keselamatan dan penerapan operasional yang bertanggung jawab.

To minimize the risk of occupational accidents, the Company monitors the performance of its OHS program by tracking key safety indicators to identify areas for improvement and ensure the effectiveness of controls. Each incident is reported and promptly addressed according to procedures to establish corrective and preventive actions to prevent similar occurrences.

Throughout 2025, CITA maintained a zero fatality record and reported no serious accidents, both in Company operations and contractor activities. This achievement reflects the strengthening of the safety culture and the implementation of responsible operations.

Data Kecelakaan Kerja 2025

Work-Related Accident in 2025

Deskripsi Description	UoM UoM	Karyawan Employee	Kontraktor Contractor
Kerusakan Properti Property Damage	Jumlah kasus Number of case	6	43
Pertolongan Pertama First Aid		4	6
Insiden Ringan ¹ Minor Incident		0	1
Insiden Berat ² Major Incident		0	2
Kematian akibat kerja Fatality		0	0
Total Jam Kerja Man Hour	Jumlah Jam Number of Hour	2.241.885	12.148.341
Hari Kerja Hilang Day Lost	Jumlah Hari Number of Days	0	65

1. Insiden ringan: Cidera akibat kecelakaan tambang yang menghalangi pekerja untuk kembali bekerja selama 3 minggu atau lebih.
Minor incident: An injury resulting from a mining accident that prevents the worker from returning to work for less than 3 weeks.

2. Insiden berat: Cidera akibat kecelakaan tambang yang menghalangi pekerja untuk kembali bekerja selama 3 minggu atau lebih.
Major incident: An injury resulting from a mining accident that prevents the worker from returning to work for 3 weeks or more.

Tingkat Kecelakaan Kerja 2025

Work-Related Accident Rate in 2025

Deskripsi Description	Karyawan Employee		Kontraktor Contractor	
	Jumlah Total	Tingkat Rate	Jumlah Total	Tingkat Rate
Tingkat Hilangnya Hari Kerja Akibat Kecelakaan Lost Time Injury Severity Rate (LTISR)	0	0	3	5,6
Tingkat Frekuensi Kecelakaan dengan Hari Kerja Hilang Lost Time Injury Frequency Rate (LTIFR)	0	0	3	0,2
Tingkat Frekuensi Kerusakan Properti Property Damage Frequency Rate (PDFR)	6	2,7	43	3,5
Tingkat Insiden Kematian (Fatalitas) Total Fatality Incident Rate (TFIR)	0	0	0	0
Tingkat Frekuensi Insiden Kecelakaan Kerja Total Injury Frequency Rate (TIFR)	10	4,5	52	4,3

Catatan: Perhitungan tingkat kecelakaan dilakukan berdasarkan jumlah insiden per 1.000.000 jam kerja, dengan cakupan data meliputi pekerja CITA dan kontraktor di area operasional.

Note: The accident rate is calculated based on the number of incidents per 1,000,000 working hours, covering data from CITA employees and contractors within the operational area.

Tingkat insiden pada kontraktor yang relatif lebih tinggi dibandingkan karyawan internal menjadi perhatian manajemen. Kondisi ini dipengaruhi oleh proporsi jam kerja kontraktor yang lebih besar serta karakteristik pekerjaan dengan tingkat risiko yang lebih tinggi. Perusahaan telah mengambil langkah-langkah untuk mencegah kecelakaan kerja seperti dengan meningkatkan komunikasi dan pelatihan keselamatan, memperbarui kebijakan, serta memastikan peralatan dan APD yang digunakan sesuai standar keselamatan yang berlaku.

The higher incident rate among contractors compared to internal employees is a concern for management. This condition is influenced by the larger proportion of contractor working hours and the nature of the work, which carries higher risk levels. The Company has taken measures to prevent workplace accidents, including enhancing safety communication and training, updating policies, and ensuring that equipment and personal protective equipment (PPE) used comply with applicable safety standards.

Rincian data kecelakaan kerja dan tingkat kecelakaan kerja karyawan dan kontraktor dapat dilihat pada halaman 155.

Detailed data on occupational accidents and the occupational accident rates of employees and contractors can be found on page 155.

Manajemen Kesehatan Karyawan ^[POJK-F.21]

Employee Health Management

CITA memandang manajemen kesehatan kerja sebagai bagian penting dari penerapan sistem K3 untuk melindungi karyawan dan kontraktor dari risiko kesehatan akibat aktivitas operasional. Melalui fasilitas klinik, pemeriksaan kesehatan berkala, pemantauan penyakit akibat kerja, serta program promotif dan preventif, Perusahaan menjaga kesehatan pekerja guna mendukung lingkungan kerja yang aman dan produktif.

CITA views occupational health management as an integral part of implementing the OHS system to protect employees and contractors from health risks arising from operational activities. Through clinic facilities, regular health check-ups, occupational disease monitoring, and promotive and preventive programs, the Company ensures the health of workers to support a safe and productive work environment.

Layanan dan Fasilitas Kesehatan Karyawan

^[GRI 403-3, 14.16.4]

CITA menyediakan fasilitas kesehatan kerja berupa klinik di setiap area operasional sebagai bentuk pemenuhan kebutuhan layanan kesehatan bagi karyawan. Kami

Employee Healthcare Service and Facilities

^[GRI 403-3, 14.16.4]

CITA provides occupational healthcare facilities in the form of clinics at each operational area to meet the health service needs of employees. We have 2 doctors and 10

memiliki 2 dokter dan 10 paramedis yang bersiaga untuk memberikan layanan pertolongan pertama, pemeriksaan kesehatan berkala, konsultasi tanpa biaya, perawatan karyawan yang sakit, dan rujukan medis. Selain klinik, Perusahaan juga menyediakan pos medis di masing-masing site, serta secara rutin menyalurkan masker dan vitamin sebagai bagian dari upaya pencegahan.

Klinik CITA tidak hanya melayani karyawan, tetapi juga kontraktor dan masyarakat sekitar. Layanan bagi kontraktor dan masyarakat difokuskan pada penanganan kondisi darurat, sementara kebutuhan perawatan lanjutan atau rawat jalan diarahkan melalui mekanisme rujukan, serta memberikan bantuan layanan ambulans gratis. Untuk mendukung hal tersebut, fasilitas kesehatan CITA berkoordinasi dan berkolaborasi dengan puskesmas di sekitar area operasional serta rumah sakit rujukan guna memastikan penanganan lebih lanjut yang tepat.

Pemantauan Kesehatan Karyawan [GRI 403-3, 403-10, 14.16.4, 14.16.11]

CITA melakukan pemantauan kesehatan pekerja melalui penyelenggaraan *medical check-up* (MCU) tahunan bagi karyawan. Di tahun 2025, sebanyak 478 karyawan *site* dan 126 karyawan kontraktor telah mengikuti pemeriksaan kesehatan tahunan (MCU).

Hasil MCU menetapkan status *Fit to Work* sebagai dasar kelayakan kerja. Bagi karyawan yang dinyatakan tidak *fit*, Perusahaan menyiapkan penanganan dan penyesuaian yang diperlukan agar tetap dapat bekerja dengan optimal. Temuan dari hasil MCU digunakan untuk mengidentifikasi potensi risiko kesehatan akibat kerja dan menetapkan langkah mitigasi. Pemeriksaan kesehatan yang dilakukan meliputi MCU awal, MCU berkala (tahunan), MCU khusus, dan MCU akhir menjelang pensiun. MCU khusus dilakukan dua kali setahun bagi karyawan yang rentan terhadap paparan radiasi atau bekerja dekat laboratorium. Karyawan yang terindikasi memiliki masalah kesehatan akan mendapatkan intervensi promotif, preventif, dan kuratif, termasuk pelayanan di klinik, pemantauan berkala, serta rujukan apabila diperlukan.

Berdasarkan MCU berkala 2025, temuan kesehatan didominasi oleh gangguan metabolik dan faktor risiko penyakit tidak menular, fungsi organ dan parameter laboratorium, gangguan indera dan kesehatan gigi, serta kardiovaskular. Menindaklanjuti temuan tersebut, Perusahaan melaksanakan berbagai upaya promotif dan preventif, antara lain melalui edukasi kesehatan, kampanye pola hidup sehat, pemantauan berkala, serta pemberian rekomendasi medis guna mendukung peningkatan kesadaran dan pengelolaan kesehatan pekerja. Hasil pemeriksaan juga menunjukkan tidak adanya indikasi Penyakit Akibat Kerja (PAK) pada periode pelaporan.

paramedics on standby to provide first aid, regular health check-ups, free consultations, care for sick employees, and medical referrals. In addition to the clinics, the Company also provides medical posts at each site and regularly distributes masks and vitamins as part of preventive efforts.

CITA clinics serve not only employees but also contractors and surrounding communities. Services for contractors and the community focus on handling emergency situations, while further treatment or outpatient care is directed through referral mechanisms, along with providing free ambulance services. To support this, CITA's healthcare facilities coordinate and collaborate with nearby public health centers and referral hospitals to ensure proper follow-up treatment.

Employee Health Monitoring [GRI 403-3, 403-10, 14.16.4, 14.16.11]

CITA monitors employee health through the annual medical check-up (MCU) program for employees. In 2025, 478 site employees and 126 contractor employees participated in the annual health check-up (MCU).

Medical check-up (MCU) results are used to determine "Fit to Work" status as the basis for work eligibility. Employees who are declared unfit are provided with appropriate handling and necessary adjustments to support their continued ability to work effectively. Findings from MCU results are utilized to identify potential work-related health risks and to establish relevant mitigation measures. Health examinations conducted include pre-employment MCU, periodic (annual) MCU, special MCU, and final MCU prior to retirement. Special MCU is conducted twice a year for employees who are at risk of radiation exposure or who work in proximity to laboratory areas. Employees identified with health concerns are provided with promotive, preventive, and curative interventions, including clinic services, periodic monitoring, and referrals when necessary.

Based on the 2025 periodic medical check-up (MCU) results, the main health findings were dominated by metabolic disorders and risk factors of non-communicable diseases, organ function and laboratory parameters, sensory and dental health issues, as well as cardiovascular conditions. In response to these findings, the Company implemented various promotive and preventive measures, including health education, healthy lifestyle campaigns, regular health monitoring, and the provision of medical recommendations to enhance employee health awareness and management. The examination results also indicated no cases of Occupational Diseases during the reporting period.



Lima Temuan Penyakit Utama Berdasarkan Hasil MCU dan Upaya Mitigasi Tahun 2025

Five Main Disease Findings Based on MCU Results and Mitigation Actions for 2025

01 Kelainan gigi
Dental issues

Edukasi kesehatan terkait kesehatan gigi dan mulut.
Health education related to dental and oral health.

02 Kelainan refraksi
Refractive Errors

Edukasi kesehatan terkait gangguan refraksi mata serta pemberian jaminan penggantian biayaacamata.
Health education on refractive eye disorders and provision of coverage for eyeglass costs.

03 Kelainan lipid
Dyslipidemia

Peningkatan aktivitas fisik melalui senam rutin, kampanye pengelolaan BMI, edukasi gizi seimbang, serta pemantauan penyakit kronis bagi pekerja dengan hipertensi (pemantauan rutin dan ketersediaan obat) dan diabetes melitus (evaluasi kesehatan setiap 6 bulan).

Increased physical activity through regular exercise, BMI management campaigns, balanced nutrition education, and chronic disease monitoring for workers with hypertension (routine monitoring and medication availability) and diabetes mellitus (health evaluations every 6 months).

04 Kelebihan berat badan
Overweight Issues

Peningkatan aktivitas fisik melalui senam rutin, kampanye pengelolaan BMI, edukasi pola hidup sehat dan gizi seimbang.

Increased physical activity through regular exercise, BMI management campaigns, education on healthy living, and balanced nutrition.

05 Gula darah tinggi
Hyperglycemia

- Kampanye pola makan sehat, gerak aktif dan komplikasi akibat DM tidak terkontrol.
- Program pengendalian kantin sehat bersama Dept. GA dan program senam massal rutin bulanan.
- Healthy eating campaigns, physical activity, and complications from uncontrolled diabetes mellitus (DM).
- Program for controlling healthy canteens with the General Affairs Department (Dept. GA) and monthly routine mass exercise programs.

CITA secara berkala juga melakukan uji kelelahan (*fatigue test*) bagi karyawan dan kontraktor, khususnya mereka yang bekerja dengan sistem *shift*. Jika ditemukan indikasi kelelahan, perusahaan segera mengambil tindakan pemulihan, termasuk memberikan waktu istirahat tambahan untuk memastikan keselamatan kerja tetap terjaga.

Promosi dan Peningkatan Kesehatan Karyawan

[GRI 403-6, 14.16.7]

Selain layanan kuratif dan preventif, klinik CITA juga aktif memberikan edukasi kesehatan kepada karyawan dan kontraktor melalui *Health Talk* dan sosialisasi rutin. Sepanjang tahun pelaporan, CITA menyelenggarakan berbagai kegiatan promosi kesehatan bagi karyawan dan kontraktor yang mencakup edukasi mengenai penyakit tidak menular dan penyakit menular, kesehatan kerja dan pencegahan risiko di tempat kerja, kesehatan mental serta penerapan gaya hidup sehat, serta pertolongan pertama dan penanganan kondisi kesehatan umum.

Materi disampaikan melalui sosialisasi rutin dan pendekatan edukasi yang disesuaikan dengan risiko kesehatan yang relevan di area operasional, termasuk paparan kebisingan, kelelahan kerja, penyakit metabolik, infeksi, serta faktor gaya hidup. Kegiatan ini bertujuan meningkatkan pemahaman pekerja terhadap pencegahan penyakit, deteksi dini, dan perilaku hidup sehat, sekaligus mendukung terciptanya lingkungan kerja yang lebih aman dan produktif.

CITA also conducts periodic fatigue tests for employees and contractors, particularly those working in shift systems. If signs of fatigue are identified, the company immediately takes recovery actions, including providing additional rest time to ensure workplace safety is maintained.

Promotion and Improvement of Employee Health

[GRI 403-6, 14.16.7]

In addition to curative and preventive services, CITA's clinic actively provides health education to employees and contractors through Health Talk and regular socialization sessions. Throughout the reporting period, CITA organized various health promotion activities for employees and contractors, covering education on non-communicable and infectious diseases, occupational health and workplace risk prevention, mental health, healthy lifestyle practices, as well as first aid and general health condition management.

The material is delivered through regular socialization and educational approaches tailored to the relevant health risks in operational areas, including noise exposure, work fatigue, metabolic diseases, infections, and lifestyle factors. These activities aim to enhance workers' understanding of disease prevention, early detection, and healthy living behaviors, while supporting the creation of a safer and more productive work environment.

Program Promosi Kesehatan Sosialisasi Bahaya NAPZA

Health Promotion Program on the Dangers of Narcotics, Psychotropics, and Addictive Substances (NAPZA)



Keterangan gambar: Edukasi bahaya Napza di site.
Image Caption: NAPZA awareness education at the site.

Pada tahun 2025, Klinik CITA menyelenggarakan promosi kesehatan bertema bahaya NAPZA melalui edukasi personal dan berkelompok untuk meningkatkan kesadaran pekerja terhadap risiko penyalahgunaan zat. Upaya ini mendukung pencegahan dan pengendalian insiden yang berkaitan dengan NAPZA di lingkungan kerja.

In 2025, CITA's clinic organized a health promotion program on the dangers of NAPZA through individual and group education to raise workers' awareness of the risks of substance abuse. This effort supports the prevention and control of NAPZA-related incidents in the workplace.



06

Kinerja Pemberdayaan Masyarakat

Community Empowerment
Performance



Inisiatif Berdampak Jangka Panjang Bagi Masyarakat [POJK-F.23] [GRI 3-3, 203-1, 203-2, 413-2, 14.10.1, 14.9.3, 14.9.4, 14.10.3]

Initiatives with Long-Term Impact on Communities

Sebagai perusahaan pertambangan, CITA beroperasi di wilayah yang berdekatan dengan komunitas lokal, sehingga aktivitas operasional Perusahaan berinteraksi langsung dengan dinamika sosial, ekonomi, dan lingkungan masyarakat sekitar. CITA turut meningkatkan kualitas hidup masyarakat dengan pemberdayaan ekonomi kreatif, pengembangan infrastruktur, penguatan sosial budaya, serta peningkatan kesehatan dan pendidikan. Dalam konteks ini, operasional Perusahaan dapat memberikan dampak positif, seperti peningkatan kesempatan kerja, tumbuhnya aktivitas ekonomi lokal, serta terbukanya peluang penguatan kapasitas masyarakat. Namun, aktivitas pertambangan juga berpotensi menimbulkan dampak sosial tertentu yang perlu dikelola secara bertanggung jawab dan berkelanjutan. Oleh karena itu, CITA berkomitmen untuk mengelola dampak tersebut melalui pendekatan yang terencana, sistematis, dan berbasis kebutuhan masyarakat.

Pelaksanaan program pemberdayaan masyarakat CITA mengacu pada ketentuan peraturan perundang-undangan yang berlaku, khususnya Keputusan Menteri ESDM Nomor 1824 Tahun 2018, tentang Pedoman Pelaksanaan Pengembangan dan Pemberdayaan Masyarakat. Sejalan dengan kerangka regulasi tersebut, program juga dirancang untuk mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB) yang telah diterapkan oleh pemerintah Indonesia, di tingkat daerah, perusahaan juga berpijak pada Peraturan Daerah Kabupaten Ketapang Nomor 17 Tahun 2017 tentang Tanggung Jawab Sosial dan Lingkungan Perusahaan, serta menyelaraskan pelaksanaan program dengan Rencana Pembangunan Jangka Menengah Daerah (RPJMD). Dengan mengacu kerangka strategis tersebut, kontribusi sosial yang dilakukan terarah, selaras dengan prioritas pembangunan setempat, serta memberikan nilai tambah jangka panjang bagi komunitas.

Dalam pelaksanaannya, CITA melibatkan masyarakat sejak awal pengembangan program pemberdayaan masyarakat hingga melakukan pemantauan dan evaluasi secara berkala. Tujuannya untuk menilai efektivitas program, mengidentifikasi tantangan, dan relevansinya terhadap kondisi masyarakat. Hasil evaluasi dan masukan dari pemangku kepentingan menjadi dasar bagi perbaikan berkelanjutan dalam perencanaan dan pelaksanaan program, sehingga upaya pemberdayaan masyarakat dapat memberikan manfaat yang inklusif, terukur, dan berkelanjutan.

As a mining company, CITA operates in areas near local communities, and therefore the Company's operational activities directly interact with the social, economic, and environmental dynamics of the surrounding communities. CITA contributes to improving the quality of life of communities through creative economic empowerment, infrastructure development, socio-cultural strengthening, as well as improvements in health and education. In this context, the Company's operations can generate positive impacts, such as increased employment opportunities, the growth of local economic activities, and expanded opportunities for community capacity building. However, mining activities also have the potential to give rise to certain social impacts that need to be managed responsibly and sustainably. Therefore, CITA is committed to managing these impacts through a planned, systematic, and community needs-based approach.

The implementation of CITA's community development and empowerment programs refers to the prevailing laws and regulations, particularly Minister of Energy and Mineral Resources Decree No. 1824 of 2018 concerning Guidelines for the Implementation of Community Development and Empowerment. In line with this regulatory framework, the programs are also designed to support the achievement of the Sustainable Development Goals (SDGs) adopted by the Government of Indonesia. At the regional level, the Company also refers to Ketapang Regency Regional Regulation No. 17 of 2017 on Corporate Social and Environmental Responsibility and aligns its program implementation with the Regional Medium-Term Development Plan (RPJMD). By adhering to this strategic framework, the Company's social contributions are well-directed, aligned with local development priorities, and capable of delivering long-term added value to the communities.

In its implementation, CITA involves communities from the initial stage of developing community empowerment programs and conducts regular monitoring and evaluation to assess program effectiveness, identify challenges, and ensure their relevance to community conditions. The results of these evaluations, along with feedback from stakeholders, serve as the basis for continuous improvement in program planning and implementation, ensuring that community empowerment efforts deliver inclusive, measurable, and sustainable benefits.

Keterlibatan Masyarakat [GRI 3-3, 413-1, 14.10.1, 14.10.2]

Community Engagement

Pelibatan masyarakat dilakukan melalui proses konsultasi dan pemetaan sosial yang sistematis, adil, dan inklusif, meliputi dialog langsung, Musyawarah Perencanaan Pembangunan (MUSRENBANG), forum komunitas, serta koordinasi dengan perangkat pemerintahan setempat, sehingga memberi kesempatan secara setara bagi masyarakat berpartisipasi. Proses ini dilaksanakan sejak tahap perencanaan hingga evaluasi program untuk memastikan kesesuaian dengan kebutuhan masyarakat dan arah pembangunan daerah. Untuk memastikan pelaksanaan yang terarah, Perusahaan juga memetakan pemangku kepentingan untuk mengidentifikasi kelompok masyarakat, tokoh kunci, serta kelompok rentan yang relevan. Hasil pemetaan tersebut menjadi dasar dalam penyusunan rencana pelibatan masyarakat.

CITA menyadari bahwa pelaksanaan program pemberdayaan masyarakat berpotensi menimbulkan dampak negatif apabila tidak dikelola secara tepat, seperti risiko ketergantungan terhadap bantuan, ketimpangan akses antarkelompok masyarakat, serta ketidaksesuaian program dengan kebutuhan lokal. Untuk memitigasi hal tersebut, CITA menerapkan pendekatan partisipatif melalui *Participatory Rural Appraisal* (PRA) yang diperkuat dengan penerapan SOP internal sebagai pedoman perencanaan, pelaksanaan, serta monitoring dan evaluasi program. Pendekatan dengan instrumen PRA memungkinkan perusahaan meminimalkan risiko tantangan sosial yang disebutkan tadi sehingga program prioritas yang dijalankan akan terarah dan akuntabel.

Community engagement is carried out through a systematic, fair, and inclusive consultation and social mapping process, which includes direct dialogue, Development Planning Consultations (Musrenbang), community forums, and coordination with local government authorities, thereby providing equal opportunities for community participation. This process is conducted from the planning stage through to program evaluation to ensure alignment with community needs and regional development priorities. To ensure focused implementation, the Company also conducts stakeholder mapping to identify relevant community groups, key figures, and vulnerable groups. The results of this mapping serve as the basis for developing the community engagement plan.

CITA recognizes that the implementation of community empowerment programs may potentially give rise to negative impacts if not properly managed, such as the risk of dependency on assistance, unequal access among community groups, and misalignment between programs and local needs. To mitigate these risks, CITA applies a participatory approach through Participatory Rural Appraisal (PRA), strengthened by the implementation of internal Standard Operating Procedures (SOPs) as guidelines for program planning, implementation, as well as monitoring and evaluation. The PRA-based approach enables the Company to minimize the aforementioned social risks, ensuring that priority programs are well-targeted and accountable.



80,83

Poin | Point

Kategori **BAIK (GOOD)**

Nilai Indeks Kepuasan Masyarakat (IKM)
Community Satisfaction Index (SCI) Score

Pendekatan partisipatif yang diterapkan mendorong tumbuhnya rasa kepemilikan masyarakat terhadap program pemberdayaan masyarakat, sehingga memperkuat keberlanjutan manfaat jangka panjang. Hal ini tercermin dari hasil Survei Kepuasan Masyarakat (SKM)* dengan Indeks Kepuasan Masyarakat (IKM) sebesar 80,83 (kategori Baik) dan menunjukkan bahwa program ini telah memberikan manfaat nyata dan diterima secara positif oleh masyarakat.

The participatory approach implemented fosters a sense of community ownership over the empowerment programs, thereby strengthening the sustainability of long-term benefits. This is reflected in the results of the Community Satisfaction Survey (SKM)*, which recorded a Community Satisfaction Index (IKM) score of 80.83 (categorized as Good), indicating that the programs have delivered tangible benefits and have been positively received by the community.

*Metode SKM berdasarkan ketentuan PermenPANRB No. 14 Tahun 2017 tentang Pedoman utama untuk penyusunan Survei Kepuasan Masyarakat (SKM) dari Kementerian Pendayagunaan Aparatur Negara dan Reformasi Birokrasi

*The SKM method is based on the provisions set out in Ministerial Regulation of the Ministry of Administrative and Bureaucratic Reform (PermenPANRB) No. 14 of 2017, which serves as the primary guideline for the preparation of the Public Satisfaction Survey (Survei Kepuasan Masyarakat/SKM).

Alur Pelaksanaan Program Pemberdayaan Masyarakat CITA

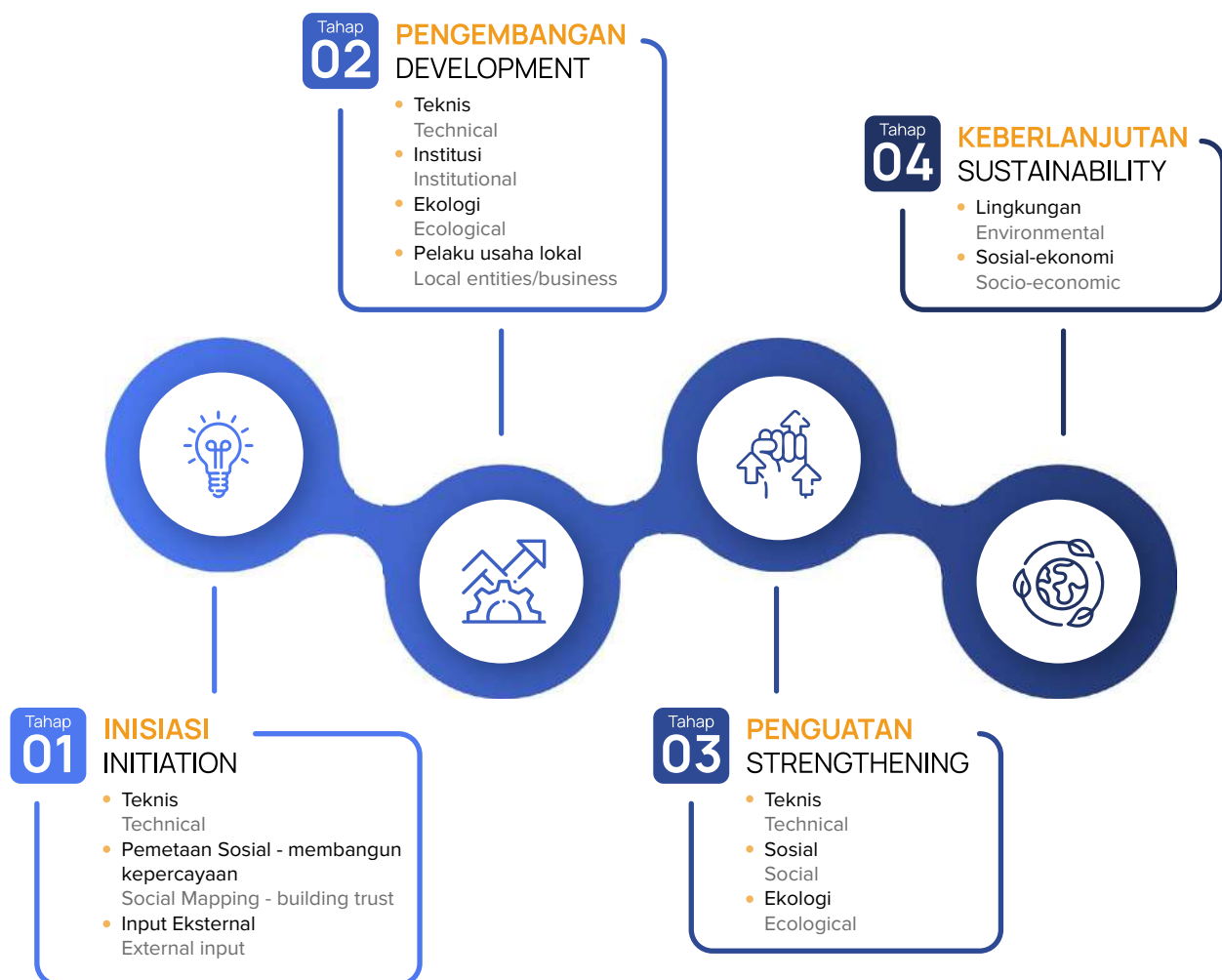
CITA's Community Empowerment Program Implementation Process

Pendekatan partisipatif sebagaimana telah dijelaskan sebelumnya diintegrasikan ke dalam alur pelaksanaan program pemberdayaan masyarakat yang terstruktur dan bertahap. Alur ini memastikan bahwa setiap program dirancang berdasarkan kebutuhan masyarakat yang teridentifikasi, dilaksanakan secara sistematis dan terkontrol, serta diarahkan untuk meningkatkan kemandirian dan keberlanjutan penerima manfaat.

The participatory approach as described above is integrated into a structured and phased community empowerment program implementation process. This process ensures that each program is designed based on identified community needs, implemented in a systematic and controlled manner, and directed toward enhancing the self-reliance and long-term sustainability of beneficiaries.

Alur Pelaksanaan Pemberdayaan Masyarakat

Community Empowerment Implementation



Catatan: Pada tahap 3, pemberian dana akan semakin sedikit ini karena program sudah berkelanjutan.
Note: At stage 3, funding will gradually decrease because the program has become sustainable

Pertama, tahap inisiasi, diawali dengan *social mapping* untuk memahami kondisi sosial-ekonomi, potensi lokal, dan risiko sosial di sekitar wilayah operasional, baik di *Site Air Upas* maupun *Sandai*. Hasilnya menjadi dasar penetapan kebutuhan prioritas serta perencanaan program melalui

First, the initiation stage begins with *social mapping* to understand the socio-economic conditions, local potential, and social risks surrounding the operational areas, both at the *Upas* and *Sandai* sites. The results serve as the basis for determining priority needs and program planning

pelibatan aktif masyarakat guna memastikan relevansi dan membangun kepercayaan. Pada tahap ini CITA juga memetakan para pemangku kepentingan untuk mengidentifikasi peran sosial, dan pola interaksi di tingkat lokal. Berdasarkan hasil pemetaan tersebut Perusahaan merancang strategi keterlibatan masyarakat yang tepat sasaran dan relevan dengan konteks setempat.^[GRI 413-1, 14.10.2]

Kedua, tahap pengembangan. Pada tahap ini CITA melakukan peningkatan kapasitas dasar masyarakat, penguatan struktur kelembagaan, serta penyempurnaan model usaha atau bentuk intervensi agar program memiliki pondasi yang jelas, terarah dan siap untuk diimplementasikan lebih luas.

Ketiga, tahap penguatan, difokuskan pada pendampingan lanjutan, monitoring berkala, dukungan akses pembiayaan, serta penguatan aspek teknis, sosial, dan ekologis. Tahap ini bertujuan mendorong peningkatan kapasitas masyarakat dan memperluas manfaat ekonomi yang dihasilkan oleh program.

Keempat, tahap keberlanjutan dan kemandirian, yaitu tatkala program dilepas secara bertahap melalui *exit strategy* terencana dan dialihkan kepada kelompok atau lembaga lokal agar berjalan secara mandiri. Sepanjang seluruh tahapan pelaksanaan, monitoring dan evaluasi dilakukan secara rutin sebagai bentuk transparansi dan akuntabilitas.

through the active involvement of communities to ensure relevance and build trust. At this stage, CITA also conducts stakeholder mapping to identify social roles and interaction patterns at the local level. Based on the mapping results, the Company designs a community engagement strategy that is well-targeted and relevant to the local context.^[GRI 413-1, 14.10.2]

Second, the development stage. At this stage, CITA focuses on strengthening the community's basic capacities, reinforcing institutional structures, and refining business models or forms of intervention to ensure that the program has a clear and well-defined foundation, is properly directed, and is ready for broader implementation.

Third, the strengthening stage focuses on continued mentoring, periodic monitoring, support for access to financing, as well as the reinforcement of technical, social, and ecological aspects. This stage aims to enhance community capacity and expand the economic benefits generated by the program.

Fourth, the sustainability and independence stage, during which the program is gradually phased out through a planned exit strategy and transferred to local groups or institutions to operate independently. Throughout all stages of implementation, monitoring and evaluation are conducted regularly as a form of transparency and accountability.

Pilar Pemberdayaan Masyarakat CITA

CITA's Community Empowerment Pillars

CITA melaksanakan program pemberdayaan masyarakat melalui tujuh pilar utama sebagai kerangka implementasi internal. Pengelompokan ini bertujuan memastikan setiap kegiatan memiliki fokus yang jelas dan terarah.

CITA implements its community empowerment programs through seven main pillars as an internal implementation framework. This grouping aims to ensure that each activity has a clear and focused direction.

Tujuh pilar pemberdayaan masyarakat CITA

The Seven Pillars of CITA's Community Empowerment



Kinerja Program Masyarakat [POJK-F.25] [GRI 203-1, 203-2, 14.9.3, 14.9.4]

Community Development Performance

Pada 2025, nilai investasi program pemberdayaan masyarakat CITA meningkat signifikan sebesar 84% menjadi Rp8,64 miliar. Kenaikan ini sejalan dengan kembali beroperasinya *Site* Sandai serta komitmen perusahaan untuk menindaklanjuti aspirasi masyarakat, khususnya dalam mendukung perbaikan infrastruktur jalan di sekitar *Site* Air Upas sebagai bagian dari upaya menciptakan manfaat sosial dan ekonomi masyarakat sekitar secara tidak langsung.

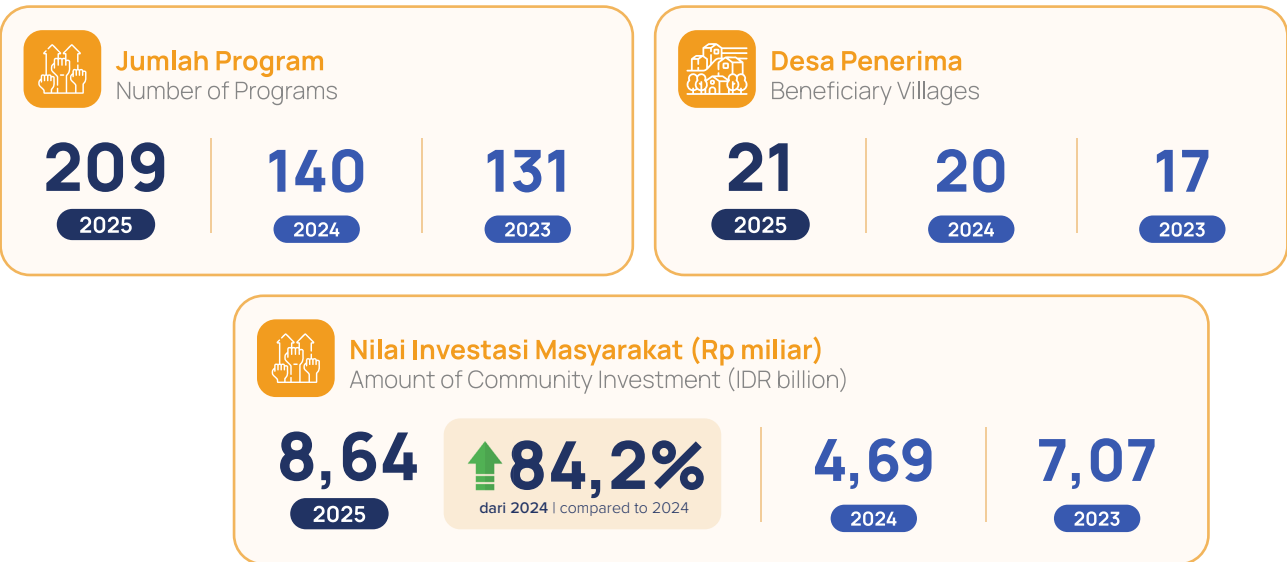
In 2025, CITA's investment in community empowerment programs increased significantly by 84% to Rp 8.64 billion. This increase was in line with the resumption of operations at the Sandai Site, as well as the Company's commitment to addressing community aspirations, particularly in supporting improvements to road infrastructure around the Upas Site as part of efforts to generate indirect social and economic benefits for surrounding communities.



Keterangan gambar: Program air bersih "Si Asih"
Image caption: "Si Asih", Clean Water Program

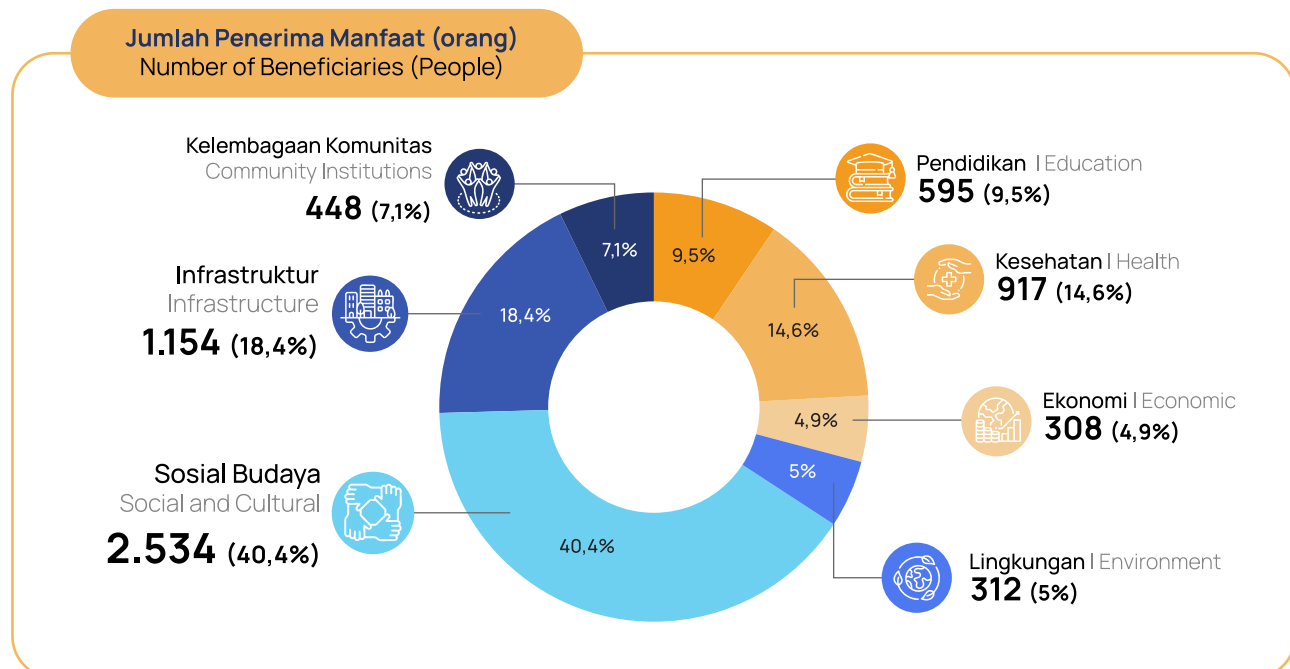
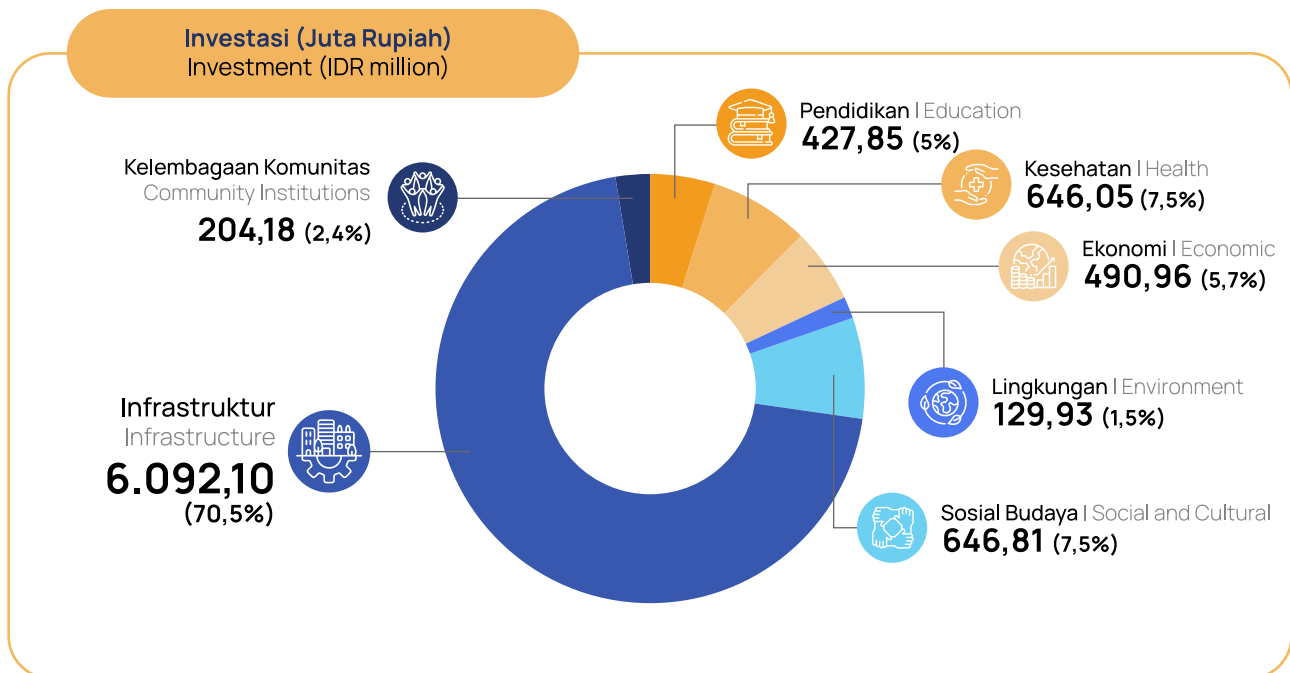
Jumlah Program, Desa Penerima, dan Investasi

Number of Programs, Beneficiary Villages, and Investment Value



Investasi dan Penerima Manfaat 2025

Investment and Beneficiaries 2025



Berdasarkan data tersebut, investasi tahun 2025 terbesar dialokasikan pada pilar Infrastruktur, sejalan dengan kebutuhan peningkatan akses dan fasilitas dasar di wilayah operasional. Sementara itu, pilar Sosial Budaya mencatat jumlah penerima manfaat terbanyak, mencerminkan luasnya jangkauan program yang menyentuh komunitas secara kolektif. Pilar Kesehatan, Pendidikan, Ekonomi, dan Lingkungan juga menunjukkan kontribusi signifikan baik dari sisi nilai investasi maupun jumlah penerima manfaat, yang secara keseluruhan menggambarkan komitmen perusahaan dalam mendorong peningkatan kualitas hidup masyarakat secara menyeluruh dan berimbang.

Based on these data, the largest portion of the 2025 investment was allocated to the Infrastructure pillar, in line with the need to improve access and basic facilities in the operational areas. Meanwhile, the Social and Cultural pillar recorded the highest number of beneficiaries, reflecting the broad reach of programs that collectively engage the community. The Health, Education, Economic, and Environmental pillars also demonstrated significant contributions in terms of both investment value and number of beneficiaries, which overall illustrate the Company's commitment to promoting comprehensive and balanced improvements in the quality of life of communities.



Program Pilar Pendidikan: Peningkatan Akses dan Kualitas Pendidikan

Education Pillar Program: Enhancing Access to and Quality of Education

Di bidang Pendidikan, kami berkontribusi langsung terhadap penguatan kapasitas masyarakat dan daya saing jangka panjang. CITA mengarahkan inisiatif pendidikan pada peningkatan mutu pembelajaran dan perluasan akses yang inklusif, khususnya bagi masyarakat kurang mampu dan wilayah sekitar operasi. Program dirancang dengan target dan indikator kinerja yang terukur serta terintegrasi dengan aspek kesehatan, lingkungan, dan ekonomi, sehingga intervensi pendidikan memperkuat ekosistem pembelajaran di tingkat keluarga dan komunitas.

In the field of Education, we contribute directly to strengthening community capacity and long-term competitiveness. CITA focuses its education initiatives on improving learning quality and expanding inclusive access, particularly for underprivileged communities and areas surrounding our operations. The programs are designed with measurable targets and performance indicators and integrated with health, environmental, and economic aspects, ensuring that educational interventions strengthen the learning ecosystem at the family and community levels.

Program Utama Key Programs	Fokus Intervensi Intervention Focus	Dampak di 2025 Impact in 2025
Beasiswa siswa kurang mampu dan berprestasi High-achieving students from low-income backgrounds	Perluasan akses pendidikan bagi siswa prasejahtera berprestasi. Expanding access to education for High-achieving students from low-income backgrounds.	61 siswa memperoleh kesempatan belajar 61 students gained learning opportunities
Bantuan sarana dan prasarana pendidikan Assistance for educational facilities and infrastructure	Peningkatan fasilitas pendukung sekolah. Improvement of supporting school facilities.	490 civitas akademik memperoleh akses fasilitas lebih baik 490 academics gained access to improved facilities
GAS CERDAS (Gerakan Ayo Sekolah, Ciptakan Edukasi, Relasi, dan Dukungan Anak Sekolah) GAS CERDAS (Let's Go to School Movement, Creating Education, Relationships, and Support for School Children)	Penguatan akses pendidikan nonformal dan pencegahan putus sekolah. Strengthening access to non-formal education and preventing dropouts.	10 anak mengikuti kejar Paket C 10 children participated in the Package C equivalency program 7 anak rawan putus sekolah menerima beasiswa 7 children at risk of dropping out received scholarships



Kegiatan pelatihan peningkatan kompetensi guru tingkat regional
Regional training program for teacher competency development



Pemberian beasiswa oleh CITA kepada peserta didik
CITA awarding scholarships to students



Mendekatkan Siswa ke Peluang Agribisnis

Connecting Students with Agribusiness Opportunities

Program **SAHABAT** merupakan inisiatif kolaboratif yang mempertemukan peserta didik, perusahaan, dan kelompok petani binaan Kabun Basar dalam satu ekosistem pembelajaran praktik. Melalui program ini, para siswa memperoleh pengalaman langsung di lapangan dengan pendampingan petani binaan sebagai mentor utama. Perusahaan berperan menyediakan sarana dan prasarana pembelajaran, sementara para petani berbagi pengetahuan, keterampilan, serta pengalaman. “Bagi kami ini sebuah apresiasi dan menjadi semacam kepuasan moral saat bisa membantu dunia pendidikan khususnya anak-anak muda, terutama untuk memberikan alternatif pilihan bagi mereka setelah mereka selesai sekolah nanti,” kata Andi Agasi, Ketua Kelompok Tani yang menjadi salah satu mentor. Andi ingin menunjukkan bahwa sektor pertanian dan perkebunan tetap menyimpan peluang yang menjanjikan.

Program **SAHABAT** dirancang untuk mendorong lahirnya alternatif sumber penghidupan yang selaras dengan potensi lokal serta membuka ruang bagi generasi muda untuk mengembangkan usaha agrikultur secara mandiri.

Pada tahun 2025, fokus Program **SAHABAT** diarahkan pada pengembangan komoditas jeruk. Para peserta mendapatkan pembekalan mulai dari teknik budidaya, penyusunan rencana bisnis, hingga presentasi usaha. Program ini juga dilengkapi dengan dukungan pembiayaan serta pendampingan lanjutan. “Saya belajar dari cara menanam tomat, cabe, terong maupun jeruk,” ujar Natus Yoga, peserta magang. Sementara itu, siswa lain, Dea, berharap program ini akan terus berlanjut.

The **SAHABAT** program is a collaborative initiative that brings together students, the Company, and the Kabun Basar assisted farmer groups within a single practical learning ecosystem. Through this program, students gain hands-on field experience with the assisted farmers serving as their primary mentors. The Company provides learning facilities and infrastructure, while the farmers share their knowledge, skills, and experience. “For us, this is an appreciation and a form of moral satisfaction, being able to support education, especially for young people, and to provide alternative options for them after they finish school,” said Andi Agasi, Head of the Farmer Group who serves as one of the mentors. Andi hopes to show that the agriculture and plantation sectors still hold promising opportunities.

The **SAHABAT** program is designed to encourage the emergence of alternative livelihoods that align with local potential and to provide opportunities for young people to develop agricultural ventures independently.

In 2025, the **SAHABAT** program focused on the development of citrus commodities. Participants received training covering cultivation techniques, business plan preparation, and business presentations. The program also included financial support and ongoing mentoring. “I learned how to plant tomatoes, chili peppers, eggplants, and oranges,” said Natus Yoga, an internship participant. Meanwhile, another student, Dea, hopes that the program will continue.



Keterangan gambar: Agenda program SAHABAT
Image caption: SAHABAT program agenda





Program Pilar Kesehatan: Peningkatan Kualitas Hidup Berkelanjutan

Health Pillar Program: Improving Sustainable Quality of Life

Program ini dirancang untuk meningkatkan kualitas kesehatan masyarakat di sekitar wilayah operasional melalui pendekatan yang holistik, mencakup upaya promotif dan preventif, layanan pengobatan, edukasi kesehatan, serta penyediaan dan peningkatan akses terhadap sarana air bersih. Melalui intervensi yang terintegrasi tersebut, CITA berupaya memperkuat ketahanan kesehatan masyarakat sekaligus mendukung kesejahteraan jangka panjang komunitas lokal.

This program is designed to improve the health of communities surrounding our operational areas through a holistic approach, encompassing promotive and preventive efforts, medical services, health education, as well as the provision and enhancement of access to clean water facilities. Through these integrated interventions, CITA aims to strengthen community health resilience while supporting the long-term well-being of local communities.

Program Utama Key Programs	Fokus Intervensi Intervention Focus	Dampak di 2025 Impact in 2025
Air Bersih Clean Water	Penyediaan infrastruktur: sumur bor, embung, dan sumur gali, untuk memastikan akses air bersih. Provision of infrastructure such as bore wells, reservoirs, and river filtration to ensure access to clean water.	16 titik dibangun (2025); total 97 titik 16 points constructed (2025); total 97 points
Pengobatan Gratis Free Medical Treatment	Pengobatan gratis bagi masyarakat rentan kolaborasi dengan fasilitas kesehatan setempat. Free medical services for vulnerable communities in collaboration with local healthcare facilities.	180 orang memperoleh penghematan Rp250.000/tahun/orang 180 people received savings of IDR 250,000/year/person
		530 mengakses pelayanan kesehatan dasar 530 people accessed basic healthcare services
Edukasi Gizi & Perilaku Hidup Bersih dan Sehat (PHBS) Nutrition Education & Clean and Health Living Behavior (PHBS)	Edukasi gizi dan perilaku hidup sehat. Education on nutrition and healthy living.	150 masyarakat teredukasi 150 community members educated
Sarana & Prasarana Kesehatan Health Facilities and Infrastructure	Penguatan fasilitas layanan kesehatan. Strengthening healthcare service facilities.	100 orang memperoleh layanan layak 100 people received adequate services



Mendekatkan Akses Layanan Kesehatan

Improving Access to Healthcare Services

Sarana dan pelayanan kesehatan masih menjadi tantangan bagi masyarakat pedesaan, termasuk warga Dusun Sedawak, Desa Karya Baru, Air Upas. Hal ini dirasakan langsung oleh Harlan saat mengikuti kegiatan pengobatan gratis yang diselenggarakan CITA pada 10 November 2025. “Karena tinggal di kampung untuk ketemu dokter itu sangat sulit, tetapi dengan adanya program ini kita bisa bertemu langsung dengan dokter,” kata Harlan usai pemeriksaan. Ia berharap kegiatan serupa dapat dilaksanakan secara rutin setiap tahun.

Harapan senada disampaikan Budi Arman, Kepala Desa Karya Baru yang menilai program tersebut sangat membantu warganya. “Kami kesulitan untuk berobat ke kecamatan karena jarak yang jauh ke Marau dan juga ke Air Upas, pengobatan gratis yang dilaksanakan oleh CITA bekerja sama dengan Puskesmas Marau sangat membantu kami,” ujarnya. Budi juga menambahkan bahwa sebagian warga memanfaatkan layanan kesehatan CITA. “Ada beberapa warga saya juga yang sakit dan kita antar ke CMI bisa rawat inap di situ,” kata Budi.

Pihak penyedia layanan kesehatan, Silos, Pelaksana Tugas Kepala Puskesmas Marau, mengapresiasi kolaborasi yang terjalin dan berharap ke depan kegiatan serupa dapat menghadirkan dokter spesialis. Ia juga menegaskan dukungan CITA terhadap fasilitas kesehatan setempat. “Di mana kalau kami ada keperluan sesuatu yang kami tidak miliki, kami kekurangan, mereka juga bisa penuhi,” tutupnya.

Healthcare facilities and services remain a challenge for rural communities, including the residents of Dusun Sedawak, Karya Baru Village, Air Upas. This was directly experienced by Harlan during a free medical check-up organized by CITA on November 10, 2025. “Living in the village, it is very difficult to see a doctor, but with this program we can meet the doctor directly,” said Harlan after the examination. He hopes similar activities can be held regularly each year.

A similar expectation was expressed by Budi Arman, Head of Karya Baru Village, who said the program has been very helpful for his residents. “We face difficulties accessing healthcare services at the sub-district level due to the long distance to Marau and Air Upas. The free medical services organized by CITA in collaboration with Marau Community Healthcare Center have been very helpful,” he said. Budi also added that some residents use CITA’s healthcare services. “Some of my residents who were sick were brought to CMI for inpatient care,” Budi said.

Healthcare service providers, Silos, and the Head of the Marau Community Healthcare Center acknowledged and appreciated the established collaboration and expect that similar activities in the future could include specialist doctors. He also highlighted CITA’s support for the local healthcare facilities. “Whenever we need something that we don’t have or are lacking, they are able to provide it,” he concluded.



Keterangan gambar: Kegiatan CERIA sebagai bagian dari Pilar Kesehatan dalam Peringatan Hari Kesehatan Nasional
Image caption: CERIA Activity as Part of the Health Pillar in Commemoration of National Health Day



Dukungan Akses Air Bersih untuk Masyarakat

Enhancing Community Access to Clean Water

Kegiatan operasional CITA di Desa Air Upas memperhatikan pentingnya ketersediaan air layak bagi masyarakat, mengingat tingginya ketergantungan warga pada air sungai untuk kebutuhan air sehari-hari. Perusahaan memahami bahwa akses terhadap sumber air yang aman merupakan faktor penting dalam mendukung kualitas hidup masyarakat setempat. Sebagai langkah mitigasi dengan mengedepankan prinsip kehati-hatian lingkungan, CITA menginisiasi program penyediaan sarana air bersih melalui pembangunan sumur air tanah bagi masyarakat. Program ini dirancang dengan mempertimbangkan aspek teknis, kondisi hidrogeologis, serta daya dukung lingkungan, guna memastikan keberlanjutan sumber air dalam jangka panjang. Inisiatif ini merupakan bagian dari upaya CITA dalam mengelola dampak sesuai ketentuan lingkungan hidup yang berlaku, dalam mendukung ketersediaan air yang lebih aman bagi masyarakat di sekitar wilayah operasional. [GRI 303-2, 14.7.3]

CITA's operational activities in Air Upas Village take into account the importance of the availability of adequate water for the community, considering the high dependence of residents on river water for their daily water needs. The Company understands that access to safe water sources is an important factor in supporting the quality of life of the local community. As a mitigation measure that prioritizes the principle of environmental precaution, CITA initiated a program to provide clean water facilities through the construction of groundwater wells for the community. This program was designed by considering technical aspects, hydrogeological conditions, as well as environmental carrying capacity, in order to ensure the long-term sustainability of the water source. This initiative is part of CITA's efforts to manage impacts in accordance with applicable environmental regulations, in supporting the availability of safer water for communities around the operational area. [GRI 303-2, 14.7.3]



Program Pilar Ekonomi: Penguatan Kemandirian Masyarakat

Economic Pillar Program: Empowering Community Self-Reliance

CITA mengembangkan inisiatif pemberdayaan ekonomi yang berfokus pada peningkatan pendapatan riil dan penguatan kemandirian ekonomi masyarakat sebagai bagian dari pengelolaan dampak sosial yang berkelanjutan. Program ini dirancang untuk membangun fondasi ekonomi jangka panjang melalui penguatan kapasitas, peningkatan daya saing lokal, serta penciptaan pertumbuhan ekonomi yang inklusif, dengan menempatkan masyarakat sebagai pelaku utama pembangunan di wilayahnya.

Pendampingan dilakukan secara berkelanjutan kepada kelompok usaha binaan di sektor pertanian, hortikultura, peternakan, perikanan, dan UMKM melalui pembentukan kelembagaan usaha, pelatihan, pendampingan teknis, serta evaluasi berkala. Pendekatan ini berkontribusi pada peningkatan kapasitas produktif penerima manfaat, penguatan rantai nilai lokal, serta diversifikasi sumber pendapatan desa.

CITA develops economic empowerment initiatives focused on increasing real income and strengthening the economic self-reliance of communities as part of sustainable social impact management. The program is designed to build a long-term economic foundation through capacity building, enhancing local competitiveness, and fostering inclusive economic growth, with communities positioned as the main drivers of development in their areas.

Ongoing mentoring is provided to assisted business groups in the agriculture, horticulture, livestock, fisheries, and MSME sectors through the establishment of business institutions, training, technical guidance, and regular evaluations. This approach contributes to enhancing the productive capacity of beneficiaries, strengthening local value chains, and diversifying village income sources.

Program Utama Key Programs	Fokus Intervensi Intervention Focus	Dampak di 2025 Impact in 2025
Demplot Sekolah Tani Agricultural Field School Demonstration Plot	Penguatan kapasitas petani melalui pembelajaran hortikultura berkelanjutan dan optimalisasi lahan kritis untuk peningkatan pendapatan. Strengthening farmers' capacity through sustainable horticulture learning and optimization of degraded land to increase income.	24 petani meningkat kapasitasnya; 24 farmers improved their capacity;
		3 kelompok tani terbentuk; 3 farmer groups established;
		4 ha lahan terolah; 4 hectares of land cultivated;
		280 pohon jeruk tertanam; 280 orange trees planted;
		Pendapatan naik Rp24 juta/tahun/kelompok. Income reached IDR 24 million/year/group.
Peternakan Livestock Farming	Peningkatan keterampilan budidaya dan manajemen ternak kambing dan ayam. Improving skills in goat and poultry farming and livestock management.	21 orang terampil beternak; 21 people gained livestock farming skills;
		Tambahan pendapatan Rp6 juta/tahun (kambing) dan Rp1,5 juta/orang (ayam). Additional income of IDR 6 million/year (goats) and IDR 1.5 million/person (chickens).
Budidaya Perikanan Aquaculture	Pengembangan budidaya perikanan berbasis kelompok melalui peningkatan pengetahuan teknis, penguatan kelembagaan, pendampingan produksi untuk mendorong peningkatan pendapatan dan skala usaha. Development of group-based aquaculture through improved technical knowledge, institutional strengthening, and production assistance to increase income and business scale.	30 orang meningkat kapasitas budidayanya; 30 people improved aquaculture capacity;
		4 kelompok perikanan terorganisir; 4 fishery groups organized;
		15 orang naik pendapatan Rp6 juta/tahun; 15 people increased income by IDR 6 million/year;
		Omzet kelompok Rp90 juta/tahun. Group revenue reached IDR 90 million/year.
Pengembangan UMKM dan Diversifikasi Produk MSME Development and Product Diversification	Peningkatan kapasitas kewirausahaan, diversifikasi produk, dan penguatan kelembagaan UMKM, melibatkan generasi muda dan pelajar SMK, guna menciptakan peluang usaha yang inklusif. Enhancing entrepreneurship capacity, product diversification, and strengthening MSME institutions, involving youth and vocational high school students to create inclusive business opportunities.	5 orang meningkat kapasitas diversifikasi; 5 people improved diversification capacity;
		50 siswa SMK terampil berwirausaha; 50 vocational high school students gained entrepreneurship skills;
		2 kelompok UMKM terbentuk; 2 MSME groups established;
		3 produk baru; 3 new products;
		Omzet Rp30 juta/tahun; Revenue reached IDR 30 million/year;
		Rata-rata pendapatan Rp2,5 juta/orang/tahun (15 anggota). Average income IDR 2.5 million/person/year (15 members).



Keterangan gambar: Deplot sekolah tani
Demonstration Plot of the "Sekolah Tani" Program



Srimi

Ketua Pokja 2 Raja Herbal Dusun Madu Sari, Desa Membuluh Baru Kecamatan Air Upas
Lead of Working Group 2, Raja Herbal, Dusun Madu Sari, Membuluh Baru Village, Air Upas Subdistrict

Kelompok UMKM Raja Herbal beranggotakan delapan perempuan, dengan saya sebagai ketuanya. Usaha ini awalnya saya rintis secara mandiri di rumah bersama suami. Seiring meningkatnya minat masyarakat terhadap produk herbal kami, PKK Desa kemudian mengajak kami untuk berkoordinasi dengan CITA.

Melalui proposal yang kami ajukan dan disetujui, perkembangan Raja Herbal semakin signifikan. Dukungan CITA mendorong peningkatan permintaan produk, baik dari perusahaan maupun masyarakat. Kami menerima bantuan peralatan serta dukungan alat produksi, pengemasan, hingga pelabelan produk. Kami juga difasilitasi mengikuti pelatihan di Ketapang yang diikuti oleh tiga anggota kelompok. Saat ini, Raja Herbal memiliki empat varian produk, yaitu jahe wangi, kunyit, kencur, dan temulawak.

The Raja Herbal MSME group consists of eight women, with me serving as the head. I initially started this business independently at home with my husband. As community interest in our herbal products grew, the Village PKK invited us to coordinate with CITA.

Through a proposal we submitted and that was approved, Raja Herbal's development has become increasingly significant. CITA's support has driven higher demand for our products, both from the company and the community. We received assistance with cultivation equipment such as support for production tools, packaging, and labeling. We were also facilitated to attend training in Ketapang, which was attended by three group members. Currently, Raja Herbal offers four product variants: aromatic ginger, turmeric, kencur, and temulawak.



Program lainnya adalah usaha pengolahan keripik tempe melalui program Krumpe yang melibatkan lima perempuan penerima manfaat dari masyarakat lokal. Produk dipasarkan secara lokal dan telah memiliki izin usaha kecil.

CITA develops economic empowerment initiatives focused Another program is a tempeh chip processing business through tKrumpe program, which involves five women beneficiaries from the local community. The products are marketed locally and have a small business permit.



Dewi Anggraini

Pemilik Usaha Rumahan Krumpe
Owner of a Home Enterprise Krumpe

Saya memulai usaha kerupuk tempe atau krumpe pada tahun 2017. Seiring berjalannya waktu, CITA melalui PKK Desa Membuluh Baru, Kecamatan Air Upas, menginisiasi dukungan bagi pengembangan produk unggulan lokal, termasuk usaha krumpe yang saya jalankan.

Melalui PKK, kami mengajukan proposal kebutuhan usaha dan mendapatkan dukungan dari CITA berupa peralatan produksi serta pendampingan keamanan pangan. Pendampingan ini menjadi langkah penting bagi kami untuk memperoleh Sertifikat Produksi Pangan Industri Rumah Tangga (SPP IRT), sehingga produk krumpe resmi memiliki izin edar. Dukungan tersebut mendorong peningkatan kualitas dan skala usaha. Jika sebelumnya pemasaran terbatas di lingkungan sekitar, kini krumpe telah dipasarkan ke kantin sekolah, warung, hingga minimarket di tingkat kecamatan.

I started the tempeh chip, or Krumpe, business in 2017. Over time, CITA, through the PKK of Membuluh Baru Village, Air Upas Subdistrict, initiated support for the development of local flagship products, including my Krumpe business.

Through the PKK, we submitted a business proposal and received support from CITA in the form of production equipment and food safety guidance. This mentoring was an important step for us to obtain the Home Industry Food Production Certificate (SPP IRT), allowing Krumpe products to be officially licensed for distribution. This support has helped improve both the quality and scale of the business. While marketing was previously limited to the surrounding area, Krumpe is now sold at school canteens, local shops, and even minimarkets across the subdistrict.





Program Pilar Lingkungan: Perlindungan dan Pelestarian Ekosistem

Environmental Pillar Program: Ecosystem Protection and Preservation

CITA memandang perlindungan dan pengelolaan lingkungan sebagai bagian integral dari keberlanjutan operasional dan tanggung jawab sosial perusahaan. Melalui berbagai program lingkungan yang dirancang secara terencana dan partisipatif, Perusahaan berupaya memitigasi dampak aktivitas operasional, menjaga kualitas ekosistem, serta meningkatkan daya dukung lingkungan di sekitar wilayah operasi. Inisiatif lingkungan ini tidak hanya berfokus pada kepatuhan terhadap regulasi, tetapi juga pada penciptaan manfaat jangka panjang bagi masyarakat dan lingkungan melalui pemulihan ekosistem.

CITA views environmental protection and management as an integral part of operational sustainability and corporate social responsibility. Through carefully planned and participatory environmental programs, the company seeks to mitigate the impacts of its operations, maintain ecosystem quality, and enhance the environmental carrying capacity around its operational areas. These environmental initiatives focus not only on regulatory compliance but also on creating long-term benefits for both communities and the environment through ecosystem restoration.

Program Utama Key Programs	Fokus Intervensi Intervention Focus	Dampak di 2025 Impact in 2025
Penanaman Pohon Tree Planting	Pemulihan ekologi melalui peningkatan vegetasi dan edukasi lingkungan sejak dini. Ecological restoration through vegetation enhancement and early environmental education.	160 Pohon tertanam 160 trees planted
		440 pohon terawat 440 trees maintained
		107 siswa teredukasi melestarikan lingkungan 107 students educated on environmental conservation
Normalisasi Sungai River Restoration	Pemulihan kapasitas sungai guna menekan risiko banjir dan menjaga keberlanjutan lingkungan. River capacity restoration to reduce flood risk and maintain environmental sustainability.	1,5 kilometer sungai telah dinormalisasi 1.5 kilometers of river normalized
Pembersihan Paritan Drainage Cleaning	Optimalisasi drainase untuk menekan genangan dan meningkatkan kualitas lingkungan permukiman. Drainage optimization to reduce waterlogging and improve the quality of the residential environment.	2 titik paritan dapat difungsikan 2 drainage points operationalized
		2 titik telah dimitigasi dapat mengurangi potensi banjir 2 points intervened and mitigated



Keterangan gambar: Program penanaman pohon
Image caption: Tree Planting Program



Program Pilar Sosial dan Budaya: Penguatan Nilai Sosial dan Budaya

Social and Cultural Pillar Program: Strengthening Social and Cultural Value

Bidang sosial dan budaya difokuskan pada penguatan kesejahteraan masyarakat melalui pelestarian nilai budaya, pengembangan kehidupan sosial yang inklusif, serta pemberdayaan komunitas lokal. CITA berupaya menghormati dan menjaga kearifan lokal sebagai bagian dari identitas masyarakat sekitar wilayah operasional. Dukungan diberikan melalui penyediaan dan pemeliharaan infrastruktur budaya, fasilitas kegiatan adat dan seni tradisional, serta keterlibatan aktif dalam berbagai aktivitas sosial, guna memperkuat kohesi sosial dan menjaga keberlanjutan budaya lokal dari generasi ke generasi.

In the social and cultural field, the focus is on enhancing community welfare through the preservation of cultural values, the development of inclusive social life, and the empowerment of local communities. CITA strives to respect and maintain local wisdom as part of the identity of communities around its operational areas. Support is provided through the provision and maintenance of cultural infrastructure, facilities for traditional and artistic activities, as well as active participation in various social initiatives, aiming to strengthen social cohesion and ensure the sustainability of local culture for future generations.

Program Utama Key Programs	Fokus Intervensi Intervention Focus	Dampak di 2025 Impact in 2025
Program Dukungan Keagamaan, Adat, dan Budaya Religious, Customary, and Cultural Support Program	Penguatan nilai keagamaan, pelestarian adat dan budaya lokal, serta peningkatan kohesivitas sosial. Strengthening religious values, preserving local customs and culture, and enhancing social cohesion.	32 hewan kurban 32 sacrificial animals
		25 kegiatan adat 25 customary activities
		2 tempat ibadah dan 1 rumah adat terbangun 2 places of worship and 1 traditional house constructed
		634 penerima manfaat 634 beneficiaries
Program Sosial Kemasyarakatan dan Kepemudaan Community Social and Youth Program	Penguatan partisipasi sosial dan kapasitas pemuda. Strengthening social participation and youth capacity.	211 warga terfasilitasi dalam kegiatan sosial kemasyarakatan dan kepemudaan 211 residents facilitated in community social and youth activities
Program Tanggap Darurat dan Kepedulian Sosial (CMI Peduli) Emergency Response and Social Care Program (CMI Peduli)	Respon darurat, pemenuhan kebutuhan dasar, dan dukungan kesehatan masyarakat. Emergency response, fulfillment of basic needs, and support for community health.	1.850 penerima bantuan tanggap darurat bencana 1,850 disaster emergency response aid beneficiaries
		1.000 paket sembako kelompok rentan 1,000 food aid packages for vulnerable groups
		100 peserta senam 100 exercise participants
		150 donor darah 150 blood donors



Program Pilar Infrastruktur: Menjembatani Kesenjangan [GRI 203-1, 14.9.3]

Infrastructure Pillar Program: Bridging Infrastructure Gap

Salah satu indikator kemajuan suatu daerah adalah kualitas infrastrukturnya. Namun bagi masyarakat di wilayah *rural* atau pedalaman, kesenjangan pembangunan masih nyata dirasakan. Melalui program berbasis infrastruktur, CITA berupaya menjembatani kesenjangan tersebut dengan membuka akses terhadap fasilitas umum yang vital, sehingga masyarakat dapat menikmati pelayanan dasar dan peluang ekonomi yang lebih baik.

Program ini merupakan bentuk investasi infrastruktur dan dukungan layanan publik yang diberikan secara non-komersial untuk memberikan manfaat sosial-ekonomi kepada masyarakat. Kegiatan yang dilaksanakan meliputi perbaikan jalan desa, normalisasi sungai, pemasangan gorong-gorong, perbaikan jalan provinsi, penyediaan tanah timbunan untuk fasilitas umum, serta pembukaan lahan untuk unit usaha desa. Intervensi tersebut termasuk dalam kategori *development of basic infrastructure* dan *support services*.

Investasi infrastruktur ini dikelola melalui pendekatan kolaboratif, di mana pengelolaan infrastruktur dan fasilitas secara bertahap dialihkan kepada pemerintah desa atau masyarakat untuk memastikan keberlanjutan pemanfaatannya. Selain memperkuat layanan dasar, investasi tersebut juga memberikan dampak ekonomi tidak langsung bagi masyarakat. Peningkatan kualitas jalan dan fasilitas pendukung mendorong kelancaran mobilitas, mempercepat distribusi hasil pertanian, menurunkan biaya logistik, serta memperkuat konektivitas antarwilayah.

One of the indicators of regional progress is the quality of its infrastructure. However, for communities in rural or remote areas, development gaps remain a real challenge. Through its infrastructure-based program, CITA aims to bridge this gap by providing access to essential public facilities, enabling communities to enjoy basic services and improved economic opportunities.

This program represents an investment in infrastructure and public service support provided on a non-commercial basis to deliver socio-economic benefits to the community. Activities include village road repairs, river normalization, culvert installation, provincial road improvements, provision of fill material for public facilities, and land clearing for village business units. These interventions fall under the category of development of basic infrastructure and support services.

The infrastructure investment is managed through a collaborative approach, gradually transferring management of infrastructure and facilities to village authorities or the community to ensure sustainable use. Beyond strengthening basic services, these investments also generate indirect economic benefits. Improved roads and supporting facilities facilitate mobility, accelerate the distribution of agricultural products, reduce logistics costs, and enhance connectivity between regions.

Program Utama Key Programs	Fokus Intervensi Intervention Focus	Dampak di 2025 Impact in 2025
Bantuan Tower Lamp Tower Lamp Assistance	Peningkatan akses penerangan untuk mendukung aktivitas sosial, keagamaan, dan keamanan lingkungan desa, mengurangi beban biaya operasional masyarakat dalam penyelenggaraan kegiatan bersama. Increasing access to lighting to support social, religious, and village environmental security activities, reducing the burden of community operational costs in organizing joint activities.	11 Desa memiliki akses penerangan pada kegiatan sosial 11 villages have access to lighting for social activities
		11 Desa mendapatkan penghematan biaya sewa penerangan 11 villages received savings in lighting rental costs
Bantuan Aramco Aramco Assistance	Memperkuat infrastruktur drainase dan konektivitas desa untuk mengurangi risiko genangan dan banjir, meningkatkan ketahanan wilayah terhadap dampak cuaca ekstrem. Strengthening village infrastructure and connectivity to reduce flood risk and increase regional resilience to extreme climate impacts.	7 titik terpasang gorong-gorong aramco 7 culverts installed by Aramco
		46,5 meter aramco terpasang 46.5 meters of culverts installed
		4 desa termitigasi dari ancaman genangan banjir 4 villages mitigated from flood risk

Program Utama Key Programs	Fokus Intervensi Intervention Focus	Dampak di 2025 Impact in 2025
Perbaikan Jalan Road Improvement	Meningkatkan aksesibilitas dan konektivitas antar wilayah desa guna mobilitas masyarakat, distribusi logistik, serta pertumbuhan aktivitas ekonomi lokal. Increasing accessibility and inter-village connectivity to support community mobility, logistics distribution, and local economic activities.	22 titik jalan diperbaiki 22 road points improved
		585.100 m ² total jalan yang diperbaiki 585,100 m ² of road improved
		4 titik jalan dropping bahan quarry untuk perbaikan 4 points of quarry material dropping for repairs
Fasum Lapangan Olahraga Public Sports Field Facilities	Menyediakan ruang publik yang inklusif untuk olahraga, interaksi sosial, serta penguatan kohesi dan kesehatan masyarakat desa. Providing inclusive public space for sports, social interaction, and strengthening community cohesion and health.	1 lapangan sepak bola untuk fasilitas publik 1 football field for public facilities
		1 lapangan voli terbangun untuk fasilitas publik 1 volleyball field for public facilities
Pembangunan Gorong-Gorong Culvert Construction	Mengurangi risiko banjir dan genangan melalui peningkatan sistem drainase desa, menjaga fungsi infrastruktur jalan dan lingkungan permukiman. Reducing flood risk through improvement of the village drainage system, while improving road infrastructure and the residential environment.	4 titik gorong-gorong terbangun untuk saluran pembuangan air. 4 culverts constructed for drainage channels
		25 meter gorong-gorong terbangun 25 meters of culverts constructed
		3 desa termitigasi dari ancaman genangan banjir 3 villages mitigated from flood risk
Pembangunan Parit Drainage Construction	Mendukung pengelolaan aliran air permukaan lebih terstruktur untuk mencegah genangan, menjaga kebersihan, dan kenyamanan pemukiman warga. Supporting more structured surface water flow management to reduce waterlogging and maintain cleanliness and comfort of residential areas.	1 titik terbangun parit 1 point of drain constructed





Keterangan gambar: Area jalan hasil perbaikan CITA dengan pemanfaatan residu bauksit
Image caption: Road Area Rehabilitated by CITA Using Bauxite Residue

Dari Residu, Membantu Masyarakat Mengkas Waktu dan Biaya From Residue, Helping Communities Reduce Time and Costs

“Memang jauh, dibanding dulu sangat jauh, jalan *hauling* tambang CITA itu kan boleh dikatakan jalan tolnya kita di sini. Kalau jalan bagus cepat sampai, harga pun akan murah,” kata Hermawan Putra, Pemilik Toko Sembako Mitra Utama di Kawasan Air Upas. Ia mengenang kondisi jalan sebelumnya yang rusak dan sulit dilalui, terutama saat hujan. “Baju kotor pun, basah pakai lagi, karena kena hujan, di jalan betulin ban, gimana ya jalannya benar-benar susah,” ungkapnya.

Jalan *hauling* yang kini disebut sebagai “jalan tol” tersebut dibangun dan diperbaiki oleh CITA dengan memanfaatkan residu bauksit sebagai material laterit, menghasilkan permukaan jalan yang padat, tahan cuaca, dan efisien untuk mobilisasi. Perbaikan ini turut meningkatkan kelancaran distribusi BBM di wilayah Air Upas. “Sekarang rata-rata angkutan kita tidak pernah mengalami keterlambatan bongkar. Jarak tempuh ini mungkin tinggal 8 atau 9 jam,” tutur Midi, SE, Supervisor SPBU Kompak.

Akses jalan yang semakin baik tidak hanya memperlancar logistik dan mendorong pertumbuhan UMKM dan ritel, tetapi juga mempermudah akses pendidikan. Infrastruktur jalan ini pada akhirnya berkontribusi terhadap peningkatan Indeks Desa Membangun dan mendorong desa-desa di Air Upas bertransformasi dari desa berkembang menjadi desa maju dan mandiri.

“It’s really improved a lot compared to before. CITA’s mining hauling road can practically be considered our toll road here. When the road is good, we can get there faster and prices become cheaper,” said Hermawan Putra, Owner of Mitra Utama Grocery Store in the Air Upas area. He recalled the previous road conditions, which were damaged and difficult to pass, especially during the rainy season. “Our clothes would get dirty and wet, but we still had to wear them. When it rained, we often had to repair our tires on the road. The road was really difficult,” he said.

The hauling road, now referred to as a “toll road,” was built and improved by CITA by utilizing bauxite residue as laterite material, resulting in a compact, weather resistant surface that supports efficient mobilization. This improvement has also enhanced the smooth distribution of fuel in the Air Upas area. “Now, on average, our deliveries never experience delays during unloading. The travel time is now only around eight or nine hours,” said Midi, SE, gas station supervisor, who agreed with this view.

Improved road access not only facilitates logistics and supports the growth of MSMEs and retail businesses, but also makes access to education easier. In the long run, this road infrastructure contributes to improvements in the Village Development Index and encourages villages in Air Upas to transform from developing villages into advanced and self-reliant villages.



Program Pilar Kelembagaan Komunitas: Penguatan Kapasitas Komunitas

Community Institutional Pillar Program: Capacity Building for Community

CITA mengembangkan berbagai inisiatif yang berfokus pada penguatan kapasitas, peran, dan keberlanjutan lembaga-lembaga lokal agar mampu mengelola sumber daya, menyampaikan aspirasi, dan berpartisipasi aktif dalam pembangunan masyarakat secara mandiri. Upaya ini terutama ditujukan bagi kelompok-kelompok binaan CITA sebagai mitra strategis dalam pengembangan komunitas. CITA telah melaksanakan berbagai inisiatif untuk memperkuat kapasitas, peran, dan keberlanjutan kelembagaan lokal agar mampu mengelola sumber daya, menyalurkan aspirasi, serta berkontribusi aktif dalam pembangunan sosial dan ekonomi masyarakat.

CITA develops various initiatives focused on strengthening the capacity, role, and sustainability of local institutions, enabling them to manage resources, voice community aspirations, and actively participate in independent community development. These efforts are primarily aimed at CITA's assisted groups, serving as strategic partners in community development. CITA has implemented a range of initiatives to reinforce local institutional capacity, roles, and sustainability, ensuring they can manage resources, channel aspirations, and contribute actively to the social and economic development of their communities.

Program Utama Key Programs	Fokus Intervensi Intervention Focus	Dampak di 2025 Impact in 2025
Pengembangan dan kolaborasi antar lembaga desa Development and collaboration among village institutions	Penguatan kelembagaan desa melalui kolaborasi dan peningkatan peran dalam pembangunan partisipatif. Strengthening village institutions through collaboration and enhancing their role in participatory development.	8 kelompok masyarakat bersinergi memperkuat lembaga desa 8 community groups collaborated to strengthen village institutions
Penguatan kelembagaan tenaga pendidik Strengthening institutional capacity of educators	Pengembangan kelembagaan pendidikan, penguatan jejaring antar-pendidik, serta penanaman nilai kolaborasi. Development of educational institutions, strengthened collaboration among educators, and cultivation of collaborative values.	170 civitas akademik teredukasi penguatan tata kelola kelembagaan pendidikan 170 academic participants received capacity building on strengthening governance in educational institution



Keterangan gambar: Kegiatan dalam program penguatan kelembagaan tenaga pendidik
Image caption: Activities as Part of the Teacher Institutional Strengthening Program

Penanganan Keluhan Masyarakat

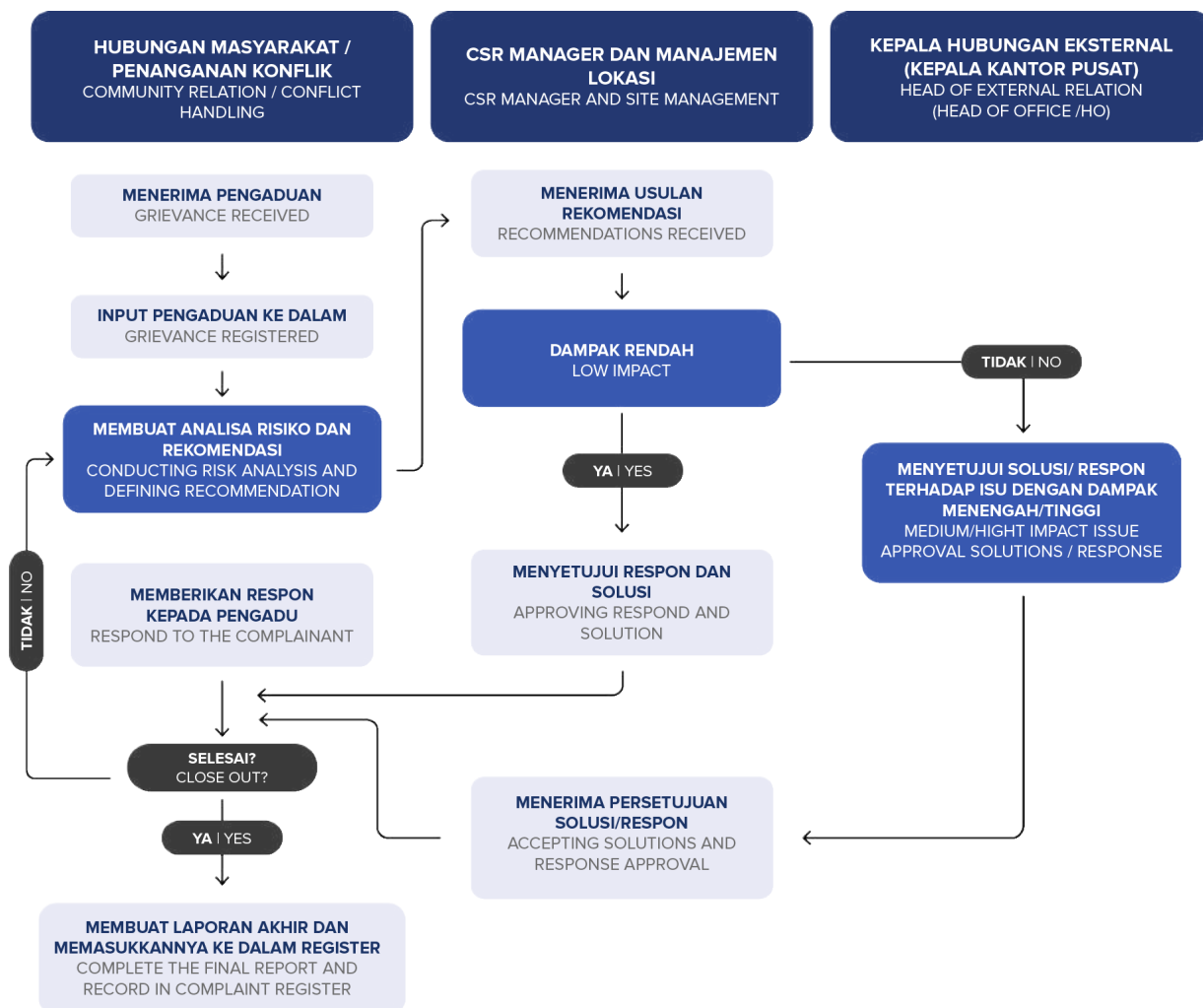
Community Grievance Handling

Mengelola Keluhan Masyarakat [POJK-F.16, F.24] [GRI 2-25, 2-26, 413-1, 14.10.2, 14.10.4] Community Grievance Mechanism

CITA menempatkan komunikasi yang akuntabel, aman, dan transparan dengan masyarakat sekitar wilayah operasional sebagai bagian penting dari tata kelola sosial. Untuk mendorong partisipasi yang bermakna serta mengelola potensi dampak lingkungan dan sosial yang ditimbulkan operasional CITA secara tepat, perusahaan menyediakan Mekanisme Keluhan Masyarakat sebagai saluran resmi penyampaian aspirasi dan pengaduan. Mekanisme ini juga menjadi bagian dari pemantauan hak asasi manusia dan berfungsi untuk merespons isu yang berkaitan dengan pemenuhan hak-hak tersebut. Setiap pengaduan yang diterima telah ditindaklanjuti melalui mekanisme terstruktur yang terdokumentasi disertai dengan remediasi yang disesuaikan dengan substansi pengaduan yang disampaikan.

CITA emphasizes accountable, safe, and transparent communication with communities around its operational areas as an integral part of social governance. To foster meaningful participation and properly manage potential environmental and social impacts from its operations, the company provides a Community Grievance Mechanism as the official channel for submitting aspirations and complaints. This mechanism also forms part of human rights monitoring and functions to address issues related to the fulfillment of these rights. Every complaint received is followed up through a structured, documented process, with remediation measures tailored to the substance of each grievance.

Alur Pengaduan Masyarakat Community Grievance Mechanism



Sepanjang tahun 2025, kami menerima 38 keluhan yang masuk melalui mekanisme pengaduan, dengan 87% di antaranya telah ditindaklanjuti dan diselesaikan. Laporan keluhan masyarakat tersebut mencakup berbagai isu, termasuk lingkungan dan sosial-ekonomi, yang menjadi perhatian bersama dalam memastikan kelangsungan operasional yang berkelanjutan. Pengaduan yang belum terselesaikan pada periode pelaporan akan tetap ditindaklanjuti pada periode berikutnya sesuai dengan mekanisme dan tahapan penanganan yang berlaku.

Throughout 2025, we received 38 complaints submitted through the grievance mechanism, with 87% of them having been addressed and resolved. These community complaints covered a range of issues, including environmental and socio-economic matters, which are of mutual concern to ensure the sustainable continuity of operations. Complaints that remained unresolved during the reporting period will continue to be followed up in the subsequent period in accordance with the established handling mechanisms and procedures.

Jumlah Keluhan Masyarakat
Number of Grievance

38



Terselesaikan
Resolved

87%



Dalam Proses Penyelesaian
In Progress

13%





07

Kinerja Tata Kelola

Governance Performance



Tata Kelola Perusahaan yang Baik [GRI 2-23, 2-24]

Good Corporate Governance

Perusahaan menerapkan prinsip tata kelola Perusahaan yang mencakup transparansi, akuntabilitas, tanggung jawab, independensi, dan kewajaran. Prinsip tersebut diterapkan melalui berbagai kebijakan internal, sistem pengendalian, serta mekanisme pengawasan, seperti: Kode Etik, Anti-Pencucian Uang, Antikorupsi, Sistem Pelaporan Pelanggaran, Sanksi, Manajemen Risiko, serta Seleksi dan Peningkatan Kapasitas Pemasok untuk memastikan praktik bisnis yang etis, transparan, dan patuh terhadap regulasi. Kebijakan ini dikomunikasikan kepada karyawan dan pemangku kepentingan, termasuk melalui situs Perusahaan.

Implementasinya dikoordinasikan oleh fungsi terkait di bawah pengawasan manajemen dan terintegrasi dalam prosedur operasional, sosialisasi, serta pelatihan internal. Penerapannya dimonitor dan dievaluasi secara berkala melalui mekanisme pengawasan dan penegakan sanksi guna mendorong perbaikan berkelanjutan dan memperkuat akuntabilitas.

The company applies corporate governance principles that include transparency, accountability, responsibility, independence, and fairness. These principles are implemented through various internal policies, control systems, and oversight mechanisms, such as: Code of Conduct, Anti-Money Laundering, Anti-Corruption, Whistleblowing System, Sanctions, Risk Management, and Supplier Selection and Capacity Building to ensure ethical, transparent business practices that comply with regulations. These policies are communicated to employees and stakeholders, including through the Company's website.

The implementation is coordinated by the relevant functions under management oversight and integrated into operational procedures, socialization, and internal training. Its application is monitored and evaluated periodically through oversight mechanisms and the enforcement of sanctions to drive continuous improvement and strengthen accountability.



Struktur Tata Kelola Perusahaan [GRI 2-9, 2-11, 2-12]

Governance Bodies

Perusahaan menerapkan struktur tata kelola berdasarkan Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas sebagaimana telah diubah terakhir dengan Undang-Undang Nomor 6 Tahun 2023 tentang Cipta Kerja. Untuk informasi lebih lanjut mengenai struktur organisasi, dapat merujuk pada Laporan Tahunan Perusahaan.

Dalam menjalankan fungsinya, Dewan Komisaris didukung oleh Komite Audit, sedangkan Direksi didukung oleh Sekretaris Perusahaan dan Unit Audit Internal. Penjelasan rinci mengenai tugas dan tanggung jawab masing-masing organ disajikan dalam Laporan Tahunan Perseroan. Komposisi Dewan Komisaris dan Direksi sebagai berikut:

The Company implements a governance structure in accordance with Law No. 40 of 2007 on Limited Liability Companies, as most recently amended by Law No. 6 of 2023 on Job Creation. For more detailed information on the organizational structure, please refer to the Company's Annual Report.

In carrying out its functions, the Board of Commissioners is supported by the Audit Committee, while the Board of Directors is supported by the Corporate Secretary and the Internal Audit Unit. Detailed explanations regarding the duties and responsibilities of each organ are provided in the Company's Annual Report. The composition of the Board of Commissioners and Board of Directors is as follows:

Komposisi Direksi

Board of Directors Composition

Nama Name	Jenis Kelamin Gender	Kewarganegaraan Nationality	Jabatan Position
Harry Kesuma Tanoto	Laki-laki Male	Indonesia Indonesian	Direktur Utama President Director
Robby Irfan Rafianto	Laki-laki Male	Indonesia Indonesian	Direktur Director
Ferry Kadi	Laki-laki Male	Indonesia Indonesian	Direktur Director
Yusak Lumba Pardede	Laki-laki Male	Indonesia Indonesian	Direktur Director

Komposisi Komisaris

Board of Commissioners Composition

Nama Name	Jenis Kelamin Gender	Kewarganegaraan Nationality	Jabatan Position
Lim Gunawan Hariyanto	Laki-laki Male	Indonesia Indonesian	Komisaris Utama President Commissioner
Pascal Steven Jean	Laki-laki Male	Swiss Swiss	Komisaris Commissioner
Darjoto Setyawan	Laki-laki Male	Indonesia Indonesian	Komisaris Commissioner
Ibrahim Saleh	Laki-laki Male	Indonesia Indonesian	Komisaris Commissioner

Dewan Komisaris dan Direksi secara kolektif memiliki kompetensi dan pengalaman yang relevan di bidang bisnis, keuangan, pertambangan, hukum, serta keberlanjutan. Keberagaman kompetensi ini mendukung proses pengambilan keputusan strategis dan pengawasan terhadap operasional perusahaan. Kompetensi ini diperkuat melalui pembekalan, pelatihan, dan akses terhadap informasi material untuk mendukung pengambilan keputusan strategis. Dewan Komisaris dan Direksi juga secara berkelanjutan mengikuti berbagai program pengembangan kompetensi yang relevan guna memastikan efektivitas pelaksanaan fungsi masing-masing. Informasi mengenai kegiatan pengembangan kompetensi yang telah diikuti disajikan dalam Laporan Tahunan Perusahaan.^{[POJK-E.2] [GRI 2-17]}

The Board, both Commissioners and Directors are collectively possess relevant competencies and experience in business, finance, mining, law, and sustainability. This diverse expertise supports the strategic decision-making process and oversight of the company's operations. These competencies are further strengthened through training, capacity building, and access to material information to support strategic decision-making. The Board, both Commissioners and Directors continuously participate in various relevant competency development programs to ensure the effective execution of their respective functions. Information on the competency development programs undertaken is presented in the Company's Annual Report. ^{[POJK-E.2] [GRI 2-17]}



CITA dalam acara Minerba Convex 2025 [GRI 2-9]

CITA's Participation in Minerba Convex 2025

Pada pengujung 2025, CITA berpartisipasi dalam konvensi dan pameran untuk sektor pertambangan mineral dan batubara (Minerba Convex) 2025 di Jakarta. Direktur Utama CITA Harry Kesuma Tanoto dalam forum tersebut menegaskan peran pertambangan dalam mendorong pembangunan nasional melalui hilirisasi yang menciptakan nilai tambah secara berkelanjutan. Sejalan dengan itu, CITA juga berkomitmen mendukung pertumbuhan wilayah dan pemberdayaan masyarakat lingkaran tambang untuk membangun ekosistem ekonomi yang mandiri. Upaya ini berkontribusi nyata, ditandai dengan peningkatan status 17 desa yang sejak 2018 bertransformasi dari kategori tertinggal menjadi desa maju hingga mandiri.

At the end of 2025, CITA participated in Minerba Convex 2025, a forum for mineral and coal mining sector, held in Jakarta. President Director, Harry Kesuma Tanoto, in his speech, emphasized the role of mining in driving national development through downstreaming that generates sustainable added value. In line with the statement, CITA remains committed to supporting regional development and empowering communities in its operational areas to build self-sustaining economic ecosystems, as reflected in the improved status of 17 villages that have transformed since 2018 from underdeveloped to advanced and independent villages.



Keterangan gambar: Kegiatan Expo Minerba Convex 2025
Image caption: Minerba Convex Expo 2025

Nominasi, Penilaian dan Remunerasi Badan Tata Kelola [GRI 2-10, 2-18, 2-19, 2-20, 2-21]

Nomination, Performance Evaluation, and Remuneration of The Governing Body

Anggota Dewan Komisaris dan Direksi ditetapkan melalui proses nominasi dan seleksi sesuai Anggaran Dasar, *Board Manual*, dan ketentuan peraturan perundang-undangan, serta diangkat dan diberhentikan melalui Rapat Umum Pemegang Saham (RUPS). Pelaksanaan fungsi nominasi dijalankan oleh Dewan Komisaris melalui penelaahan calon yang memenuhi persyaratan untuk kemudian

Members of the Board of Commissioners and Board of Directors are appointed through a nomination and selection process in accordance with the Articles of Association, Board Manual, and applicable laws and regulations, and are appointed and removed by the Resolution of General Meeting of Shareholders (GMS). The nomination function is carried out by the Board of

diajukan kepada RUPS. Untuk menjaga independensi pengawasan, Ketua Dewan Komisaris tidak merangkap jabatan.

Perusahaan melakukan penilaian kinerja Dewan Komisaris dan Direksi secara berkala. Dewan Komisaris melakukan penilaian mandiri (self-assessment) sebagai dasar evaluasi dan peningkatan efektivitas pelaksanaan tugas, sedangkan penilaian kinerja Direksi dilakukan berdasarkan kesesuaian pelaksanaan tugas dengan peran dan tanggung jawabnya. Hasil penilaian kinerja disampaikan dalam Laporan Tahunan Perusahaan.

Anggota Dewan Komisaris dan Direksi memperoleh remunerasi sesuai keputusan RUPS. RUPS memberikan kewenangan kepada Dewan Komisaris untuk menetapkan total remunerasi. Total remunerasi Dewan Komisaris dan Direksi dapat dilihat dalam Laporan Tahunan Perusahaan.

Commissioners through the review of candidates who meet the requirements, which are then proposed to the GMS. To maintain the independence of oversight, the President of the Board of Commissioners does not hold another position concurrently.

The Company conducts periodic performance evaluations of the Board of Commissioners and Board of Directors. The Board of Commissioners performs a self-assessment the basis for evaluating and improving the effectiveness of its duties, while the performance evaluation of the Board of Directors is based on the alignment of task execution with their roles and responsibilities. Performance evaluation results are disclosed in the Company's Annual Report.

Members of the Board of Commissioners and Board of Directors receive remuneration in accordance with the GMS decision. The GMS authorizes the Board of Commissioners to determine the total remuneration. Total remuneration for the Board of Commissioners and Board of Directors can be found in the Company's Annual Report.

Sistem Pengendalian Internal dan Manajemen Risiko [POJKE.3][GRI 2-12, 2-13, 2-14]

Internal Control System and Risk Management

Perusahaan memiliki Departemen Internal Audit dan Manajemen Risiko yang menjalankan fungsi *assurance* dan konsultasi untuk menilai efektivitas pengendalian internal, manajemen risiko, dan tata kelola perusahaan melalui audit berbasis risiko terhadap kegiatan operasional dan fungsi pendukung dengan ruang lingkup yang jelas. Fungsi ini memastikan kegiatan operasional berjalan sesuai kebijakan, regulasi, dan standar yang berlaku, sekaligus mengidentifikasi hal-hal yang dapat memengaruhi kinerja dan reputasi perusahaan.

The Company has an Internal Audit and Risk Management Department that carries out assurance and consulting functions to assess the effectiveness of internal controls, risk management, and corporate governance through operational risk-based audit and supporting other functions with clear scope. This function ensures that operational activities are carried out in accordance with policies, regulations, and applicable standards, while also identifying factors that could impact the Company's performance and reputation.

Sistem Pengendalian Internal

Internal Control System

CITA telah menerapkan sistem pengendalian internal untuk memastikan efektivitas operasional, mendukung tata kelola yang baik, dan mencapai tujuan strategis perusahaan. Sistem ini mencakup kebijakan manajemen risiko yang diterapkan di seluruh lini perusahaan dan identifikasi risiko secara berkala.

Pada tahun 2025, evaluasi dilakukan dengan mempertimbangkan risiko tinggi seperti operasional, keselamatan kerja, kepatuhan lingkungan, dan fluktuasi harga komoditas. Direksi menilai kecukupan kebijakan dan prosedur pengendalian serta tindak lanjut temuan audit, sementara Dewan Komisaris melalui Komite Audit memberikan rekomendasi perbaikan.

CITA has implemented an internal control system to ensure operational effectiveness, support good governance, and achieve the Company's strategic objectives. This system includes risk management policies applied throughout the Company and periodic risk identification.

In 2025, the evaluation was conducted by considering high-risk areas such as operations, occupational safety, environmental compliance, and commodity price volatility. The Board of Directors assesses the adequacy of control policies and procedures and follows up on audit findings, while the Board of Commissioners, through the Audit Committee, provides recommendations for improvements.

Fokus Pengendalian Internal: Focus of Internal Control:

01

Mematuhi peraturan yang berlaku.
Comply with applicable regulations.

02

Menerapkan kebijakan anti-korupsi, anti-money laundering, seleksi vendor, whistleblowing, manajemen risiko, dan sanksi.
Implementing of anti-corruption, anti-money laundering policies, vendor selection, whistleblowing, risk management, and sanctions.

03

Mendeteksi potensi kecurangan dan melakukan monitoring oleh Audit Internal.
Detecting potential fraud and conducting monitoring by Internal Audit.

04

Meningkatkan kualitas pelaporan keuangan dan pelaporan lainnya sesuai ketentuan yang berlaku.
Improving the quality of financial reporting and other reporting in accordance with applicable regulations.

Sistem Manajemen Risiko

Risk Management System

Pengelolaan risiko dilaksanakan secara terstruktur mengacu pada Kebijakan Manajemen Risiko melalui penyusunan kerangka kerja, sosialisasi, identifikasi dan mitigasi bersama *risk owner*, evaluasi pengendalian, serta pelaporan kepada manajemen sebagai dasar pengambilan keputusan. Penilaian dilakukan secara berkala untuk menetapkan prioritas mitigasi dengan cakupan risiko strategis, operasional, non-operasional, ESG, dan kepatuhan.

Risk management is carried out in a structured manner based on the Risk Management Policy through the development of a framework, socialization, identification and mitigation with risk owners, control evaluation, and reporting to management as a basis for decision-making. Assessments are conducted periodically to set mitigation priorities, covering strategic, operational, non-operational, ESG, and compliance risks.

Berikut adalah profil risiko tahun 2025.

Below is the risk profile for 2025:

No.	Jenis Risiko Type Risk	Potensi Risiko Potential Risk	Penanganan Risiko Risk Management
1	Risiko Keselamatan Safety Risk	Kecelakaan kerja yang berpotensi menimbulkan cedera, kerusakan, hingga kematian. Workplace accidents potentially cause injuries, damage, or fatalities	Penerapan Sistem K3. Implementation of OHS System (Occupational Health and Safety). Pelatihan keselamatan kerja berkala. Regular safety training. Penyediaan APD sesuai standar. Provision of appropriate PPE. Inspeksi keselamatan rutin dan kesiapsiagaan tanggap darurat. Regular safety inspections and emergency preparedness.

No.	Jenis Risiko Type Risk	Potensi Risiko Potential Risk	Penanganan Risiko Risk Management
2	Risiko Lingkungan Environmental Risk	Dampak lingkungan berupa polusi udara, pencemaran air, kerusakan habitat, dan gangguan ekosistem. Environmental impacts such as air pollution, water contamination, habitat destruction, and ecosystem disturbance.	Kepatuhan terhadap regulasi lingkungan. Compliance with environmental regulations. Pemantauan kinerja lingkungan. Environmental performance monitoring. Rehabilitasi pascaoperasi. Post-operation rehabilitation.
3	Risiko Kesehatan Health Risk	Dampak jangka panjang pada kesehatan fisik dan mental akibat paparan bahaya kerja. Long-term physical and mental health impacts associated with occupational hazard exposure.	Penyediaan fasilitas kesehatan. Provision of healthcare facilities. Pemeriksaan kesehatan berkala dan program konseling kesehatan mental. Regular health check-ups and counseling programs. Penerapan protokol kesehatan. Implementation of health protocols.
4	Risiko Sosial Social Risk	Perubahan harapan masyarakat, konflik sosial, atau isu-isu keberlanjutan lingkungan. Changes in community perception, social conflicts, or environmental sustainability issues.	Melibatkan masyarakat lokal dalam pemberdayaan. Involvement of local communities in empowerment. Mengelola dampak sosial melalui studi dan monitoring. Managing social impacts through studies and monitoring. Menyediakan forum dialog untuk masukan komunitas. Facilitating social dialogue to gather community input. Menyelaraskan operasional perusahaan dengan kebutuhan masyarakat sekitar. Adjusting operational with community dynamic.
5	Risiko Kepatuhan Regulasi Regulatory Compliance Risk	Ketidakpatuhan terhadap peraturan dan regulasi yang berlaku. Ini mencakup pelanggaran hukum, tidak memenuhi standar industri, atau ketidaksesuaian dengan regulasi pemerintah. Non-compliance with applicable laws and regulations, including legal violations, failure to meet industry standards, or non-compliance with government regulations.	Menyusun sistem manajemen kepatuhan untuk memantau perubahan regulasi. Establishing a compliance management system to monitor regulatory changes. Memberikan pelatihan kepatuhan regulasi kepada karyawan. Providing regulatory compliance training for employees. Melakukan audit atas kepatuhan terhadap regulasi. Conducting audits for regulatory compliance.
6	Risiko Operasional Operational Risk	Gangguan atau hambatan yang dapat mempengaruhi keberlanjutan dan efektivitas operasional di lokasi tambang serta menghambat pencapaian produksi. Disruptions or obstacles that may affect the sustainability and effectiveness of operations at mining sites and hinder production goals.	Meningkatkan kualitas pelatihan dan kompetensi tenaga kerja. Enhancing workforce training and competencies. Melakukan pemeliharaan preventif pada peralatan dan fasilitas. Conducting preventive maintenance on equipment and facilities. Menerapkan sistem manajemen risiko operasional. Implementing an operational risk management system.

No.	Jenis Risiko Type Risk	Potensi Risiko Potential Risk	Penanganan Risiko Risk Management
7	Risiko Finansial Financial Risk	Fluktuasi nilai tukar, kenaikan biaya operasional, ketidakpastian pendapatan, dan risiko investasi. Exchange rate fluctuations, rising operational costs, revenue uncertainty, and investment risks.	Memantau kecukupan dana untuk menghindari kekurangan kas untuk keperluan modal kerja dan investasi. Monitoring adequate funding to avoid cash shortages for capital and investments. Memantau kontrak dan kesediaan jumlah yang dapat dipasok kepada pihak pembeli guna melindungi kinerja keuangan Perusahaan. Monitoring contracts and supply to buyers to protect financial performance. Menyusun anggaran berbasis risiko dan perencanaan jangka panjang. Preparing risk-based budgeting and long-term planning. Melakukan audit keuangan berkala untuk memberikan gambaran kewajaran dalam penyajian keuangan. Conducting regular financial audits to ensure fair financial reporting.

Untuk mendukung Tata Kelola Perusahaan yang Baik (GCG) dan budaya kesadaran risiko, perusahaan terus melakukan perbaikan, termasuk: merancang program *business review* dan *risk mapping* bertahap pada 2026, sosialisasi pelaporan pengelolaan risiko kepada manajemen, mengintegrasikan manajemen risiko dengan tim keamanan sehubungan dengan Identifikasi Bahaya dan Pengendalian Risiko (IBPR), menyempurnakan dengan pendekatan berbasis kecelakaan, dan bekerja sama dengan pemilik risiko dalam membangun kerangka mitigasi yang lebih efektif. Dengan langkah-langkah ini, Perusahaan berharap dapat mencapai pengelolaan risiko yang lebih matang dan terintegrasi untuk mendukung keberlanjutan bisnis.

To support Good Corporate Governance (GCG) and a culture of risk awareness, the company continues to make improvements, including: designing a phased business review and risk mapping program for 2026, socializing risk management reporting to management, integrating risk management with the Safety team in relation to Hazard Identification and Risk Control (IBPR), refining the approach with an accident-based methodology, and collaborating with risk owners to develop a more effective mitigation framework. With these steps, the Company aims to achieve more mature and integrated risk management to support business sustainability.



Etika Bisnis

Business Ethic

Industri pertambangan memiliki tingkat paparan risiko yang tinggi terhadap potensi benturan kepentingan, penyimpangan, serta praktik yang tidak sejalan dengan prinsip tata kelola yang baik. Oleh karena itu, CITA menempatkan etika bisnis sebagai landasan utama dalam menjalankan kegiatan usaha secara berintegritas, transparan, dan patuh terhadap peraturan perundang-undangan. Penerapan prinsip tersebut diwujudkan melalui Kode Etik sebagai pedoman perilaku yang wajib dipatuhi oleh Dewan Komisaris, Direksi, seluruh karyawan, dan mitra kerja. ^[GRI 3-3, 14.22.1]

Kepatuhan ^[GRI 2-27]

Compliance

Kepatuhan merupakan bagian integral dari penerapan etika bisnis CITA dan menjadi landasan dalam menjalankan usaha secara berintegritas, bertanggung jawab, dan sesuai dengan ketentuan yang berlaku. CITA memastikan seluruh kegiatan usaha dilaksanakan dengan mematuhi peraturan perundang-undangan, ketentuan regulator, serta prinsip tata kelola perusahaan yang baik.

Selama tahun 2025, CITA, entitas anak, serta anggota Direksi dan Dewan Komisaris tidak terlibat dalam perkara hukum material yang dapat memengaruhi kegiatan maupun kelangsungan usaha Perusahaan. Pada periode yang sama, CITA juga tidak menerima sanksi administratif dari bursa, Otoritas Jasa Keuangan (OJK), maupun regulator lainnya. ^[GRI 205-3, 14.22.4]

Kode Etik ^[GRI 2-23]

Code of Conduct

Kode Etik Perusahaan dirancang untuk menyelaraskan pola pikir dan perilaku interaksi dalam pelaksanaan kegiatan usaha agar setiap individu bertindak konsisten, profesional, dan bertanggung jawab. Implementasinya didukung melalui sosialisasi, pengawasan, dan penegakan disiplin di seluruh wilayah operasional. Tujuannya, setiap individu memahami, mengerti, dan mampu menerapkannya.

Pokok-pokok Kode Etik Perusahaan meliputi Kode Etik Bisnis sebagai pedoman perilaku etis dalam hubungan dengan pemangku kepentingan sesuai prinsip GCG dan nilai Perusahaan, serta Kode Etik Individu sebagai acuan perilaku kerja dalam pelaksanaan tugas dan interaksi profesional di lingkungan kerja. Informasi lengkap terkait kode etik CITA dapat diakses pada situs resmi Perusahaan <https://citamineral.com/policies>. ^{[POJK-E.4][GRI 2-23, 2-24]}

The mining industry is highly exposed to potential conflicts of interest, violations, and practices that do not align with good governance principles. Therefore, CITA places business ethics as a fundamental foundation for conducting its operations with integrity, transparency, and in compliance with applicable laws. This principle is implemented through the establishment of Code of Conduct, which serves as a behavioral guideline that must be adhered to by the Board of Commissioners, the Board of Directors, employees, and business partners. ^[GRI 3-3, 14.22.1]

Compliance is an integral part of the implementation of CITA's business ethics and serves as the basis for conducting business with integrity, responsibility, and in accordance with applicable regulations. CITA ensures that all business activities are carried out in compliance with laws, regulatory requirements, and good corporate governance principles.

In 2025, CITA, its subsidiaries, and members of the Board of Directors and the Board of Commissioners were not involved in any material legal matters that could affect the Company's operations or business continuity. During the same period, CITA also did not receive any administrative sanctions from the stock exchange, the Financial Services Authority (OJK), or other regulators. ^[GRI 205-3, 14.22.4]

Company's Code of Conduct is designed to align the mindset and behavioral interactions in carrying out business activities, ensuring that each individual acts consistently, professionally, and responsibly. Its implementation is supported through socialization, monitoring, and disciplinary enforcement across all operational areas. The goal is for every individual to understand, comprehend, and be able to apply the Code.

The main points of the Company's Code of Conduct include the Business Code of Conduct, which serves as an ethical behavior guideline in relations with stakeholders according to the GCG principles and Company values, and the Individual Code of Conduct, which serves as a reference for work behavior in carrying out tasks and professional interactions in the workplace. Detailed information regarding CITA's Code of Conduct can be accessed on the Company's website <https://citamineral.com/policies>. ^{[POJK-E.4][GRI 2-23, 2-24]}

Antikorupsi [GRI 205-1, GRI 205-2, 14.22.2, 14.22.3]

Anti-Corruption

CITA menetapkan Kebijakan Antikorupsi untuk melindungi kegiatan usaha dari tindakan yang merugikan serta mendukung upaya pencegahan korupsi. Kebijakan ini berfokus pada pencegahan kerugian material maupun immaterial, penguatan kepatuhan terhadap hukum dan etika, serta pembentukan budaya integritas dalam seluruh aktivitas kerja, termasuk yang melibatkan mitra usaha dan instansi pemerintah. Ketentuan berlaku bagi Dewan Komisaris, Direksi, dan seluruh karyawan.

Ruang lingkupnya mencakup larangan terhadap berbagai bentuk korupsi, termasuk penyuapan, penggelapan, pemerasan, kecurangan, benturan kepentingan, dan gratifikasi. Ketentuan juga mengatur interaksi bisnis yang berpotensi menimbulkan konflik kepentingan, termasuk pemberian/penerimaan manfaat yang tidak semestinya, serta larangan *facilitation payment*.

Penguatan integritas juga diterapkan pada rantai pasok melalui sosialisasi kepatuhan kepada mitra kerja dan pemasok, serta pencantuman antikorupsi pada klausul kontrak. Dugaan pelanggaran dapat dilaporkan melalui *Whistleblowing System* (WBS). Setiap pelanggaran yang terbukti dikenakan sanksi tegas sesuai Peraturan Perusahaan dan ketentuan hukum yang berlaku. Informasi lebih lanjut mengenai Kebijakan Antikorupsi tersedia pada situs resmi CITA.

CITA has established an Anti-Corruption Policy to protect business activities from harmful actions and support anti-corruption efforts. This policy focuses on preventing both material and immaterial losses, strengthening compliance with laws and ethics, and fostering a culture of integrity throughout all work activities, including those involving business partners and government agencies. The policy applies to the Board of Commissioners, the Board of Directors, and all employees.

The scope includes prohibitions against various forms of corruption, including bribery, embezzlement, extortion, fraud, conflicts of interest, and gratuities. The policy also regulates business interactions that may lead to conflicts of interest, including the provision/receipt of undue benefits and prohibits facilitation payments.

Integrity strengthening is also applied across the supply chain through compliance socialization with business partners and suppliers, and anti-corruption clauses in contracts. Alleged violations can be reported through the Whistleblowing System (WBS). Any proven violations will result in strict sanctions in accordance with the Company's regulations and applicable laws. Further information on the Anti-Corruption Policy is available on CITA's official website.



Sebagai bagian dari Kebijakan Antikorupsi, CITA mengendalikan benturan kepentingan untuk menjaga independensi dan objektivitas setiap organ Perusahaan. Ketentuan ini melarang transaksi atau tindakan yang menimbulkan konflik kepentingan dan keuntungan pribadi, membatasi perangkap jabatan yang berpotensi mengganggu independensi, serta melarang pihak yang memiliki kepentingan bertentangan untuk mewakili Perusahaan. [GRI 2-15]

As part of the Anti-Corruption Policy, CITA manages conflicts of interest to maintain the independence and objectivity of each corporate body. This provision prohibits transactions or actions that create conflicts of interest or personal gain, limits the accumulation of positions that may compromise independence, and prohibits individuals with conflicting interests from representing the Company. [GRI 2-15]

Anti-Pencucian Uang

Anti-Money Laundering

Pencucian uang merupakan upaya menyamarkan asal-usul hasil kejahatan agar tampak berasal dari sumber yang sah. Praktik ini dapat menimbulkan risiko hukum, finansial, dan reputasi bagi Perusahaan. Karena itu, CITA menerapkan Kebijakan Anti-Pencucian Uang (APU) sebagai bagian dari penguatan integritas dan kepatuhan dalam seluruh aktivitas bisnis. Penerapannya didukung melalui komunikasi dan sosialisasi kepatuhan, termasuk kepada mitra kerja, untuk memastikan prinsip integritas diterapkan secara konsisten di sepanjang rantai pasok.

Money laundering is an attempt to disguise the origin of proceeds of crime so that they appear to come from legitimate sources. This practice may pose legal, financial, and reputational risks to the Company. Therefore, CITA implements an Anti-Money Laundering (AML) policy as part of strengthening integrity and compliance in all business activities. Its implementation is supported through compliance communication and socialization, including to business partners, to ensure that the principles of integrity are consistently applied throughout the supply chain.

Apabila terdapat indikasi pelanggaran, kasus ditangani melalui investigasi internal dan tindak lanjut sesuai ketentuan, termasuk sanksi disiplin hingga pemutusan hubungan kerja, pelaporan kepada otoritas berwenang, serta penguatan pengendalian internal guna mencegah kejadian berulang.

Sistem Pelaporan Pelanggaran Whistleblowing System

Mekanisme pelaporan internal (*Whistleblowing System/ WBS*) disediakan untuk menampung dugaan pelanggaran etika, ketidakpatuhan hukum, maupun penyimpangan lainnya. Perlindungan bagi pelapor diterapkan sesuai ketentuan, termasuk menjaga kerahasiaan dan/atau anonimitas serta menjamin tidak adanya tindakan pembalasan (*retaliation*).

Setiap laporan ditelaah dan, bila diperlukan, diinvestigasi oleh pihak independen. Proses penanganan laporan dilakukan secara terstruktur, dan terdokumentasi guna memastikan penanganan yang adil dan transparan. Hasilnya menjadi masukan untuk pemantauan Kode Etik, klarifikasi kepatuhan, serta penguatan sistem integritas. Rincian lebih lanjut terkait mekanisme WBS tersedia di situs resmi CITA (<https://citamineral.com/policies>). ^[GRI 2-16]

If there are indications of violations, cases are handled through internal investigations and follow-up actions in accordance with applicable provisions, including disciplinary sanctions up to termination of employment, reporting to the relevant authorities, and strengthening internal controls to prevent recurrence.

An internal reporting mechanism (*Whistleblowing System/ WBS*) is provided to receive allegations of ethical violations, legal non-compliance, or other deviations. Protection for whistleblowers is implemented in accordance with regulations, including confidentiality and/or anonymity, and ensuring there is no retaliation.

Each report is reviewed and, if necessary, investigated by an independent party. The reporting process is structured and documented to ensure fair and transparent handling. The results serve as input for monitoring the Code of Ethics, compliance clarification, and strengthening the integrity system. Further details regarding the WBS mechanism are available on CITA's official website (<https://citamineral.com/policies>). ^[GRI 2-16]

Jenis pelanggaran yang dikelola dalam Sistem *Whistleblowing* Types of violations handled under *Whistleblowing System*

01

Penyimpangan dari peraturan dan ketentuan hukum yang berlaku
Deviation from applicable laws and regulations

02

Pelanggaran terhadap kebijakan dan peraturan Perusahaan
Violations of Company policies and regulations

03

Penyalahgunaan jabatan untuk kepentingan lain di luar Perusahaan
Abuse of position for personal or other interests outside the Company

04

Pemerasan
Extortion

05

Perbuatan curang
Fraud

06

Benturan kepentingan
Conflicts of interest

07

Gratifikasi atau tindakan penyuapan
Gratification or acts of bribery

Sepanjang 2025, tidak ada laporan pelanggaran yang disampaikan melalui mekanisme *Whistleblowing System* (WBS). ^{[POJK-F.24][GRI 2-24, 2-25, 2-26, 205-3, 406-1, 14.22.4, 14.21.7]}

Throughout 2025, no violations were reported through the *Whistleblowing System* (WBS). ^{[POJK-F.24][GRI 2-24, 2-25, 2-26, 205-3, 406-1, 14.22.4, 14.21.7]}

Sarana/Media Pelaporan WBS

WBS Reporting Channels

Email: wbs@cita.mineral.com

Telpon | Telephone: 0811943663



Sosialisasi Tata Kelola dan Etika Bisnis bagi Karyawan [POJK-F.1]

Dissemination of Governance and Ethics principles to employees

Sosialisasi tata kelola dan etika bisnis menjadi bagian dari upaya perusahaan untuk memperkuat pemahaman terhadap kebijakan internal dan Kode Etik, sekaligus mengingatkan kembali peran *Whistleblowing System* (WBS) sebagai sarana pelaporan. [GRI 2-24]

Materi yang disampaikan mencakup kebijakan Kode Etik, Anti-Pencucian Uang, Antikorupsi, Sistem Pelaporan Pelanggaran, Sanksi, Manajemen Risiko, serta Seleksi dan Peningkatan Kapasitas Pemasok. Penyampaian dilakukan menggunakan metode studi kasus agar peserta lebih mudah memahami keterkaitan antara nilai-nilai perusahaan dengan penerapannya dalam etika bisnis sehari-hari. Antusiasme peserta terlihat selama kegiatan berlangsung, mencerminkan meningkatnya kesadaran terhadap pentingnya praktik tata kelola yang baik. [GRI 205-2, 14.22.3]

Sebagai penguatan, Perusahaan juga memanfaatkan media visual melalui pemasangan banner di berbagai area kerja seperti ruang kerja, lobi, dan kantin, sehingga informasi mengenai alur pelaporan WBS dapat diakses dengan lebih mudah oleh seluruh karyawan.

Dissemination of governance and business ethics is part of the Company's efforts to strengthen understanding of internal policies and the Code of Conduct, while also reinforcing the role of the Whistleblowing System (WBS) as a reporting mechanism. [GRI 2-24]

The materials presented covered the Code of Conduct, Anti-Money Laundering, Anti-Corruption, Whistleblowing System, Sanctions, Risk Management, and Supplier Selection and Capacity Building. The presentation utilized case studies to make it easier for participants to understand the connection between the company's values and their application in daily business ethics. The enthusiasm of the participants throughout the event reflected an increased awareness of the importance of good governance practices. [GRI 205-2, 14.22.3]

For reinforcement purpose, the company also utilized visual media by placing banners in various work areas, such as workspaces, lobbies, and cafeterias, making WBS reporting procedures more easily accessible to all employees.



230 jam pelatihan | hours of training

Kebijakan tata kelola, termasuk kebijakan antikorupsi.

Corporate governance policies, including anti-corruption policies.



Keterangan gambar: Kegiatan sosialisasi kebijakan tata kelola
Image caption: Policy Governance Socialization Activity



Tentang Laporan Keberlanjutan

About the Sustainability Report

Profil Laporan

Report Profile

CITA menyajikan data dan informasi mengenai kinerja keberlanjutan Perusahaan yang mencakup aspek ekonomi, lingkungan, sosial, dan tata kelola (ESG) melalui Laporan Keberlanjutan ini. Laporan disusun sebagai bentuk pemenuhan terhadap ketentuan Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017 dan Surat Edaran Otoritas Jasa Keuangan (SEOJK) No. 16/SEOJK.04/2021. Selain memenuhi regulasi nasional, Perusahaan juga menyusun laporan ini merujuk (*with reference*) pada Global Reporting Initiative (GRI) Standards 2021, termasuk GRI Sector Standard for Mining (GRI 14), serta menyelaraskan pengungkapan dan program keberlanjutan Perusahaan dengan Tujuan Pembangunan Berkelanjutan (TPB).^[POJK-G.4]

Laporan ini diterbitkan secara tahunan, menjadikannya lanjutan dari laporan tahun buku 2024. Sejumlah data numerik disajikan dengan perbandingan tren dua tahun sebelumnya. Dalam penyajian, seluruh data numerik pada tabel, grafik, infografik, dan teks menggunakan kaidah Bahasa Indonesia.

Data keuangan yang disajikan dalam Laporan Keberlanjutan ini merupakan data konsolidasi yang mengacu pada Laporan Keuangan Konsolidasian Perusahaan yang telah diaudit oleh Kantor Akuntan Publik. Cakupan konsolidasi data keuangan meliputi seluruh 10 entitas anak, yaitu PT Harita Prima Abadi (HPAM), PT Karya Utama Tambangjaya (KUTJ), PT Sandai Karya Utama (SKU), PT Ketapang Karya Utama (KKU), PT Sandai Inti Jaya Tambang (SIJT), PT Ketapang Karya Tambang (KKT), PT Labai Pertiwi Tambang (LPT), PT Megah Putra Jaya Tambang (MPTJ), PT Duta Kemakmuran Jayaraya (DKJ), dan PT Kemakmuran Surya Inti Perkasa (KSIP).

Di luar data keuangan, lingkup pengungkapan aspek lingkungan, sosial, dan tata kelola dalam Laporan Keberlanjutan ini terbatas pada dua lokasi operasi tambang, yaitu Air Upas dan Sandai yang berlokasi di Ketapang, Kalimantan Barat, serta kantor pusat Jakarta dan kantor perwakilan, Indonesia, di bawah kepemilikan PT CITA Mineral Investindo Tbk. Dengan demikian, terdapat perbedaan cakupan antara entitas yang dilaporkan dalam pelaporan keuangan dan lokasi yang dicakup dalam pengungkapan keberlanjutan.^[GRI 2-2]

Sepanjang periode pelaporan tahun 2025, tidak terdapat perubahan signifikan pada struktur perusahaan, termasuk aktivitas merger, akuisisi, pelepasan entitas (divestasi), perubahan pengendali, maupun perubahan kegiatan

CITA presents data and information on the Company's sustainability performance, covering economic, environmental, social, and governance (ESG) aspects, through this Sustainability Report. The report is prepared in compliance with Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 and Financial Services Authority Circular Letter (SEOJK) No. 16/SEOJK.04/2021. In addition to complying with national regulations, the Company has prepared this report with reference to the Global Reporting Initiative (GRI) Standards 2021, including the GRI Sector Standard for Mining (GRI 14), and has aligned its sustainability disclosures and programs with the Sustainable Development Goals (SDGs).^[POJK-G.4]

This report is published annually and serves as a continuation of the 2024 reporting period. Certain numerical data are presented with trend comparisons for the preceding two years. In its presentation, all numerical data in tables, charts, infographics, and text apply Indonesian numerical formatting conventions.

The financial data presented in this Sustainability Report are consolidated figures based on the Company's Consolidated Financial Statements, which have been audited by a Public Accounting Firm. The consolidation scope covers all 10 subsidiaries, namely PT Harita Prima Abadi (HPAM), PT Karya Utama Tambangjaya (KUTJ), PT Sandai Karya Utama (SKU), PT Ketapang Karya Utama (KKU), PT Sandai Inti Jaya Tambang (SIJT), PT Ketapang Karya Tambang (KKT), PT Labai Pertiwi Tambang (LPT), PT Megah Putra Jaya Tambang (MPTJ), PT Duta Kemakmuran Jayaraya (DKJ), and PT Kemakmuran Surya Inti Perkasa (KSIP).

Outside of financial data, the disclosure of environmental, social, and governance aspects in this Sustainability Report is limited to two mining operation sites, namely Air Upas and Sandai, located in Ketapang, West Kalimantan, as well as the head office in Jakarta and representative offices, Indonesia, under the ownership of PT CITA Mineral Investindo Tbk. Consequently, there is a difference in scope between the entities reported in the financial statements and the locations covered in the sustainability disclosures.^[GRI 2-2]

Throughout the 2025 reporting period, there were no mergers, acquisitions, or divestments that had a material impact on the Company's operations. Consequently, the approach to consolidating financial data and sustainability

usaha yang berdampak material terhadap operasional perusahaan. Dengan demikian, pendekatan konsolidasi data keuangan dan pengungkapan keberlanjutan diterapkan secara konsisten dan tidak mengalami perubahan dibandingkan periode pelaporan sebelumnya.

[POJK-C.6][GRI 2-6]

Selama periode pelaporan, Perusahaan melakukan penyajian kembali atas beberapa data dalam Laporan Keberlanjutan tahun 2024 (tahun 2023 dan 2024) untuk memastikan akurasi, konsistensi, dan keselarasan metodologi perhitungan. Data yang disajikan kembali kami cantumkan dalam keterangan catatan pada lampiran tabel data, mencakup:

1. Total nilai ekonomi terdistribusi dan nilai ekonomi langsung ditahan
2. Emisi GRK cakupan 3
3. Total limbah non-B3 dan intensitas limbah
4. Total residu bauksit yang dihasilkan
5. Intensitas penggunaan air untuk produksi
6. Rata - rata jam pelatihan karyawan
7. Total jam pelatihan karyawan
8. Perbandingan upah posisi pemula terendah terhadap upah minimum di lokasi operasional Perusahaan
9. Tingkat frekuensi insiden kecelakaan kerja (TIFR) karyawan dan kontraktor [GRI 2-4]

disclosures has been applied consistently, with no changes compared to the previous reporting period. [POJK-C.6][GRI 2-6]

During the reporting period, the Company restated certain data presented in the 2024 Sustainability Report (covering 2023 and 2024) to ensure accuracy, consistency, and alignment of calculation methodologies. The restated data are disclosed in the notes to the data tables in the appendix, covering the following:

1. Total economic value distributed and direct economic value retained
2. Scope 3 greenhouse gas (GHG) emissions
3. Total non-hazardous waste and waste intensity
4. Total bauxite residue generated
5. Water use intensity for production
6. Average employee training hours
7. Total employee training hours
8. Comparison of entry-level wages to the minimum wage at the Company's operating locations
9. Total recordable incident frequency rate (TRIFR) for employees and contractors [GRI 2-4]

Prinsip Pelaporan dan Keselarasan dengan Laporan lain [GRI 2-3]

Reporting Principles and Alignment with Other Reports

Laporan Keberlanjutan CITA disusun dengan mengacu pada prinsip-prinsip pelaporan Standar GRI yang mencakup akurasi, keseimbangan, kejelasan, keterbandingan, kelengkapan, konteks keberlanjutan, ketepatan waktu, dan keterverifikasian dalam penyajian informasi. Penyusunan laporan dilakukan sesuai jadwal pelaporan yang ditetapkan dan telah melalui proses verifikasi terbatas. Informasi kinerja keuangan yang disajikan dalam laporan ini sepenuhnya selaras dengan Laporan Keuangan Konsolidasian dan Laporan Tahunan Perusahaan pada periode yang sama, sehingga memastikan konsistensi dan keandalan data bagi para pemangku kepentingan. Selanjutnya, Laporan Keberlanjutan mencakup laporan periode dari 1 Januari hingga 31 Desember 2025, yang juga konsisten dengan periode pelaporan laporan keuangan dan Laporan Tahunan CITA.

CITA's Sustainability Report is prepared with reference to the GRI Standards reporting principles, which include accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability in the presentation of information. The report is prepared according to the established reporting schedule and has undergone a limited verification process. The financial performance information presented in this report is fully aligned with the Company's Consolidated Financial Statements and Annual Report for the same period, ensuring data consistency and reliability for stakeholders. Furthermore, the Sustainability Report covers the period from 1 January to 31 December 2025, which is consistent with the reporting period of CITA's financial statements and Annual Report.

Penjaminan Pihak Independen [POJK-G.1][GRI 2-5]

Independent Assurance

Laporan Keberlanjutan ini telah melalui penjaminan independen terbatas yang dilaksanakan oleh Moores Rowland Indonesia. Penunjukan penyedia jasa penjaminan dilakukan sesuai kebijakan Perusahaan dengan mempertimbangkan kompetensi, pengalaman, metodologi penjaminan, serta independensinya. Proses penunjukan tersebut disetujui oleh Direktur dan dilaksanakan secara transparan. Perusahaan juga memastikan tidak terdapat benturan kepentingan dalam pelaksanaan penjaminan.

This Sustainability Report has undergone limited independent assurance conducted by Moores Rowland Indonesia. The appointment of the assurance service provider was carried out in accordance with the Company's policy by considering competence, experience, assurance methodology, and independence. The appointment process was approved by the Director and carried out transparently. The Company also ensures that there is no conflict of interest in the implementation of the assurance.

Pelaksanaan penjaminan mengacu pada ISAE 3000 – Assurance Engagements Other than Audits or Reviews of Historical Financial Information, dengan tingkat *limited assurance* atas informasi dan indikator keberlanjutan terpilih. Ruang lingkup penjaminan mencakup aspek:

1. Energi dan Emisi ^[GRI 302, 305]
2. Kesehatan dan Keselamatan Kerja ^[GRI 403]
3. Manajemen Sumber Daya Manusia ^[GRI 202-2, 401, 404, 405, 406]
4. Pemberdayaan Masyarakat ^[GRI 413, 201-1]

Ruang lingkup dan kesimpulan penjaminan disajikan dalam Pernyataan Penjaminan Independen pada bagian akhir Laporan Keberlanjutan ini (halaman 158).

The assurance engagement refers to ISAE 3000 – Assurance Engagements Other than Audits or Reviews of Historical Financial Information, with a limited assurance level on selected sustainability information and indicators. The scope of the assurance includes the following aspects:

1. Energy and Emissions ^[GRI 302, 305],
2. Occupational Health and Safety ^[GRI 403],
3. Human Resource Management ^[GRI 202-2, 401, 404, 405, 406],
4. Community Development ^[GRI 413, 201-1]

The scope and conclusion of the assurance are presented in the Independent Assurance Statement at the end of this Sustainability Report (page 158).

Tanggapan Umpan Balik Laporan Tahun Sebelumnya ^{[POJK-G.3] [GRI 2-3]}

Feedback from Previous Report

Selama periode pelaporan, tidak terdapat umpan balik yang diterima terkait Laporan Keberlanjutan 2024 melalui saluran umpan balik yang telah disediakan. Meskipun demikian, Perusahaan tetap berkomitmen untuk terus meningkatkan kualitas pelaporan dengan melakukan peninjauan secara berkala serta memastikan penyajian informasi yang relevan bagi para pemangku kepentingan.

During the reporting period, no feedback was received regarding the 2024 Sustainability Report through the feedback channels that have been provided. Nevertheless, the Company remains committed to continuously improving the quality of reporting by conducting periodic reviews and ensuring the presentation of information that is relevant to stakeholders.

Kontak Terkait Laporan ^[GRI 2-3]

Contact Information

Informasi lainnya tentang PT Cita Mineral Investindo Tbk dapat ditemukan di situs web kami. Untuk informasi lebih lanjut, input dan saran untuk perbaikan dan kemajuan laporan ini, silakan hubungi:

Additional information about PT Cita Mineral Investindo Tbk can be found on our website. For further information, as well as feedback and suggestions to improve this report, please contact:



Corporate Secretary Department
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Tabel Data

Data Table

01 Tentang CITA

01 About CITA

Skala Ekonomi PT Cita Mineral Investindo Tbk [POJK-C.3A][GRI 2-1, 2-7]

Economic Scale of PT Cita Mineral Investindo Tbk

Uraian Description	Satuan Unit	2025	2024	2023
Total Karyawan Total Employees	Orang People	882	596	596
Total Aset Total Assets	Miliar Rupiah IDR Billion	9.127,85	7.943,81	6.224,31
Total Ekuitas Total Equity		8.767,21	7.621,21	5.521,40
Total Liabilitas Total Liabilities		360,64	322,60	702,91
Total Produksi Total Production	WMT MGB	4.704.889	4.765.256	6.349.436

Kontribusi Ekonomi dan Nilai Ekonomi yang Dihasilkan (Rp miliar) [GRI 201-1, 14.9.2, 14.23.2]

Economic Value Generated and Distributed (IDR billion)

Deskripsi Description	2025	2024	2023
Nilai Ekonomi Langsung Dihasilkan (A) Direct Economic Value Generated (A)	4.118,21	4.200,78	3.547,34
Pendapatan Revenue	2.687,17	2.386,97	3.292,72
Dividen dari entitas asosiasi Dividends from associates	1.344,08	1.760,35	231,21
Pendapatan bunga Interest income	64,62	36,82	9,54
Lainnya Others	22,34	16,64	13,87
Nilai Ekonomi Terdistribusi (B) Economic Value Distributed (B)	3.863,67	2.939,30*	3.662,06*
Biaya operasional Operating Cost	1.870,00	1.802,46	2.866,63
Dividen kepada Pemegang Saham Dividend to Capital Shareholder	1.299,00	463,36	39,60
Investasi untuk komunitas Investment in communities	8,64	4,69	7,07
Gaji dan tunjangan karyawan Employee wage and benefit	181,50	162,95	184,43
Pengeluaran kepada Pemerintah Contribution to Government	504,53	505,84	564,33
Nilai Ekonomi Langsung Ditahan (A-B) Direct Economic Value Retained (A-B)	254,54	1.261,48*	-114,72*

*Penyajian ulang data tahun 2023 dan 2024 nilai ekonomi terdistribusi dan nilai ekonomi langsung ditahan.

*Restatement of the 2023 and 2024 economic value distributed and direct economic value retained.

03 Praktik Pertambangan Bertanggung Jawab [GRI 14.8.6]

03 Good Mining Practices

Total Luas Reklamasi Lahan Tambang (Hektar)

Total Reclaimed Mining Area (Hectares)

2025	2024	2023
369,72	592,37	504,07

04 Kinerja Lingkungan

04 Environmental Performance

Data Konsumsi Energi Dalam Batas Operasional Perusahaan (gigajoule) [POJK-F.6] [GRI 302-1, 14.1.2]

Energy Consumption within Operational Scope (gigajoule)

Deskripsi Description	2025	2024	2023
Sumber Energi Tak Terbarukan Non-Renewable Energy Resources	231.805	208.165	437.029
Biosolar	228.424	205.294	433.817
Gasoline	2.175	1.795	2.459
LPG	421	219	274
Listrik yang dibeli Purchased electricity	785	857	479
Sumber Energi Terbarukan Renewable Energy Resources	150.076	110.616	201.714
Pembangkit Listrik Tenaga Surya (PLTS) Solar PV	47	73	179
Biosolar	150.029	110.543	201.535
Total	381.881	318.781	638.743

Catatan:

1. Data total konsumsi energi mencakup konsumsi seluruh sumber energi yang digunakan di lokasi produksi, kantor (kantor pusat dan kantor perwakilan), dan fasilitas penunjang non-produksi.
2. Penurunan konsumsi energi pada tahun 2024 dibandingkan tahun sebelumnya disebabkan oleh penonaktifan operasional site Sandai mulai tahun 2023.
3. Perhitungan dilakukan berdasarkan Protokol GRK dan ISO 14064.

Note:

1. Total energy consumption data covers the use of all energy sources across production sites, offices (including head office and representative offices), and non-production supporting facilities.
2. The decrease in energy consumption in 2024 compared to the previous year was due to the deactivation of Sandai site operations starting in 2023.
3. The calculation is conducted in accordance with the GHG Protocol and ISO 14064.

Intensitas Konsumsi Energi terhadap Produksi (GJ/WMT MGB) [GRI 302-3, 14.1.4]

Energy Consumption Intensity (GJ/WMT MGB)

Deskripsi Description	2025	2024	2023
Intensitas Energi Energy Intensity	0,081	0,067	0,101

Catatan:

Intensitas energi dihitung dengan membagi total konsumsi energi dalam batas operasional perusahaan dengan total produksi Wet Metric Ton (WMT) MGB.

Note:

Energy intensity is calculated by dividing the total energy consumption within the company's operational boundaries by the total Wet Metric Ton (WMT) MGB production.

Nilai Emisi GRK Absolut (tCO₂e) [POJK-F11] [GRI 305-1, 305-2, 305-3, 14.1.5, 14.1.6, 14.1.7]
Absolute GHG Emission Value (tCO₂e)

Sumber Emisi Emission Sources	2025	2024	2023
Cakupan 1 Scope 1			
Bio solar	27.580	15.096	31.275
LPG	28	14	53
Gasoline	172	147	171
Perubahan penggunaan lahan Land use change	40.998	38.039	50.807
Refrigeran Refrigerant	171	21	42
Limbah yang diolah langsung oleh perusahaan Waste treated directly by the company	68	314	402
Cakupan 2 Scope 2			
Konsumsi Listrik Electricity Consumption	290	234	116
Cakupan 3 Scope 3			
Aktivitas lain di luar kontrol langsung perusahaan Activity outside the company's direct control	289	233*	219
Total Cakupan 1 Total Scope 1	69.017	53.631	82.750
Total Cakupan 2 Total Scope 2	290	234	116
Total Cakupan 3 Total Scope 3	289	233	219
Total Cakupan 1, 2 Total Scope 1, 2	69.307	53.865	82.866
Total Cakupan 1, 2, 3 Total Scope 1, 2, 3	69.596	54.098	83.085
Intensitas Emisi GRK Cakupan 1 dan 2 (tCO₂e/ WMT MGB) GHG Emission Intensity Scope 1 and 2 (tCO ₂ e/ WMT MGB)	0,015	0,011	0,013

Catatan:

- Cakupan emisi GRK mencakup seluruh emisi terkonsolidasi yaitu CITA Site Air Upas, Site Sandai, Kantor Perwakilan Ketapang, Kantor Perwakilan Pontianak dan Kantor Pusat Jakarta.
- Kuantifikasi emisi GRK untuk Scope 1 dan 2 mencakup Karbon Dioksida (CO₂), Metana (CH₄), Nitrous Oksida (N₂O) dan Refrigeran seperti R32 dan R134a.
- Angka parameter Global Warming Potential (GWP) yang dirujuk berasal dari laporan IPCC Assessment Report 6 (AR6).
- Konsolidasi emisi GRK menggunakan kendali operasional.
- Nilai faktor emisi menggunakan tier 2 untuk bahan bakar yang diterbitkan oleh ESDM, tier 1 untuk pengelolaan limbah domestik dari Defra.
- Intensitas emisi dihitung sebagai rasio total emisi GRK cakupan 1 dan 2 terhadap total produksi selama periode pelaporan, sehingga menunjukkan besaran emisi per satuan produksi.
- Satuan tCO₂e / WMT MGB menunjukkan intensitas emisi gas rumah kaca (ton CO₂ ekuivalen) yang dihasilkan per satu ton basah (Wet Metric Ton) produksi bauksit kualitas metalurgi (Metallurgical Grade Bauxite).
- Perhitungan dilakukan berdasarkan Protokol GRK dan ISO 14064.

*Penyajian ulang data tahun 2024 total emisi cakupan 3 karena kesalahan penulisan. [GRI 2-4]

Note:

- The GHG emissions boundary covers all consolidated emissions, including CITA Air Upas Site, Sandai Site, Ketapang Representative Office, Pontianak Representative Office, and Jakarta Head Office.
- GHG emissions quantification for Scope 1 and Scope 2 includes Carbon Dioxide (CO₂), Methane (CH₄), Nitrous Oxide (N₂O), and refrigerants such as R32 and R134a.
- The Global Warming Potential (GWP) parameters are based on the IPCC Assessment Report 6 (AR6).
- GHG emissions consolidation is based on the operational control approach.
- Emission factors use Tier 2 for fuels issued by the Ministry of Energy and Mineral Resources (ESDM), and Tier 1 for domestic waste management based on Defra.
- Emission intensity is calculated as the ratio of total Scope 1 and Scope 2 GHG emissions to total production during the reporting period, representing emissions per unit of production.
- The unit tCO₂e/WMT MGB represents the greenhouse gas emissions intensity (tons of CO₂ equivalent) generated per one wet metric ton (WMT) of Metallurgical Grade Bauxite (MGB) production.
- The calculation is performed in accordance with the GHG Protocol and ISO 14064.

*Restatement of the 2024 total Scope 3 emissions data due to a clerical error. [GRI 2-4]

Jumlah Pengambilan dan Pemakaian Air [POJK-F.8] [GRI 303-3, 303-5, 14.7.4, 14.7.6]

Total Water Withdrawal and Consumption

Deskripsi Description	Satuan Unit	2025	2024	2023
Air Permukaan Surface water	Megaliter (ML)	3.674,81	3.407,04	3.820,84
Air Tanah Groundwater		58,62	53,52	55,25
Total Penggunaan Air Total Water Consumption		3.733,43	3.460,55	3.876,09
Intensitas Penggunaan Air terhadap Produksi Water Intensity per Production	Megaliter/WMT MGB	0,000781	0,000715*	0,000602*

Intensitas air dihitung berdasarkan perbandingan antara pengambilan air permukaan dan total produksi (WMT MGB).

Water Intensity is calculated as the ratio between surface water withdrawal and total production (WMT MGB).

*Penyajian ulang data tahun 2023 dan 2024 Intensitas penggunaan air untuk produksi karena perhitungan ulang. [GRI 2-4]

*Restatement of the 2023 and 2024 water use intensity for production due to updated calculations. [GRI 2-4]

Timbulan Limbah Non-mineral (Ton) [POJK-F.13] [GRI 306-3, 306-4, 14.5.4, 14.5.5]

Non-mineral Waste Generation (Ton)

Deskripsi Description	2025	2024*	2023*
Limbah Non B3 Non-Hazardous Waste			
Total limbah Non B3 Total Non-Hazardous Waste	98,23	N/A	N/A
Limbah B3 Hazardous and Toxic Waste			
Total limbah B3 Total Hazardous Waste	174,12	112,71	96,54
Dikelola oleh pihak ketiga Managed by third party	174,12	112,71	96,54
Intensitas Limbah Waste Intensity	0,000058	0,000024	0,000015

Catatan:

Intensitas limbah 2025 dikalkulasi hanya dari limbah yang dihasilkan (B3 dan non B3) tanpa mengikutsertakan residu bauksit dalam total limbah dihasilkan.

*Penyajian ulang data tahun 2023 dan 2024 timbulan limbah non-B3 disajikan sebagai N/A karena dokumentasi pendukung tidak lengkap sehingga keandalan data tidak dapat dipastikan.

*Penyajian ulang data tahun 2023 dan 2024 intensitas limbah dengan cakupan terbatas pada limbah B3. [GRI 2-4]

Note:

Waste intensity is calculated based solely on the waste generated (both B3 and non-B3), excluding bauxite residue from the total waste generated

*Restatement of the 2023 and 2024 non-hazardous waste generation data, presented as N/A due to incomplete supporting documentation, such that data reliability cannot be assured.

*Restatement of the 2023 and 2024 waste intensity, with the scope limited to hazardous waste only. [GRI 2-4]

Timbulan Limbah Mineral (m³) [POJK-F.13] [GRI 306-3, 14.5.4]

Mineral Waste Generation (m³)

Deskripsi Description	2025	2024	2023
Residu Bauksit Bauxite Residue			
Dihasilkan Generated	2.635.970	2.403.305*	2.376.766*
Dimanfaatkan kembali Utilized	107.028	124.760	138.184
Disimpan Stored	2.528.942	2.278.546	2.238.582

*Penyajian ulang data tahun 2023 dan 2024 residu bauksit yang dihasilkan dilakukan karena adanya perhitungan ulang. [GRI 2-4]

*Restatement of the 2023 and 2024 Bauxite Residue generated was made due to updated calculations. [GRI 2-4]

05 Kinerja Sumber Daya Manusia dan Keselamatan dan Kesehatan Kerja

05 Human Resources and Occupational Health and Safety Performance

Jumlah Karyawan berdasarkan Jabatan, Usia, Asal, dan Status Kepegawaian (Orang) ^[GRI 2-7]

Number of Employees by Category, Age, Region, and Employment Status (People)

Deskripsi Description	2025 2025		2024 2024		2023 2023	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
Komposisi Karyawan Berdasarkan jabatan Employee Composition by Position						
Direktur Director	4	0	4	0	4	0
General Manajer General Manager	12	0	14	0	13	0
Manajer Manager	31	5	21	5	28	5
Superintendent Superintendent	62	6	57	6	60	6
Supervisor Supervisor	161	35	118	22	125	14
Staf Staff	212	69	148	51	147	48
Nonstaf Non Staff	245	40	128	22	121	25
TOTAL	727	155	490	106	498	98
Komposisi Karyawan Berdasarkan Usia Employee Composition by Age						
<30 tahun <30 years	288	95	168	65	164	52
30-50 tahun 30-50 years	386	52	275	33	288	39
>50 tahun >50 years	53	8	47	8	46	7
TOTAL	727	155	490	106	498	98
Komposisi Karyawan Berdasarkan Asal Employee Composition by Region						
Lokal Local	467	85	298	53	Data Tidak Tersedia Data Not Availabe	
Nonlokal Non Local	260	70	192	53		
TOTAL	727	155	490	106		
Komposisi Karyawan Berdasarkan Status Employee Composition by Employment Status						
Permanen Permanent	329	79	328	61	359	77
Kontrak Contract	398	76	162	45	139	21
TOTAL	727	155	490	106	498	98

Catatan:
Metodologi untuk menghitung jumlah karyawan berdasarkan data penggajian (*Headcount*).
Note:
Methodology for calculating the number of employees based on payroll data (*Headcount*).

Jumlah Karyawan Baru (Orang) ^[GRI 401-1, 14.17.3]
New Employee Recruitment (People)

Deskripsi Description	2025 2025		2024 2024		2023 2023	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
Berdasarkan jabatan By Position						
Direktur Director	0	0	0	0	0	0
General Manajer General Manager	0	0	0	1	1	0
Manajer Manager	10	0	0	0	8	0
Superintendent Superintendent	15	2	1	0	25	1
Supervisor Supervisor	57	10	17	1	67	5
Staf Staff	94	33	22	17	101	20
Nonstaf Non Staff	145	20	40	6	90	12
TOTAL	321	65	80	25	292	38
Berdasarkan Asal By Region						
Lokal Local	226	36	46	23	218	34
Nonlokal Non Local	95	29	34	2	74	4
TOTAL	321	65	80	25	292	38
Berdasarkan Usia By Age						
<30 tahun <30 years	196	54	54	14	110	25
30-50 tahun 30-50 years	119	11	26	11	150	11
>50 tahun >50 years	6	0	0	0	32	2
TOTAL	321	65	80	25	292	38

Jumlah Pergantian Karyawan (Orang) ^[GRI 401-1, 14.7.3]
Number of Employee Turnover (People)

Deskripsi Description	2025 2025		2024 2024		2023 2023	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
Berdasarkan jabatan By Position						
Direktur Director	0	0	0	0	0	0
General Manajer General Manager	2	0	0	0	1	0
Manajer Manager	7	0	10	0	1	0
Superintendent Superintendent	6	2	4	1	9	1
Supervisor Supervisor	13	1	26	4	21	1
Staf Staff	28	8	16	5	11	3
Nonstaf Non Staff	20	6	26	3	11	1
TOTAL	76	17	82	13	54	6
Berdasarkan Asal By Region						
Lokal Local	45	10	46	5	22	1
Nonlokal Non Local	31	7	36	8	32	5
TOTAL	76	17	82	13	54	6
Berdasarkan Usia By Age						
<30 tahun <30 years	23	10	19	11	16	4
30-50 tahun 30-50 years	44	5	51	2	34	2
>50 tahun >50 years	9	2	12	0	4	0
TOTAL	76	17	82	13	54	6

Rata-rata Jam Pelatihan Karyawan (Jam) [POJK-F.22] [GRI 404-1, 14.17.7, 14.21.4]

Average Employee Training Hours (Hours)

2025		2024*		2023*	
Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
9,68		12,48		2,87	
11,19	2,59	14,33	3,93	3,10	1,66

*Penyajian ulang data tahun 2023 dan 2024 rata-rata jam pelatihan karyawan karena adanya perhitungan ulang. [GRI 2-4]

*Restatement of the 2023 and 2024 average employee training hours due to updated calculations. [GRI 2-4]

Total Jam Pelatihan Karyawan berdasarkan Kategori (Jam) [POJK-F.22] [GRI 404-1, 14.17.7, 14.21.4]

Total Employee Training Hours by Level (Hours)

Deskripsi Description	2025		2024*		2023*	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
Total Jam Pelatihan Berdasarkan Kategori Total Training Hours by Level	8.134	401	7.024	417	1.546	163
General Manajer General Manager	33	0	36	0	0	0
Manajer Manager	405	1	108	0	120	0
Superintendent Superintendent	606	55	403	0	495	0
Supervisor Supervisor	1.159	97	722	115	592	80
Staf Staff	718	213	757	254	339	83
Nonstaf Non Staff	5.213	35	4.998	48	0	0

*Penyajian ulang data tahun 2023 dan 2024 total jam pelatihan karyawan karena perhitungan ulang. [GRI 2-4]

*Restatement of the 2023 and 2024 total employee training hours due to updated calculations. [GRI 2-4]

Rata-rata Jam Pelatihan Per Tahun Per Pegawai 2025 [POJK-F.22] [GRI 404-1, 14.17.7, 14.21.4]

Average Training Hours Per Year Per Employee 2025

Deskripsi Description	Jumlah Pekerja Number of Employees		Jumlah Jam Pelatiha (Jam) Number of Training Hours (Hours)		Rata-rata per Karyawan (Jam) Average per employee (Hours)	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
General Manajer General Manager	12	0	33	0	2,8	-
Manajer Manager	31	5	405	1	13,1	0,2
Superintendent Superintendent	62	6	606	55	9,8	9,2
Supervisor Supervisor	161	35	1.159	97	7,2	2,8
Staf Staff	212	69	718	213	3,4	3,1
Nonstaf Non Staff	245	40	5.213	48	21,3	0,9

Perbandingan Upah Posisi Pemula Terendah Terhadap Upah Minimum di Lokasi Operasional [GRI 202-1, 14.17.2]

Comparison of entry-level standard wages to the minimum wage at operational locations

Deskripsi Description	2025			2024*			2023*		
	UM (Rp) (IDR)	L (%)	P (%)	UM (Rp) (IDR)	L (%)	P (%)	UM (Rp) (IDR)	L (%)	P (%)
Kantor Pusat Jakarta - UMP DKI Jakarta Jakarta Head Office - Jakarta Provincial Minimum Wage	5.396.800	144%	134%	5.067.381	152%	155%	4.985.200	165%	163%
Site Air Upas - UMSK Kab. Ketapang Upas Site - Ketapang Regency Minimum Wage	3.396.300	118%	118%	3.188.983	124%	125%	3.188.983	118%	125%
Site Sandai - UMSK Kab. Ketapang Sandai Site - Ketapang Regency Minimum Wage	3.396.300	118%	119%	3.188.983	133%	127%	3.188.983	134%	125%

Catatan:

L: Persentase Upah Standar Terendah Laki-laki dibandingkan dengan Upah Minimum

P: Persentase Upah Standar Terendah Perempuan dibandingkan dengan Upah Minimum

UM: Upah Minimum

*Penyajian ulang data tahun 2023 dan 2024 perbandingan upah posisi pemula terendah terhadap upah minimum yang berlaku karena perhitungan ulang. [GRI 2-4]

Note:

L: Percentage of Men's Lowest Standard Wage compared to the Minimum Wage

P: Percentage of Women's Lowest Standard Wage compared to the Minimum Wage

UM: Minimum Wage

*Restatement of the 2023 and 2024 ratio of the lowest entry-level wage to the applicable minimum wage due to updated calculations. [GRI 2-4]

Data Keluhan Karyawan (Kasus) [GRI 2-25]

Employee Grievance Data (Cases)

Deskripsi Description	2025	2024	2023
Jumlah keluhan Total Grievances	1	10	13
Keluhan sedang ditangani Grievances Being Processed	0	0	0
Keluhan diselesaikan Grievances Resolved	1	10	13

Data Kecelakaan Kerja Karyawan [GRI 403-9, 14.16.10]

Employee Work-Related Accident Data

Deskripsi Description	UoM UoM	2025	2024	2023
Kerusakan Properti Property Damage	Jumlah kasus Number of case	6	4	18
Pertolongan Pertama First Aid		4	1	2
Insiden Ringan Minor Incident		0	0	0
Insiden Berat Major Incident		0	0	0
Kematian akibat kerja Fatality		0	0	0
Total Jam Kerja Man Hour	Jumlah Jam Number of Hour	2.241.885	1.269.124	1.234.255
Hari Kerja Hilang Day Lost	Jumlah Hari Number of Days	0	0	0

Tingkat Kecelakaan Kerja Karyawan [GRI 403-9, 14.16.10]
Employee Work-Related Accident Rate

Deskripsi Description	2025		2024		2023	
	Jumlah Total	Tingkat Rate	Jumlah Total	Tingkat Rate	Jumlah Total	Tingkat Rate
Tingkat Hilangnya Hari Kerja Akibat Kecelakaan Lost Time Injury Severity Rate (LTISR)	0	0	0	0	0	0
Tingkat Frekuensi Kecelakaan dengan Hari Kerja Hilang Lost Time Injury Frequency Rate (LTIFR)	0	0	0	0	0	0
Tingkat Frekuensi Kerusakan Properti Property Damage Frequency Rate (PDFR)	6	2,7	4	3,2	18	14,6
Tingkat Insiden Kematian (Fatalitas) Total Fatality Incident Rate (TFIR)	0	0	0	0	0	0
Tingkat Frekuensi Insiden Kecelakaan Kerja Total Injury Frequency Rate (TIFR)	10	4,5	5	3,9*	20	16,2*

Catatan:
Perhitungan tingkat kecelakaan dilakukan berdasarkan jumlah insiden per 1.000.000 jam kerja, dengan cakupan data meliputi pekerja CITA di area operasional.
*Penyajian ulang data tahun 2023 dan 2024 TIFR karena perbaikan metode perhitungan. [GRI 2-4]
Note:
The accident rate calculation is based on the number of incidents per 1,000,000 working hours, with data coverage including CITA employees in operational areas.
*Restatement of the 2023 and 2024 Total TIFR due to improvements in the calculation methodology. [GRI 2-4]

Data Kecelakaan Kerja Kontraktor [GRI 403-9, 14.16.10]
Contractor Work-Related Accident Data

Deskripsi Description	UoM UoM	2025	2024	2023
Kerusakan Properti Property Damage	Jumlah kasus Number of case	43	48	63
Pertolongan Pertama First Aid		6	15	13
Insiden Ringan Minor Incident		1	0	0
Insiden Berat Major Incident		2	0	0
Kematian akibat kerja Fatality		0	0	0
Total Jam Kerja Man Hour	Jumlah Jam Number of Hour	12.148.341	8.407.096	1.234.255
Hari Kerja Hilang Day Lost	Jumlah Hari Number of Days	65	0	0

Catatan: Peningkatan jam kerja kontraktor pada 2023–2025 dipengaruhi oleh ekspansi aktivitas pertambangan.
Note: The increase in contractor working hours in 2023–2025 was influenced by the expansion of mining activities.

Tingkat Kecelakaan Kerja Kontraktor [GRI 403-9, 14.16.10]
Contractor Work-Related Accident Rate

Deskripsi Description	2025		2024		2023	
	Jumlah Total	Tingkat Rate	Jumlah Total	Tingkat Rate	Jumlah Total	Tingkat Rate
Tingkat Hilangnya Hari Kerja Akibat Kecelakaan Lost Time Injury Severity Rate (LTISR)	3	5,6	0	0	0	0
Tingkat Frekuensi Kecelakaan dengan Hari Kerja Hilang Lost Time Injury Frequency Rate (LTIFR)	3	0,2	0	0	0	0
Tingkat Frekuensi Kerusakan Properti Property Damage Frequency Rate (PDFR)	43	3,5	48	5,7	63	51,0
Tingkat Insiden Kematian (Fatalitas) Total Fatality Incident Rate (TFIR)	0	0	0	0	0	0
Tingkat Frekuensi Insiden Kecelakaan Kerja Total Injury Frequency Rate (TIFR)	52	4,3	63	7,5*	76	61,6*

Catatan: Perhitungan tingkat kecelakaan dilakukan berdasarkan jumlah insiden per 1.000.000 jam kerja, dengan cakupan data meliputi pekerja kontraktor di area operasional.

*Penyajian ulang data tahun 2023 dan 2024 TIFR karena perhitungan ulang. [GRI 2-4]

Note: The accident rate calculation is based on the number of incidents per 1,000,000 working hours, with data coverage including contractor workers in operational areas.

*Restatement of the 2023 and 2024 Total TIFR data due to updated calculations. [GRI 2-4]

06 Kinerja Pemberdayaan Masyarakat

06 Community Empowerment Performance

Jumlah Program, Desa Penerima, dan Investasi [GRI 203-1, 203-2, 14.9.3, 14.9.4]
Number of Programs, Beneficiary Villages, and Investment Value

Deskripsi Description	2025	2024	2023
Jumlah Program Number of Programs	209	140	131
Desa Penerima Beneficiary Villages	21	20	17
Nilai Investasi Masyarakat (Rp miliar) Community Investment Value (IDR billion)	8,64	4,69	7,07

Jumlah Keluhan Masyarakat (Kasus) [POJK-F.16, F.24] [GRI 2-25, 2-26, 14.10.4]
Number of Community Complaints (Cases)

Tahun Year	Jumlah Keluhan Masyarakat Number of Community Complaints	Terselesaikan Resolved	Dalam Proses Penyelesaian In Resolution Process
2025	38	87%	13%
2024	47	100%	0%
2023	49	100%	0%

Pengadaan dari Pemasok Lokal [POJK-B.1E][GRI 204-1, 14.9.5]
Procurement from Local Suppliers

Deskripsi Description	Satuan Unit	2025	2024	2023
Jumlah Pemasok Lokal Total of Local Suppliers	Perusahaan/ Pemasok Company/ Supplier	28	29	86
Nilai Pengadaan Lokal Local Procurement Value	Rp miliar IDR billion	170,71	95,05	287,1
Total Nilai Pengadaan Total Procurement Value	Rp miliar IDR billion	242,07	145,7	339,6
Persentase Nilai Pengadaan dari Pemasok Lokal Percentage of Procurement Value from Local Supplier	%	71	65	85

Catatan: Definisi lokal dalam tabel merujuk pada pemasok berlokasi di Provinsi Kalimantan Barat.
Note: The definition of local in this table refers to suppliers located in West Kalimantan Province.



Independent Assurance Statement
Report No. 0426/BD/0059/JK

To the Management of PT Cita Mineral Investindo Tbk,

We were engaged PT Cita Mineral Investindo Tbk ('CITA') to provide assurance in respect to its Sustainability Report 2025 ('the Report'). The assurance engagement was conducted by a multidisciplinary team with relevant experience in sustainability reporting.

Independence

We carried out all our assurance undertakings with independence and autonomy having not been involved in the preparation of any key part of the Report, nor did we provide any services to CITA during 2025 that could conflict with the independence of the assurance engagement.

Assurance Standards

Our work was carried out in accordance with ISAE3000 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Assurance Standards Board. This standard requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited assurance.

Level of Assurance

By designing our evidence-gathering procedures to obtain a limited level of assurance based on ISAE3000, readers of the Report can be confident that all risks or errors have been reduced to a very low level, although not necessarily to zero.

Scope of Assurance

The scope of our work was restricted to the following selected information:

- Energy management
- Emissions management
- Occupational health and safety
- Human resource management
- Community development

Responsibility

CITA is responsible for the preparation of the Report and all the information and claims therein, which include established sustainability management targets, performance management, data collection, etc. In performing this assurance engagement our responsibility to the management of CITA was solely for the purpose of verifying the statements it has made in relation to its sustainability performance, specifically as described in the selected information, and expressing our opinion on the conclusions reached.

Methodology

To assess the veracity of certain assertions and specified data sets included within the Report, as well as the systems and processes used to manage and report them, the following methods were employed during the engagement process:

- Review the Report, internal policies, documentation, management and information systems.



- Interview relevant staff involved in sustainability-related management and reporting.
- Examine data samples at depth from their initial aggregated source.

Limitations

Our scope of work was limited to a review of the accuracy and reliability of selected sustainability performance-related information. It was not designed to detect all weaknesses in the internal controls over the preparation and presentation of the Report, as the engagement was not performed continuously throughout the preparation period, and the procedures performed were undertaken on a test basis.

Conclusions

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Report has not been properly prepared and presented, in all material respects.

All key assurance findings are included herein, while detailed observations and follow-up recommendations have been submitted to CITA management in a separate report.

Jakarta, April 17, 2026

A handwritten signature in black ink, appearing to read 'James Kallman'.

James Kallman
Chief Executive Officer

Moores Rowland is an international organization specializing in auditing, accounting and outsourcing, tax, legal and advisory, business and human rights services. Moores Rowland is a member of Praxity AISBL, the world's largest Alliance of independent and unaffiliated audit and consultancy companies.

With more than 65,000 professionals operating in 120 countries across the globe, each sharing the same values and sense of responsibility, Praxity is served by Moores Rowland in Indonesia, one of the leading sustainability assurance providers.

Indeks POJK [POJK-G.4]

POJK Index

Indeks POJK dalam laporan ini disusun berdasarkan:

- Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017
- Surat Edaran Otoritas Jasa Keuangan (SEOJK) Nomor 16/SEOJK.04/2021

The POJK Index in this report is compiled based on:

- Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017
- Circular Letter of the Financial Services Authority (SEOJK) Number 16/SEOJK.04/2021

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Indeks GRI

GRI Index

Pernyataan penggunaan Statement of use	PT Cita Mineral Investindo Tbk telah melaporkan informasi yang dikutip dalam indeks konten GRI untuk periode 1 Januari hingga 31 Desember 2025 dengan merujuk kepada Standar GRI. PT Cita Mineral Investindo Tbk has reported the information cited in this GRI content index for the period January 1 to December 31, 2024 with reference to the GRI Standards.
GRI 1 yang digunakan GRI 1 used	GRI 1 Landasan 2021 GRI 1: foundation 2021
Standar Sektor GRI yang berlaku Applicable GRI Sector Standard(s)	GRI 14: Sektor Pertambangan 2024 GRI 14: Mining Sector 2024

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GRI 205: Antikorupsi 2016 GRI 205: Anti- corruption 2016	205-1 Operasi-operasi yang dinilai memiliki risiko terkait korupsi 205-1 Operations assessed for risks related to corruption	140	14.22.2
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GRI 302: Energi 2016 GRI 302: Energy 2016	302-1 Konsumsi energi dalam organisasi 302-1 Energy consumption within the organization	56, 148	14.1.2
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GRI 306: Limbah 2020 GRI 306: Waste 2020	306-1 Timbulan limbah dan dampak signifikan terkait limbah 306-1 Waste generation and significant waste-related impacts	68, 70	14.5.2
	306-2 Pengelolaan dampak signifikan terkait limbah 306-2 Management of significant waste-related impacts	67, 68, 69, 70	14.5.3
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Standar GRI GRI Standard	Pengungkapan Disclosure	Halaman Page	No Rujukan Standar Sektor GRI GRI Sector Standard Reference Number
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	401-2 Tunjangan yang diberikan kepada karyawan tetap penuh waktu yang tidak diberikan kepada karyawan sementara atau paruh waktu 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	84, 86, 88	14.17.4
	401-3 Cuti orang tua 401-3 Parental leave	87	14.17.5, 14.21.3
GRI 402: Hubungan Tenaga Kerja/ Manajemen 2016 GRI 402: Labor/ Management Relations 2016	402-1 Periode pemberitahuan minimum terkait perubahan operasional 402-1 Minimum notice periods regarding operational changes	89	14.8.2, 14.17.6
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Standar GRI GRI Standard	Pengungkapan Disclosure	Halaman Page	No Rujukan Standar Sektor GRI GRI Sector Standard Reference Number
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GRI 406: Nondiskriminasi 2016 GRI 406: Non- discrimination 2016 GRI 408: Child Labor 2016	406-1 Insiden diskriminasi dan tindakan perbaikan yang diambil 406-1 Incidents of discrimination and corrective actions taken	89, 141	14.21.7
GRI 407: Kebebasan Berserikat dan Perundingan Kolektif 2016 GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operasi dan pemasok yang berisiko terhadap pelaksanaan hak kebebasan berserikat dan perundingan bersama 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	91	14.20.2
GRI 408: Pekerja anak 2016 GRI 408: Child Labor 2016	408-1 Operasi dan pemasok yang memiliki risiko signifikan terhadap kejadian pekerja anak. 408-1 Operations and suppliers at significant risk for incidents of child	89	14.18.2
GRI 409: Kerja Paksa atau Wajib Kerja 2016 GRI 409: Forced or Compulsory Labor 2016	409-1 Operasi dan pemasok yang memiliki risiko signifikan terhadap kejadian kerja paksa atau kerja wajib 409-1 Forced or compulsory labour risks at operations and suppliers	89	14.19.2
GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016	413-1 Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan masyarakat 413-1 Operations with local community engagement, impact assessments, and development programs	110, 112, 129	14.10.2
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GRI 414: Penilaian Sosial Pemasok 2016 GRI 414: Supplier Social Assessment 2016	414-1 Pemasok baru yang disaring menggunakan kriteria sosial 414-1 New suppliers that were screened using social criteria	89	14.17.9, 14.18.3, 14.19.3
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Lembar Umpan Balik [POJK-G.2]

Feedback Form

Laporan Keberlanjutan 2025 PT Cita Mineral Investindo Tbk telah memberikan gambaran kinerja keberlanjutan Perusahaan. Kami mengharapkan masukan dari Bapak/Ibu/Saudara atas Laporan Keberlanjutan ini melalui e-mail atau formulir ini.
The 2025 Sustainability Report of PT Cita Mineral Investindo Tbk provides an overview of the Company's sustainability performance. We welcome feedback from you on this Sustainability Report via email or by completing this form.

Profil Anda | Your Identity

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Nama Lengkap | Full Name :
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Golongan Pemangku Kepentingan | Stakeholder Groups

- ☐ Karyawan | Employees
- ☐ Pemegang Saham | Stakeholders
- ☐ Pelanggan | Customer
- ☐ Rekan Bisnis | Business Partners
- ☐ Pemerintah | Government
- ☐ Masyarakat | Communities
- ☐ Pemasok | Suppliers
- ☐ Publik | Publics
- ☐ Lainnya | Others

1. Laporan ini mudah dimengerti
The content of the report is easy to understand
☐ Setuju | Agree ☐ Netral | Neutral ☐ Tidak setuju | Disagree
2. Laporan ini sudah menggambarkan informasi aspek material Perusahaan, baik dari sisi positif dan negatif.
This report has presented information on the Company's material aspects, covering both positive and negative impacts.
☐ Setuju | Agree ☐ Netral | Neutral ☐ Tidak setuju | Disagree
3. Mohon berikan penilaian atas tingkat topik material di bawah (nilai 1 = paling signifikan s/d 4 = kurang signifikan)
Please provide your assessment of the level of materiality for the topics below (1 = most significant to 4 = least significant).

Topik Material Material Topics	Nilai Rating
Keselamatan dan Kesehatan Kerja Occupational Health and Safety	
Pengelolaan Lingkungan Environmental Management	
Reklamasi Pascatambang Post-Mining Reclamation	
Pemberdayaan Masyarakat Community Empowerment	
Pengelolaan Sumber Daya Manusia Human Resource Management	
Kontribusi Ekonomi Economic Contribution	
Etika Bisnis dan Kepatuhan Business Ethics and Compliance	

4. Mohon berikan saran/usul/komentar Anda atas laporan ini
Please give your advice/suggestions/comments on this report.
-
-

Terima kasih atas partisipasi Anda, Mohon agar hasil lembar umpan balik ini dikirimkan kembali ke:
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