

Memberikan Dampak Nyata Bagi Pertumbuhan Berkelanjutan

Driving Real Impact for Sustainable Development





PENJELASAN TEMA

THEME EXPLANATION

MEMBERIKAN DAMPAK NYATA BAGI PERTUMBUHAN BERKELANJUTAN

DRIVING REAL IMPACT FOR SUSTAINABLE DEVELOPMENT



Tema Laporan Keberlanjutan 2025 melanjutkan alur tema yang telah dibangun SUCOFINDO pada tahun-tahun sebelumnya. Pada 2023, Perusahaan memusatkan perhatian pada konsolidasi kekuatan internal, penyempurnaan layanan sesuai kebutuhan pelanggan, dan penguatan fondasi keuangan sebagai modal pertumbuhan. Di tahun 2024, melalui tema *Beyond Compliance: Enabling ESG Through TIC Service Excellence*, SUCOFINDO melangkah melampaui pemenuhan kepatuhan dengan memposisikan diri sebagai *strategic ESG enabler* yang membantu klien memenuhi standar ESG. Tema 2025 membawa alur tersebut ke tahap berikutnya, yaitu memastikan komitmen itu menghasilkan dampak yang nyata dan terukur.

The theme of the 2025 Sustainability Report continues the thematic progression that SUCOFINDO has built in previous years. In 2023, the Company focused on consolidating internal strengths, refining services to match customer needs, and strengthening its financial foundation as capital for growth. In 2024, through the theme *Beyond Compliance: Enabling ESG Through TIC Service Excellence*, SUCOFINDO moved beyond mere compliance by positioning itself as a strategic ESG enabler that helps clients meet ESG standards. The 2025 theme carries this progression to the next stage, namely ensuring that this commitment produces real and measurable impact.

Sepanjang tahun 2025, PT SUCOFINDO (PERSERO) mempertegas perannya sebagai mitra strategis dalam mendorong pertumbuhan yang tidak hanya menghasilkan nilai ekonomi, tetapi juga membawa perubahan nyata bagi industri, masyarakat, dan lingkungan. Sebagai perusahaan *Testing, Inspection, and Certification* (TIC) yang memposisikan diri sebagai *Enabler of Sustainable & Trusted Business*, SUCOFINDO meyakini bahwa setiap layanan yang dijalankan adalah kesempatan untuk menciptakan dampak yang nyata dan bertahan.

Dampak tersebut terwujud di berbagai lini. Sebagai Lembaga Validasi dan Verifikasi Gas Rumah Kaca yang memperoleh akreditasi LVV-005-IDN dari Komite Akreditasi Nasional, SUCOFINDO tidak sekadar memverifikasi emisi, melainkan turut mendorong transisi industri menuju ekonomi rendah karbon sekaligus mengambil peran langsung dalam ekosistem perdagangan karbon nasional. Pendampingan pelaku industri dalam program PROPER, sertifikasi halal bagi pelaku industri dan UMKM, dukungan program Makan Bergizi Gratis melalui audit *grading* SPPG, hingga pembangunan Instalasi Pengolahan Air Limbah (IPAL) domestik melalui program TJSL yang mencerminkan kontribusi yang melampaui batas layanan jasa.

Di setiap titik interaksi dengan klien, mitra, dan masyarakat, SUCOFINDO hadir bukan hanya sebagai penyedia sertifikasi, tetapi sebagai katalis perubahan yang terukur. Melalui portofolio layanan yang mencakup verifikasi dan validasi karbon, konsultasi ESG, serta dukungan proyek *Waste to Energy*, SUCOFINDO membantu klien menghadapi tuntutan dekarbonisasi global sekaligus memperkuat daya saing bisnis jangka panjang mereka. Melalui pembinaan UMK dan program pemberdayaan masyarakat yang dirancang untuk direplikasi, Perusahaan berkontribusi pada pertumbuhan ekonomi yang inklusif. Keduanya berjalan di atas *Sustainability Blueprint* sebagai panduan strategis jangka panjang menuju *Top 20 Global TIC Company*, di mana keberlanjutan bukan sekadar agenda kepatuhan, melainkan inti dari cara SUCOFINDO bertumbuh dan beroperasi.

Throughout 2025, PT SUCOFINDO (PERSERO) reinforced its role as a strategic partner in driving growth that generates not only economic value but also tangible change for industry, society, and the environment. As a Testing, Inspection, and Certification (TIC) company that positions itself as an Enabler of Sustainable & Trusted Business, SUCOFINDO believes that every service it delivers is an opportunity to create impact that is real and lasting.

That impact is realized across various fronts. As a Greenhouse Gas Validation and Verification Body accredited under LVV-005-IDN by the National Accreditation Committee (*Komite Akreditasi Nasional*), SUCOFINDO does not merely verify emissions, but also helps drive the industrial transition toward a low-carbon economy while taking a direct role in the national carbon trading ecosystem. Its assistance to industry players in the PROPER program, halal certification for industry players and MSMEs, support for the Free Nutritious Meals (*Makan Bergizi Gratis*) program through SPPG grading audits, and the construction of domestic Wastewater Treatment Installations through the Corporate Social and Environmental Responsibility programs reflect contributions that extend beyond the boundaries of service provision.

At every point of interaction with clients, partners, and communities, SUCOFINDO is present not only as a certification provider, but as a catalyst for measurable change. Through a service portfolio that encompasses carbon verification and validation, ESG consulting, and support for Waste to Energy projects, SUCOFINDO helps clients address the demands of global decarbonization while strengthening their long-term business competitiveness. Through the development of small and micro enterprises and community empowerment programs designed for replication, the Company contributes to inclusive economic growth. Both run on the Sustainability Blueprint as a long-term strategic guide toward becoming a Top 20 Global TIC Company, in which sustainability is not merely a compliance agenda, but the core of how SUCOFINDO grows and operates.

KESINAMBUNGAN TEMA

THEME CONTINUITY

2024

Beyond Compliance: Enabling ESG Through TIC Service Excellence

Pada tahun 2024, SUCOFINDO memperkuat posisinya sebagai perusahaan jasa *Testing, Inspection, and Certification* (TIC) yang berkomitmen pada penerapan prinsip *Environmental, Social, and Governance* (ESG). Komitmen ini tercermin melalui layanan inspeksi, pengujian, sertifikasi, pelatihan, dan konsultansi yang membantu berbagai sektor industri memenuhi standar ESG, mematuhi regulasi, serta menjalankan praktik usaha yang berkelanjutan.

Sebagai strategic ESG *enabler*, SUCOFINDO menghadirkan solusi terintegrasi untuk mendukung transformasi operasional klien agar lebih efisien, rendah karbon, dan inklusif. Melalui pendekatan berbasis dampak, Perseroan terus menciptakan nilai bersama serta memperluas kontribusi positif bagi lingkungan, masyarakat, dan perekonomian nasional.

In 2024, SUCOFINDO strengthened its position as a Testing, Inspection, and Certification (TIC) services company committed to the implementation of Environmental, Social, and Governance (ESG) principles. This commitment is reflected through inspection, testing, certification, training, and consulting services that assist various industrial sectors in meeting ESG standards, complying with regulations, and implementing sustainable business practices.

As a strategic ESG *enabler*, SUCOFINDO provides integrated solutions to support clients' operational transformation to become more efficient, low-carbon, and inclusive. Through an impact-based approach, the Company continues to create shared value and expand its positive contribution to the environment, society, and the national economy.



2023**Memberdayakan Kekuatan Mendorong Keberlanjutan**

Sejalan dengan komitmen peningkatan laba pada tahun 2023, SUCOFINDO mengakselerasi pertumbuhan bisnis melalui optimalisasi seluruh potensi Perusahaan, penyempurnaan layanan sesuai kebutuhan pelanggan, serta respons terhadap dinamika dunia usaha.

Perseroan juga menjalankan transformasi korporasi dengan fokus pada penguatan kualitas SDM serta Teknologi Informasi dan Komunikasi (TIK) guna meningkatkan integrasi bisnis dan daya saing. Upaya tersebut mendorong pertumbuhan pendapatan dan laba bersih yang memuaskan, didukung posisi keuangan yang kuat untuk pengembangan usaha berkelanjutan.

In line with its commitment to increasing profit in 2023, SUCOFINDO accelerated business growth by optimizing all of the Company's potential, enhancing services according to customer needs, and responding to business dynamics.

The Company also carried out corporate transformation with a focus on strengthening Human Resources (HR) and Information and Communication Technology (ICT) to improve business integration and competitiveness. These efforts drove satisfactory growth in revenue and net profit, supported by a strong financial position for sustainable business development.

**2022****Inovasi dan Kolaborasi Untuk Keberlanjutan**

Pada tahun 2021, SUCOFINDO membangun keunggulan bisnis melalui digitalisasi, kolaborasi, dan inovasi. Upaya tersebut dilanjutkan pada tahun 2022 dengan penguatan budaya inovasi, pengembangan layanan berbasis teknologi, serta solusi keberlanjutan yang mendukung kebutuhan industri dan pelanggan.

Strategi tersebut mendorong pendapatan produk dan layanan digital mencapai Rp21,43 miliar atau 110% di atas target. Melalui sinergi dalam Holding Jasa Survei, IDSurvey, SUCOFINDO juga mencatat efisiensi Rp9,09 miliar atau 110% di atas target serta mendukung program sertifikasi UMK nasional.

In 2021, SUCOFINDO built business excellence through digitalization, collaboration, and innovation. These efforts were continued in 2022 by strengthening the innovation culture, developing technology-based services, and providing sustainability solutions that support the needs of industries and customers.

This strategy drove revenue from digital products and services to reach Rp21.43 billion, or 110% above the target. Through synergy within the Survey Services Holding, IDSurvey, SUCOFINDO also recorded efficiency of Rp9.09 billion, or 110% above the target, while supporting the national MSME certification program.



DAFTAR ISI

LIST OF CONTENT

• Penjelasan Tema Theme Explanation

4

• Kesenambungan Tema Theme Continuity

6

Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Highlights

10

Peristiwa Penting Keberlanjutan 2025

Significant Events of Sustainability 2025

15

Penghargaan Keberlanjutan 2025

Sustainability Awards 2025

23

Sertifikasi dan Akreditasi yang Berlaku

Applicable Certifications and Accreditations

27

Penjelasan Direksi

Statement from the Board of Directors

32

Tentang Laporan Keberlanjutan

About the Sustainability Report

44

Rujukan Pelaporan

Reporting Reference

46

Penentuan Topik Material

Determining Material Topics

47

Penyajian Kembali Informasi

Restatement of Information

50

Penjaminan Eksternal

External Assurance

50

Tanggapan Terhadap Umpan Balik

Response to Feedback

50

Kontak

Contact

51

Profil Perusahaan

Company Profile

52

Identitas Perusahaan

Company Identity

54

Visi, Misi, dan Budaya Perusahaan

Company Vision, Mission and Culture

56

Bidang Usaha

Business Lines

58

Wilayah Operasional

Operational Areas

62

Struktur Organisasi

Organizational Structure

76

Struktur Grup

Group Structure

78

Komposisi Pemegang Saham

Shareholder Composition

82

Skala Perusahaan

Company Scale

84

Demografi Pegawai

Employee Demographic

85

Keanggotaan dalam Asosiasi

Membership in Associations

91

Perubahan yang Bersifat Signifikan

Significant Changes

93

Strategi Keberlanjutan

Sustainable Strategy

94

Komitmen Kebijakan

Policy Commitments

103

Membangun Budaya Keberlanjutan

Building a Culture of Sustainability

106

Tata Kelola Keberlanjutan

Sustainability Governance

108

Tata Kelola Perusahaan yang Baik

Good Corporate Governance

110

Struktur dan Mekanisme Tata Kelola Perusahaan

Corporate Governance Structures and Mechanisms

111

Nominasi dan Remunerasi Dewan Komisaris dan Direksi

Nomination and Remuneration of the Board of Commissioners and Directors

113

Keberagaman Komposisi Dewan Komisaris dan Direksi

Diversity of the Board of Commissioners and Board of Directors Composition

117

Benturan Kepentingan

Conflict of Interest

119

Evaluasi Kinerja Dewan Komisaris dan Direksi

Performance Evaluation of the Board of Commissioners and Directors

122

Tanggung Jawab Penerapan Keberlanjutan

Sustainability Implementation Responsibility

129

Pengembangan Kompetensi Keberlanjutan

Sustainability Competency Development

131

Penilaian Risiko atas Implementasi Keberlanjutan

Risk Assessment of Sustainability Implementation

133

Tantangan dan Mitigasi Penerapan Keberlanjutan

Challenges and Mitigation of Sustainability Implementation

138

Pelibatan Pemangku Kepentingan

Stakeholder Engagement

144

Kode Etik

Code of Conduct

147

Kebijakan Anti Korupsi dan Anti Gratifikasi

Anti-Corruption and Anti-Gratification Policy

150

• **Daftar Isi**
List of Content

8

Sistem Pelaporan Pelanggaran Whistleblowing System	155	Kesejahteraan Pegawai Employee Welfare	213
Perkara Hukum Legal Cases	160	Pengembangan Kualitas SDM Human Resources Quality Development	215
Kinerja Ekonomi Berkelanjutan Sustainable Economic Performance	164	Evaluasi SDM Human Capital Evaluation	217
Kinerja Layanan dan Keuangan Service and Financial Performance	166	Komunitas Pegawai Human Capital Evaluation	218
Investasi untuk Keberlanjutan Investments for Sustainability	171	Keterlibatan Pegawai Employee Engagement	219
Distribusi Nilai Ekonomi Economic Value Distribution	172	Bermanfaat bagi Masyarakat Beneficial to the Community	220
Pengadaan Berkelanjutan Sustainable Procurement	174	Dampak Operasi terhadap Masyarakat Sekitar Operational Impact on Surrounding Communities	220
Kinerja Lingkungan Environmental Performance	176	Pengukuran Dampak Sosial Program TJSL Measurement of Social Impact of CSR Programs	220
Biaya untuk Lingkungan Environmental Expenditure	179	Mekanisme Pengaduan untuk Masyarakat Public Grievance Mechanism	228
Penggunaan Material yang Ramah Lingkungan Environmentally Friendly Materials Usage	180	Produk dan Jasa Berkualitas Quality Products and Service	230
Pengelolaan Energi Energy Management	181	Layanan yang Setara dan Adil bagi Seluruh Pelanggan Equal and Fair Services for All Customers	230
Pengelolaan Emisi GRK GHG Emissions Management	184	Informasi Produk dan Layanan Product and Service Information	230
Pengelolaan Air dan Efluen Water and Effluent Management	188	Inovasi dan Pengembangan Layanan Service Innovation and Development	231
Pengelolaan Limbah Waste Management	189	Dampak Produk dan Jasa Product and Service Impact	233
Dukungan untuk Keanekaragaman Hayati Support for Biodiversity	193	Keamanan Data dan Privasi Pelanggan Customer Data Security and Privacy	234
Pengaduan Masalah Lingkungan Hidup Environmental Grievance	194	Survei Kepuasan Pelanggan Customer Satisfaction Survey	237
Kinerja Sosial Social Performance	196	Lampiran Appendix	239
Sumber Daya Manusia yang Kompeten Competent Human Capital	198	Indeks Pengungkapan Kriteria SEOJK No. 16/SEOJK.04/2021 sesuai POJK No.51/POJK.03/2017 Disclosure Index for the Criteria of SEOJK No. 16/ SEOJK.04/2021 in accordance with POJK No. 51/ POJK.03/2017	242
Perjanjian Kerja Bersama Collective Bargaining Agreement	198	Indeks Standar GRI 2021 Index of GRI Standards 2021	246
Kesempatan yang Setara Providing Equal Opportunity	199	Lembar Umpan Balik Feedback Form	253
Lingkungan Kerja yang Aman dan Sehat Safe and Healthy Working Environment	202		
Remunerasi yang Adil Fair Remuneration	211		

01 Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Highlights





IKHTISAR KINERJA KEBERLANJUTAN

SUSTAINABILITY PERFORMANCE HIGHLIGHTS

Ikhtisar Kinerja Ekonomi [OJK B.1]

Economic Performance Highlights

Uraian Description	Satuan Unit	2025	2024	2023
Jumlah Jasa yang Ditawarkan Number of Services Offered	Jasa Service	142	129	128
Jasa Keberlanjutan yang Ditawarkan Sustainability Services Offered	Jasa Service	33	32	33
Pendapatan Revenue	Jutaan Rupiah Million IDR	3.856.470	3.702.638	3.042.644
Laba Tahun Berjalan Profit for the Year	Jutaan Rupiah Million IDR	515.299	532.512	401.381
Jumlah (Persentase) Pemasok Lokal Number (Percentage) of Local Suppliers	Entitas Entity	155 (100,0%)	87 (100,0%)	60 (98,33%)

Ikhtisar Kinerja Lingkungan [OJK B.2]

Environmental Performance Highlights

Uraian Description	Satuan Unit	2025	2024	2023
Penggunaan Bensin Fuel Consumption	GJ	5.801,08	22.358,71	17.382,66
Penggunaan Solar Diesel Consumption	GJ	5.490,07	23.015,75	8.676,66
Penggunaan LPG LPG Consumption	GJ	3,51	687,47	260,60
Penggunaan Listrik Electricity Consumption	GJ	16.911,41	48.588,64	30.517,76
Jumlah Penggunaan Energi Total Energy Consumption	GJ	28.206,07	94.651,57	27.693,11
Pengurangan atau Penambahan Penggunaan Energi Reduction or Increase in Energy Consumption	GJ	38.752,39 (☑ 57,88%)	66.958,46 (☒ 241,79%)	1.005,40 (☑ 3,50%)
Intensitas Energi Berbasis Pendapatan Energy Intensity Based on Revenue	GJ/Rp Juta GJ/Million IDR	0,007	0,0256	0,0091
Jumlah Emisi GRK yang Dihasilkan Total GHG Emissions Generated	Ton CO ₂ e	37.981,92	16.305,62	10.485,04

Uraian Description	Satuan Unit	2025	2024	2023
Pengurangan atau Penambahan Emisi GRK Reduction or Increase in GHG Emissions	Ton CO ₂ e	21.676,30	5.820,58	2.958,33
		(⬇ 132,94%)	(⬇ 55,51%)	(⬇ 39,30%)
Intensitas Emisi GRK Berbasis Pendapatan GHG Emissions Intensity Based on Revenue	Ton CO ₂ e/Rp Juta Ton CO ₂ e/ Million IDR	0,0098	0,0035	0,0031
Penggunaan Air Water Usage	m ³	203.346	101.158	2.649.973
Limbah Non-B3 yang Dihasilkan Non-Hazardous Waste Generated	Ton	5,62	Metodologi penghitungan volume limbah B3 dan non-B3 SUCOFINDO disesuaikan pada tahun 2025 sehingga data tahun 2023 dan 2024 tidak dapat disajikan secara komparatif pada ikhtisar ini. The methodology for calculating SUCOFINDO's hazardous (B3) and non-hazardous waste volumes was adjusted in 2025. As a result, data for 2023 and 2024 cannot be presented on a comparative basis in this summary.	
Limbah B3 yang Dihasilkan Hazardous Waste Generated	Ton	34.843,53		

Pelestarian Keanekaragaman Hayati Biodiversity Conservation



Tidak ada kantor atau laboratorium SUCOFINDO yang berlokasi di dekat kawasan konservasi atau area keanekaragaman hayati tinggi, sehingga tidak ditemukan dampak negatif signifikan dari operasional Perusahaan. Sebagai bentuk tanggung jawab lingkungan yang lebih luas, SUCOFINDO menjalankan Program TJSL Penghijauan dan Pelestarian Lingkungan. Pada 2025, dana sebesar Rp195,47 juta dialokasikan untuk rehabilitasi hutan *mangrove* di Desa Pantai Bahagia, Muara Gembong, Bekasi, melalui penanaman 5.000 bibit *mangrove* jenis *Rhizophora* dan *Avicennia* yang berfungsi menyerap karbon dan mencegah abrasi pantai. Program ini juga memberikan pelatihan kepada masyarakat sekitar untuk mengolah hasil *mangrove* menjadi keripik, sirup, dan anyaman, sehingga ekosistem *mangrove* tetap dapat memberi nilai ekonomi tanpa mengurangi fungsi ekologisnya.

No SUCOFINDO offices or laboratories are located near conservation areas or zones of high biodiversity, and no significant negative impacts on biodiversity have been identified from the Company's operations. As an expression of its broader environmental responsibility, SUCOFINDO carries out the CSR Greening and Environmental Conservation Program. In 2025, IDR 195.47 million was allocated for the rehabilitation of mangrove forest in Pantai Bahagia Village, Muara Gembong, Bekasi, through the planting of 5,000 *Rhizophora* and *Avicennia* mangrove seedlings, which absorb carbon and help prevent coastal abrasion. The program also trains surrounding communities to process mangrove products into chips, syrup, and woven crafts, so that the mangrove ecosystem can continue to provide economic value without compromising its ecological function.

Ikhtisar Kinerja Sosial [OJK B.3]

Social Performance Highlights

Uraian Description	Satuan Unit	2025	2024	2023
Jumlah Perempuan yang Menjabat sebagai Manajer ke Atas Number of Women in Managerial Positions and Above	Orang Person	100	86	70
Jumlah Jam Rata-Rata Pelatihan Pegawai Laki-Laki Average Training Hours for Male Employees	Jam/pegawai Hours/employee	50,58	42,04	13,02
Jumlah Jam Rata-Rata Pelatihan Pegawai Perempuan Average Training Hours for Female Employees		50,52	31,90	15,54
Jumlah Kecelakaan Kerja Number of Work Accidents	Kasus Case	1	0	0
Tingkat Kepuasan Konsumen Customer Satisfaction Rate	%	85,68	91,07	88,97
Biaya Program CSR CSR Program Cost	Rp Juta Million IDR	7.994	7.800	14.086

Dampak terhadap Masyarakat Impact on the Community



Operasional SUCOFINDO tidak menimbulkan dampak negatif signifikan terhadap masyarakat sekitar. Sebaliknya, kehadiran Perusahaan memberi dampak positif melalui penciptaan lapangan kerja, peluang kemitraan bagi penyedia barang dan jasa lokal, serta program TJSL senilai Rp7.994.773.610 yang mencakup 13 kluster program (mulai dari SUCOFINDO Peduli, Pendidikan, Kesehatan, Pembinaan UMK, hingga Penyaluran Dana Kolaborasi BRI) pada tahun 2025. Selain itu, Perusahaan menyediakan mekanisme pengaduan masyarakat yang dapat diakses lewat *hotline*, *e-mail*, dan media sosial, dengan penanganan sistematis berbasis identifikasi akar masalah dan tindak lanjut lintas fungsi. SUCOFINDO's operations do not give rise to any significant negative impact on surrounding communities. On the contrary, the Company's presence generates positive impact through job creation, partnership opportunities for local goods and service providers, and a CSR program valued at IDR 7,994,773,610 covering 13 program clusters (ranging from Sucofindo Cares, Education, Health, and MSME Development, to BRI Collaboration Fund Distribution) in 2025. In addition, the Company provides a community grievance mechanism accessible through a hotline, email, and social media, with systematic handling based on root-cause identification and cross-functional follow-up.

PERISTIWA PENTING KEBERLANJUTAN 2025

SIGNIFICANT EVENTS OF SUSTAINABILITY 2025



17 Januari 2025
January 17, 2025

Penyerahan Sertifikat Akreditasi SNI ISO 17020:2012 dan ISO 17025:2017 Komoditi Kratom kepada SUCOFINDO oleh BSN di Hotel Gran Melia, Jakarta
Presentation of SNI ISO 17020:2012 and ISO 17025:2017 Accreditation Certificated for Kratom Commodities to SUCOFINDO by BSN at the Gran Melia Hotel, Jakarta



5 Februari 2025
February 5, 2025

Penyerahan Sertifikat SNI ISO 9001:2015 dan SNI ISO 37001:2016 kepada PAM JAYA dari SUCOFINDO
Presentation of SNI ISO 9001:2015 and SNI ISO 37001:2016 Certificates to PAM JAYA by SUCOFINDO



26 Februari 2025
February 26, 2025

IDSurvey & Kemenko Pangan Gelar Green and Smart Port Award 2024
IDSurvey & the Coordinating Ministry for Food Affairs Host the Green and Smart Port Award 2024



27 Februari 2025
February 27, 2025

Unit Halal SUCOFINDO dan BPJPH Serahkan Sertifikat Halal Kantin Kemendag RI
SUCOFINDO's Halal Unit and BPJPH Present Halal Certificates to the Ministry of Trade of the Republic of Indonesia's Canteen



28 Februari 2025
February 28, 2025

Mendag Lepas Ekspor Perdana Kratom, SUCOFINDO Jadi Surveyor Verifikasi
Trade Minister Launches First Kratom Export; SUCOFINDO Serves as Verification Surveyor



28 Februari 2025
February 28, 2025

Penandatanganan MoU SUCOFINDO dengan Bank Syariah Indonesia
MoU Signing between SUCOFINDO and Bank Syariah Indonesia



28 Februari 2025
February 28, 2025

ESG Implementer

Kunjungan Delegasi NIOSH Malaysia ke SUCOFINDO
Visit of the NIOSH Malaysia Delegation to SUCOFINDO



14 Maret 2025
March 14, 2025

ESG Implementer

Pelantikan Pengurus Baru Srikandi SUCOFINDO Periode 2025-2027 dan Peresmian Ruang Laktasi
Inauguration of the New Srikandi SUCOFINDO Board for the 2025-2027 Period and Opening of the Lactation Room



19 Maret 2025
March 19, 2025

ESG Implementer

SUCOFINDO Gelar Bersih-bersih Musholla Al-Hikmah dalam Program Sobat Aksi Ramadan BUMN 2025
SUCOFINDO Holds Cleanup at Al-Hikmah Mosque as Part of the 2025 BUMN Ramadan Action Friends Program



20 Maret 2025
March 20, 2025

ESG Implementer

SUCOFINDO Tanda Tangani MoU dengan BPJPH Demi Perkuat Ekosistem Jaminan Produk Halal di Indonesia
SUCOFINDO Signs MoU with BPJPH to Strengthen the Halal Product Assurance Ecosystem in Indonesia



20 Maret 2025
March 20, 2025

ESG Implementer

SUCOFINDO Raih Penghargaan THE BEST SOE Subholding di Infobank-Isentia Digital Brand Awards 2025
SUCOFINDO Receives THE BEST SOE Subholding Award at the Infobank-Isentia Digital Brand Awards 2025



24 Maret 2025
March 24, 2025

ESG Implementer

SUCOFINDO Tanda Tangani MoU dengan CONTAINER terkait Pengelolaan Sampah dan Carbon Credit
SUCOFINDO Signs MoU with CONTAINER Regarding Waste Management and Carbon Credits



27 Maret 2025
March 27, 2025

ESG Implementer

SUCOFINDO Memerangkatkan 360 Pemudik Gratis melalui Program Mudik Bersama BUMN 2025
SUCOFINDO Facilitates Free Homecoming Travel for 360 Participants through the 2025 BUMN Mudik Bersama Programme



19 April 2025
April 19, 2025

ESG Implementer

Direksi SUCOFINDO Dampingi Menteri Lingkungan Hidup Kunjungan Kerja ke TPA Kaligending Kebumen
SUCOFINDO Executive Board Accompanies the Minister of Environment on a Working Visit to the Kaligending Landfill in Kebumen



25 April 2025
April 25, 2025

ESG Implementer

SUCOFINDO menyerahkan Sertifikasi GDP Pharmaceuticals kepada Garuda Indonesia
SUCOFINDO Presents GDP Pharmaceuticals Certification to Garuda Indonesia



7 Mei 2025
May 7, 2025

SUCOFINDO Melepas 58 Pegawai Purnabakti Periode 2024-2025
SUCOFINDO Bids Farewell to 58 Retiring Employees for the 2024-2025 Period



9 Mei 2025
May 9, 2025

ESG
Implementer

SUCOFINDO Menyerahkan Sertifikat SNI ISO 9001:2015 kepada SSDM POLRI
SUCOFINDO Presents SNI ISO 9001:2015 Certification to SSDM POLRI



9 Mei 2025
May 9, 2025

SUCOFINDO Meresmikan Kantor Unit Pelayanan Maluku Utara
SUCOFINDO officially opened its North Maluku Service Unit Office



22 Mei 2025
May 22, 2025

ESG
Implementer

SUCOFINDO Meraih Tiga Penghargaan pada TOP GRC Awards 2025

- TOP GRC Awards 2025 #STAR5
- *The Most Committed GRC Leader 2025* penghargaan ini diberikan untuk Jobi Triananda, Direktur Utama SUCOFINDO
- *The High Performing Management Risk & Finance* penghargaan ini diberikan untuk EVI Afiatin, Direktur Keuangan dan Manajemen Risiko SUCOFINDO

SUCOFINDO Receives Three Awards at TOP GRC Awards 2025

- TOP GRC Awards 2025 #STAR5
- The Most Committed GRC Leader 2025 awarded to Jobi Triananda, President Director of SUCOFINDO
- The High Performing Management Risk & Finance awarded to Evi Afiatin, Director of Finance and Risk Management, SUCOFINDO



18 Juni 2025
June 18, 2025

SUCOFINDO Gelar Seminar Industrial Sustainability Dukung Industri Hijau
SUCOFINDO Held an Industrial Sustainability seminar to Support the Green Industry



20 Juni 2025
June 20, 2025

Indonesia Internasional Halal Festival Dibuka untuk Perkuat Ekosistem Halal Nasional
Indonesia International Halal Festival Opened to Strengthen the National Halal Ecosystem



7 Juli 2025
July 7, 2025

IDSurvey Re-Launching Bertema "Transforming For Tomorrow" Dipimpin Direktur Utama Ari Sudono Soerono di Graha SUCOFINDO Jakarta
IDSurvey's Re-Launch, Themed "Transforming for Tomorrow," Led by President Director Ari Sudono Soerono at Graha SUCOFINDO in Jakarta



15 Juli 2025
July 15, 2025

SUCOFINDO dan ID Food Menandatangani MoU Kerja Sama Layanan Rantai Pasok Pangan
SUCOFINDO and ID Food Sign MoU on Food Supply Chain Service Cooperation



24 Juli 2025
July 24, 2025

SUCOFINDO dan Bupati Kebumen Bahas Pemanfaatan *Landfill* Gas untuk Mitigasi Iklim
SUCOFINDO and the Regent of Kebumen Discussed the Utilization of Landfill Gas for Climate Mitigation



29 Juli 2025
July 29, 2025

**ESG
Enabler**

SUCOFINDO Cabang Pontianak bersama Dinas Lingkungan Hidup (DLH) Provinsi Kalimantan Barat Menggelar Sosialisasi PROPER 2025
SUCOFINDO Pontianak Branch and West Kalimantan Provincial Environmental Agency (DLH) Hold PROPER 2025 Outreach Session



1 Agustus 2025
August 1, 2025

**ESG
Implementer**

SUCOFINDO Berpartisipasi dalam SOE's Tumbler Donation, Tunjukkan Kepedulian terhadap Lingkungan
SUCOFINDO Participates in SOE's Tumbler Donation, Demonstrates Care for the Environment



7 Agustus 2025
August 7, 2025

**ESG
Enabler**

Direktur SDM SUCOFINDO David Sidjabat Menyerahkan Sertifikat ISO SMT kepada Direktur Utama Pertamina Hulu Rokan Ruby Mulyawan
SUCOFINDO HR Director David Sidjabat Presents ISO SMT Certificate to Pertamina Hulu Rokan President Director Ruby Mulyawan



13 Agustus 2025
August 13, 2025

Direktur Utama SUCOFINDO Jobi Triananda Menghadiri Pembukaan Indowater 2025 di JIExpo dan Menyambut Kunjungan Deputi KLHK ke *Booth* IDSurvey
SUCOFINDO President Director Jobi Triananda Attends the Opening of Indowater 2025 at JIExpo and Welcomes the Deputy of the Ministry of Environment and Forestry to the IDSurvey Booth



20 Agustus 2025
August 20, 2025

Direksi SUCOFINDO dan IDSurvey Group Bertemu Menteri Lingkungan Hidup
The Board of Directors of SUCOFINDO and IDSurvey Group Met with the Minister of Environment



28 Agustus 2025
August 28, 2025

Holding PT IDSurvey (Persero) Menggelar Green Summit 2025 untuk Memperkuat Kolaborasi dan Komitmen Bisnis Berkelanjutan
PT IDSurvey (Persero) Holding Hold Green Summit 2025 to Strengthen Collaboration and Sustainable Business Commitment



28 Agustus 2025
August 28, 2025

**ESG
Enabler**

SUCOFINDO Menjadi Pembicara dalam Bioenergi-Biomass *Business Opportunity Workshop Training & Field Trip* oleh ASPEBINDO dan PLN Energi Primer Indonesia
SUCOFINDO Speaks at Bioenergy-Biomass Business Opportunity Workshop Training & Field Trip by ASPEBINDO and PLN Energi Primer Indonesia



2 September 2025
September 2, 2025

Inagurasi Kelulusan *Management Trainee* (MT) Batch 2024/2025
Graduation Inauguration of Management Trainee (MT) Batch 2024/2025



11 September 2025
September 11, 2025

ESG
Implementer

Penandatanganan Nota Kesepahaman IPB dengan SUCOFINDO Sebagai Mitra Strategis Pusat Studi Reklamasi Tambang
MoU Signing between IPB University and SUCOFINDO as Strategic Partner of the Mining Reclamation Study Centre



11 September 2025
September 11, 2025

ESG
Implementer

SUCOFINDO Meluncurkan Program Percontohan Sistem Pengolahan Air Limbah Domestik di Kelurahan Pancoran, Jakarta Selatan
SUCOFINDO Launches Domestic Wastewater Treatment Pilot Program in Pancoran, South Jakarta



11 September 2025
September 11, 2025

Penandatanganan Nota Kesepahaman (MoU) antara SUCOFINDO bersama Lembaga Layanan Pemasaran Koperasi dan Usaha Kecil dan Menengah Republik Indonesia (LLP-KUKM)
MoU Signing between SUCOFINDO and the Marketing Services Institute for Cooperatives and Small and Medium Enterprises of the Republic of Indonesia (LLP-KUKM)



16 September 2025
September 16, 2025

ESG
Enabler

SUCOFINDO Anugerahkan Ali Topan sebagai Local Hero ENSIA 2025 atas Inovasi "Bank Sampah Inklusif, Berdaya Tanpa Batas"
SUCOFINDO Names Ali Topan as ENSIA 2025 Local Hero for "Inclusive Waste Bank, Empowered Without Limits" Innovation



16 September 2025
September 16, 2025

ESG
Implementer

Puncak Perayaan ENSIA Award 2025
The Grand Finale of the ENSIA Awards 2025



16 September 2025
September 16, 2025

ESG
Enabler

SUCOFINDO Apresiasi 178 Pelaku Usaha dan 56 Local Hero atas Inovasi Sosial dan Lingkungan yang Telah Dihadirkan Lewat ENSIA 2025
SUCOFINDO Recognizes 178 Business Operators and 56 Local Heroes for Social and Environmental Innovations Presented Through ENSIA 2025



16 September 2025
September 16, 2025

ESG
Enabler

SUCOFINDO Cabang Denpasar Menyerahkan Sertifikat Green Hotel Platinum kepada Hotel Merusaka Nusa Dua, Bali
SUCOFINDO Denpasar Branch Presents Green Hotel Platinum Certificate to Hotel Merusaka Nusa Dua, Bali



19 September 2025
September 19, 2025

ESG
Implementer

SUCOFINDO Peringati World Cleanup Day dengan Bersihkan Lingkungan Sekitar Kantor Secara Serentak dengan 29 cabang di Seluruh Indonesia
SUCOFINDO Marks World Cleanup Day with Simultaneous Office Area Cleanups Across 29 Branches Nationwide



24 September 2025
September 24, 2025

ESG
Implementer

Penandatanganan Nota Kesepahaman antara SUCOFINDO, Korea Management Association Consultants (KMAC), dan Direktorat Jenderal Energi Baru, Terbarukan, dan Konservasi Energi (Ditjen EBTKE)
Signing of a Memorandum of Understanding between SUCOFINDO, Korea Management Association Consultants (KMAC), and the Directorate General of New, Renewable, and Energy Conservation (Ditjen EBTKE)



11 Oktober 2025
October 11, 2025

ESG
Enabler

SUCOFINDO Serahkan Sertifikat ISO 9001:2015 (Sistem Manajemen Mutu) dan ISO 37001:2017 (Sistem Manajemen Anti Penyuapan) kepada PT PNM Venture Capital
SUCOFINDO Presents ISO 9001:2015 (Quality Management System) and ISO 37001:2017 (Anti-Bribery Management System) Certificates to PT PNM Venture Capital



13 Oktober 2025
October 13, 2025

SUCOFINDO Serahkan Sertifikat Halal kepada PT Mitsui-Soko Indonesia
SUCOFINDO Presents Halal Certificate to PT Mitsui-Soko Indonesia



17 Oktober 2025
October 17, 2025

ESG
Implementer

SUCOFINDO melalui Unit TJSL Mengadakan Kegiatan Santunan untuk 69 Anak Yatim di Rumah Yatim Kemang, Jakarta
SUCOFINDO's CSR Unit Organises a Charitable Activity for 69 Orphaned Children at Rumah Yatim Kemang, Jakarta



22 Oktober 2025
October 22, 2025

ESG
Implementer

Peresmian Ruang Ramah Anak yang Berlokasi di Kantor Pusat, Graha SUCOFINDO
Opening of the Child-Friendly Room Located at the Head Office, Graha SUCOFINDO



22 Oktober 2025
October 22, 2025

Perayaan HUT SUCOFINDO ke-69
Celebration of SUCOFINDO's 69th Anniversary



28 Oktober 2025
October 28, 2025

ESG
Implementer

SUCOFINDO bersama Surveyor Indonesia Tanda Tangani Nota Kesepahaman dengan Badan Pengelola Migas Aceh (BPMA) terkait Kerja Sama Dalam Bidang Jasa Pengujian, Inspeksi, dan Konsultansi di Sektor Migas
SUCOFINDO and Surveyor Indonesia signed a Memorandum of Understanding with the Aceh Oil and Gas Management Agency (BPMA) regarding Cooperation in Testing, Inspection, and Consulting Services in the Oil and Gas Sector



28 Oktober 2025
October 28, 2025

Kunjungan Direktur Produksi dan Distribusi Alat Kesehatan, Kemenkes di Laboratorium Central SUCOFINDO
Visit by the Director of Medical Device Production and Distribution, Ministry of Health, to SUCOFINDO's Central Laboratory



30 Oktober 2025
October 30, 2025

Kunjungan Kerja Kementerian Perdagangan di Laboratorium Central SUCOFINDO
Working Visit by the Ministry of Trade to SUCOFINDO's Central Laboratory



5 November 2025
November 5, 2025

ESG
Enabler

Courtesy Visit SUCOFINDO ke Kantor PT Pelita Indonesia Djaya (PELNI Services) dalam Rangka Penyerahan Sertifikat ISO 22000:2018
Courtesy Visit by SUCOFINDO to the Office of PT Pelita Indonesia Djaya (PELNI Services) in Conjunction with the Handover of ISO 22000:2018 Certificate

**13 November 2025**

November 13, 2025

ESG
Enabler

SUCOFINDO Hadir dalam *Indonesian Palm Oil Conference (IPOC) 2025*
SUCOFINDO Attends *Indonesian Palm Oil Conference (IPOC) 2025*

**15 November 2025**

November 15, 2025

ESG
Enabler

SUCOFINDO Hadir di COP30 UNFCCC - Indonesia Pavilion Brasil Amazonia Belém 2025 untuk Membahas Peran Penting *High-Integrity Carbon Market* dan Pentingnya Standarisasi Karbon Kredit dalam Mendukung Aksi Iklim Global
SUCOFINDO Attends COP30 UNFCCC at the Indonesia Pavilion in Belém, Brazil, to Discuss the Vital Role of High-Integrity Carbon Markets and the Importance of Carbon Credit Standardization in Supporting Global Climate Action

**25 November 2025**

November 25, 2025

ESG
Enabler

SUCOFINDO serahkan Sertifikat SNI ISO 9001:2015 kepada PT Daikin Industries Indonesia
SUCOFINDO Presents SNI ISO 9001:2015 Certificate to PT Daikin Industries Indonesia

**26 November 2025**

November 26, 2025

ESG
Enabler

SUCOFINDO Adakan Pelatihan Keterampilan Daur Ulang dan Kewirausahaan bagi Siswa/i Berkebutuhan Khusus di SLB B&C Karya Guna, Jakarta pada Hari Disabilitas Internasional
SUCOFINDO Holds Recycling Skills and Entrepreneurship Training for Students with Special Needs at SLB B&C Karya Guna, Jakarta, on International Day of Persons with Disabilities

**26 November 2025**

November 26, 2025

ESG
Enabler

SUCOFINDO Berkolaborasi dengan Universitas Satya Negara Indonesia (USNI) dalam Festival Business Plan Competition (FESSION) 2025 untuk Memberikan Pembekalan ESG dan SDG
SUCOFINDO Collaborates with Universitas Satya Negara Indonesia (USNI) at the Festival Business Plan Competition (FESSION) 2025 to Provide ESG and SDG Training

**28 November 2025**

November 28, 2025

ESG
Implementer

SUCOFINDO Meraih Apresiasi *Sustainable Value Creation* di Lingkungan Perusahaan & Sektor Publik dari Lembaga Sertifikasi Profesi Manajemen Risiko (LSPMR)
SUCOFINDO Receives the Sustainable Value Creation Award in the Corporate and Public Sector from the Risk Management Professional Certification Institute (LSPMR).

**1 Desember 2025**

December 1, 2025

ESG
Implementer

SUCOFINDO Gelar Donasi Seragam Bekas sebagai Bagian dari Komitmen Perusahaan dalam Mendukung Pengelolaan Limbah Kain yang Lebih Baik dan Mencegah Penyalahgunaan Seragam
SUCOFINDO Holds a Used Uniform Donation as Part of the Company's Commitment to Supporting Better Textile Waste Management and Preventing Uniform Misuse

**7 Desember 2025**

December 7, 2025

ESG
Implementer

Penandatanganan Nota Kesepahaman antara SUCOFINDO dengan Perhimpunan Usaha Taman Rekreasi Indonesia (PUTRI) dalam Upaya Pengembangan Standar Taman Rekreasi yang Berkelanjutan
MoU Signing between SUCOFINDO and the Indonesian Recreation Park Business Association (PUTRI) in Support of the Development of Sustainable Recreation Park Standards

**17 Desember 2025**

December 17, 2025

ESG
Implementer

Lembaga Pemeriksa Halal (LPH) SUCOFINDO Menyerahkan Sertifikasi Halal bagi Pelaku Usaha Kantin di Lingkungan DPR RI
SUCOFINDO's Halal Inspection Body (LPH) Presents Halal Certification to Canteen Operators within the DPR RI Premises



17 Desember 2025
December 17, 2025



ESG
Implementer

SUCOFINDO Meraih Empat Penghargaan pada Ajang Indonesian SDGs Awards (ISDA) 2025 yang Diselenggarakan oleh Corporate Forum for CSR Development (CFCD)
SUCOFINDO Wins Four Awards at the 2025 Indonesian SDGs Awards (ISDA) Organised by the Corporate Forum for CSR Development (CFCD)



18 Desember 2025
December 18, 2025



ESG
Enabler

SUCOFINDO bersama PT Geo Dipa Energi (Persero) Melakukan Serah Terima 9 (Sembilan) Sertifikasi ISO Series dan SMK3
SUCOFINDO and PT Geo Dipa Energi (Persero) Conducted the Handover of 9 (Nine) ISO Series and SMK3 Certifications



22 Desember 2025
December 22, 2025



SUCOFINDO dan Perum Bulog Tanda Tangan Nota Kesepahaman tentang Sinergitas Tugas dan Fungsi dalam Rangka Mendukung Program Penyediaan Infrastruktur Pasca Panen dan Kegiatan Operasional oleh Perum Bulog
SUCOFINDO and Perum Bulog Signed a Memorandum of Understanding regarding the Synergy of Duties and Functions to Support Perum Bulog's Post-harvest Infrastructure Provision Program and Operational Activities



23 Desember 2025
December 23, 2025



SUCOFINDO Serahkan Sertifikat Halal untuk UMKM Binaan DWP Kementerian Perdagangan
SUCOFINDO Presents Halal Certificates to MSMEs Supported by the Dharma Wanita Persatuan (DWP) of the Ministry of Trade

PENGHARGAAN KEBERLANJUTAN 2025

SUSTAINABILITY AWARDS 2025

20 Maret 2025

March 20, 2025



Infobank-Isentia Digital Brand Awards 2025

The Best SOE Subholding - Asset Rp2,5 triliun - <Rp5 triliun
The Best SOE Subholding - Asset Category: IDR2.5 trillion to
<IDR5 trillion



29 April 2025

April 29, 2025



Women Inspiration Award 2025

Evi Afiatin (Direktur Keuangan dan Manajemen Risiko
SUCOFINDO) - *Women in Bussiness Leadership*



15 Mei 2025

May 15, 2025



Infobank-Isentia Digital Brand Awards 2025

Evi Afiatin (Direktur Keuangan dan Manajemen Risiko
SUCOFINDO) - Dewi BUMN 2025



20 Mei 2025

May 20, 2025



Temu Tahunan Jasa Pertambangan 2025

Penghargaan Emas Indonesia *Mining Services Awards* 2024
kelompok bidang *Surveyor*
Gold Award in the Surveyor Category at the 2024 Indonesia
Mining Services Awards



22 Mei 2025

May 22, 2025



TOP GRC Award

- TOP GRC Awards 2025 #STAR5
TOP GRC Awards 2025 #STAR5
- *The Most Committed GRC Leader* 2025 penghargaan ini diberikan untuk Jobi Triananda, Direktur Utama SUCOFINDO
The Most Committed GRC Leader 2025-Awarded to Jobi Triananda, President Director of SUCOFINDO
- *The High Performing Management Risk & Finance* penghargaan ini diberikan untuk Evi Afiatin, Direktur Keuangan dan Manajemen Risiko SUCOFINDO
The High-Performing Risk Management & Finance-Awarded to Evi Afiatin, Finance and Risk Management Director



27 Juni 2025

June 27, 2025



UMKM BUMN Award 2025

The Most Committed BUMN Pembina UMKM – *Performance Craft Sector* atas komitmennya mendampingi UMKM 'Manggar Natural'-mitra binaan SUCOFINDO Cabang Semarang
The Most Committed SOE for MSME Development-Performance Craft Sector Awarded for the commitment to mentoring 'Manggar Natural'-an MSME partner fostered by the SUCOFINDO Semarang Branch



3 Juli 2025

July 3, 2025

**7th Best BUMN Brand Equity Awards 2025**

7th Best BUMN Brand Equity Awards 2025-in Inspection and Certification Category

**4 Juli 2025**

July 4, 2025

**500 Most Outstanding Women Award 2025 in Financial Sector & State-Owned Enterprise**

Evi Afiatin (Direktur Keuangan dan Manajemen Risiko SUCOFINDO) - Pemimpin perempuan yang dinilai berkontribusi signifikan dalam memajukan sektor keuangan dan BUMN melalui kepemimpinan yang berorientasi pada tata kelola berkelanjutan

Evi Afiatin - A female leader recognized for her significant contributions to advancing the financial and SOE sectors through leadership oriented toward sustainable governance

**27 Agustus 2025**

August 27, 2025

**Best Human Capital Awards 2025**

Best Human Investment on Human Capital 2025



28 November 2025

November 28, 2025



Sustainable Partnership & Collaboration Excellence



Sustainable Value Creation di Lingkungan Perusahaan
& Sektor Publik
Sustainable Value Creation in Corporate & Public Sectors



3 Desember 2025

December 3, 2025



BUMN Branding-Marketing Award 2025



BUMN BRAND STRATEGY EXCELLENCE AWARD 2025, Brand
Strategy Relevance



8 Desember 2025

December 8, 2025



Top 100 CEO 2025



- Top 100 CEO 2025 untuk Direktur Utama SUCOFINDO
Top 100 CEO 2025 for the President Director of SUCOFINDO
- *The Next Future Leaders* 2025 untuk Direktur Layanan
Industri SUCOFINDO
The Next Future Leaders 2025 for the Director of Industrial
Services of SUCOFINDO



SERTIFIKASI DAN AKREDITASI YANG BERLAKU

APPLICABLE CERTIFICATIONS AND ACCREDITATIONS



ISO 9001

Quality Management System
ISO 9001:2015

1

Berlaku | Valid from:
26 Februari 2026-25 Februari 2029
February 26, 2026-February 25, 2029



ISO 14001

Environmental Management System ISO 14001:2015
berlaku untuk Unit Pelayanan Berau
applicable to Berau Service Unit

2

Berlaku | Valid from:
18 Maret 2024-29 Maret 2027
March 18, 2024-March 29, 2027



ISO 14001

Environmental Management System ISO 14001:2015
berlaku untuk SBU Laboratory
applicable to SBU Laboratory

3

Berlaku | Valid from:
29 September 2025-28 September 2028
September 29, 2025-September 28, 2028



ISO 14001

Environmental Management System
ISO 14001:2015
Cabang Sangatta
Sangatta Branch

4

Berlaku | Valid from:
23 Maret 2024-7 Mei 2027
March 23, 2024-May 7, 2027



ISO 14001

Seismic Survey SNI ISO 14001:2015
berlaku untuk SBU Hulu Migas & Produk Migas
applicable to Upstream Oil & Gas and Oil Products SBU

5

Berlaku | Valid from:
12 Juli 2023-11 Mei 2026
July 12, 2023-May 11, 2026



ISO 20000-1

IT-Service Management Systems ISO/IEC 20000-1:2018

6

Berlaku | Valid from:
1 Desember 2025-30 November 2028
Desember 1, 2025-November 30, 2028



ISO 27001

Information Security Management Systems ISO/IEC 27001:2022

7

Berlaku | Valid from:
1 Desember 2025-30 November 2028
Desember 1, 2025-November 30, 2028



ISO 37001

Anti-Bribery Management Systems SNI ISO 37001:2016

8

Berlaku | Valid from:
29 Mei 2023-10 Agustus 2026
May 29, 2023-August 10, 2026



ISO 45001

Occupational Health & Safety Management System ISO 45001:2018
berlaku untuk SBU Laboratory
applicable to SBU Laboratory

9

Berlaku | Valid from:
29 September 2025-28 September 2028
September 29, 2025-September 28, 2028



ISO 45001

Occupational Health & Safety Management System ISO 45001:2018
berlaku untuk Unit Pelayanan Berau
applicable to Berau Service Unit

10

Berlaku | Valid from:
18 Maret 2024-26 April 2027
March 18, 2024-April 26, 2027



ISO 45001

Occupational Health & Safety Management System ISO 45001:2018
berlaku untuk Cabang Sangatta
applicable to Sangatta Branch

11

Berlaku | Valid from:
6 Mei 2025-23 Mei 2028
May 6, 2025-May 23, 2028



ISO 45001

Seismic Survey SNI ISO 45001:2018
berlaku untuk SBU Hulu Migas & Produk Migas
applicable to Upstream Oil & Gas and Oil Products SBU

12

Berlaku | Valid from:
12 Juli 2023-11 Juli 2026
July 12, 2023-July 11, 2026



SMK3

Occupational Health & Safety Management System for Advanced Level Category -
Cabang Cilegon
Cilegon Branch

13

Berlaku | Valid from:
6 Oktober 2025-6 Oktober 2028
October 6, 2025-October 6, 2028



SMK3

Occupational Health & Safety Management System for Advanced Level Category -
Cabang Cirebon
Cirebon Branch

14

Berlaku | Valid from:
6 Oktober 2025-6 Oktober 2028
October 6, 2025-October 6, 2028



SMK3

Occupational Health & Safety Management System for Advanced Level Category -
Cabang Bontang
Bontang Branch

15

Berlaku | Valid from:
6 Oktober 2025-6 Oktober 2028
October 6, 2025-October 6, 2028

**SMK3**

Occupational Health & Safety Management System for Advanced Level Category -
Cabang Batam
Batam Branch

16

Berlaku | Valid from:
6 Oktober 2025-6 Oktober 2028
October 6, 2025–October 6, 2028

**SMK3**

Occupational Health & Safety Management System for Advanced Level Category -
Cabang Area Cibitung
Cibitung Area Branch

17

Berlaku | Valid from:
6 Oktober 2025-6 Oktober 2028
October 6, 2025–October 6, 2028

**SMK3**

Occupational Health & Safety Management System for Advanced Level Category -
Cabang Denpasar
Denpasar Branch

18

Berlaku | Valid from:
6 Oktober 2025-6 Oktober 2028
October 6, 2025–October 6, 2028

**SMK3**

Occupational Health & Safety Management System for Advanced Level Category -
Cabang Tarakan
Tarakan Branch

19

Berlaku | Valid from:
6 Oktober 2025-6 Oktober 2028
October 6, 2025–October 6, 2028

**SMK3**

Occupational Health & Safety Management System for Advanced Level Category -
Cabang Makassar
Makassar Branch

20

Berlaku | Valid from:
6 Oktober 2025-6 Oktober 2028
October 6, 2025–October 6, 2028

**SNI ISO/IEC 17065:2012**

Penilaian Kesesuaian - Persyaratan untuk Lembaga Sertifikasi Produk, Proses dan Jasa - SBU Sertifikasi dan Eco Framework (Sucofindo International Certification Services)
Conformity Assessment - Requirements for Bodies Certifying Products, Processes and Services - SBU Sertifikasi dan Eco Framework (Sucofindo International Certification Services)

21

Berlaku | Valid from:
24 Agustus 2022 - 1 Juli 2027
August 24, 2022 – July 1, 2027

**SNI ISO/IEC 17020:2012**

Penilaian Kesesuaian - Persyaratan untuk Pengoperasian Berbagai Tipe Lembaga Inspeksi - Multilokasi
Conformity Assessment - Requirements for the Operation of Various Types of Bodies Performing Inspection - Multi-location

22

Berlaku | Valid from:
8 November 2022 - 7 November 2027
November 8, 2022 – November 7, 2027

**SNI ISO/IEC 17029:2019**

Penilaian Kesesuaian — Prinsip dan Persyaratan Umum untuk Lembaga Validasi dan Verifikasi - SBU Sertifikasi dan Eco Framework (Sucofindo International Certification Services)
Conformity Assessment - General Principles and Requirements for Validation and Verification Bodies - SBU Sertifikasi dan Eco Framework (Sucofindo International Certification Services)

23

Berlaku | Valid from:
6 Juli 2023 - 5 Juli 2028
July 6, 2023 – July 5, 2028

**ISO 14065:2020**

General Principles and Requirements for Bodies Validating and Verifying Environmental Information - SBU Sertifikasi dan Eco Framework (Sucofindo International Certification Services)
General Principles and Requirements for Bodies Validating and Verifying Environmental Information - SBU Sertifikasi dan Eco Framework (Sucofindo International Certification Services)

23

Berlaku | Valid from:
6 Juli 2023 - 5 Juli 2028
July 6, 2023 – July 5, 2028



ISO 14066: 2011 Greenhouse

Greenhouse Gases — Competence Requirements for Greenhouse Gas Validation Teams and Verification Teams - SBU Sertifikasi dan Eco Framework
(Sucofindo International Certification Services)
Greenhouse Gases - Competence Requirements for Greenhouse Gas Validation Teams and Verification Teams - SBU Sertifikasi dan Eco Framework (Sucofindo International Certification Services)

23

Berlaku | Valid from:
6 Juli 2023 - 5 Juli 2028
July 6, 2023 - July 5, 2028



SNI ISO 14064-3:2019

Gas Rumah Kaca - Bagian 3: Spesifikasi dengan Panduan untuk Validasi dan Verifikasi dari Pernyataan Gas Rumah Kaca - SBU Sertifikasi dan Eco Framework
(Sucofindo International Certification Services)
Greenhouse Gases - Part 3: Specification with Guidance for the Validation and Verification of Greenhouse Gas Statements - SBU Sertifikasi dan Eco Framework (Sucofindo International Certification Services)

23

Berlaku | Valid from:
6 Juli 2023 - 5 Juli 2028
July 6, 2023 - July 5, 2028



SNI ISO/IEC 17029:2019

Penilaian Kesesuaian — Prinsip dan Persyaratan Umum untuk Lembaga Validasi dan Verifikasi - SBU Perdagangan, Industri dan Kelautan
Conformity Assessment - General Principles and Requirements for Validation and Verification Bodies - SBU Perdagangan, Industri dan Kelautan (Trade, Industry and Marine)

24

Berlaku | Valid from:
26 Juni 2024 - 25 Juni 2029
June 26, 2024 - June 25, 2029



ISO 14065:2020

General Principles and Requirements for Bodies Validating and Verifying Environmental Information - SBU Perdagangan, Industri dan Kelautan
General Principles and Requirements for Bodies Validating and Verifying Environmental Information - SBU Perdagangan, Industri dan Kelautan (Trade, Industry and Marine)

24

Berlaku | Valid from:
26 Juni 2024 - 25 Juni 2029
June 26, 2024 - June 25, 2029



ISO 14066: 2011

Greenhouse Gases — Competence Requirements for Greenhouse Gas Validation Teams and Verification Teams - SBU Perdagangan, Industri dan Kelautan
Greenhouse Gases - Competence Requirements for Greenhouse Gas Validation Teams and Verification Teams - SBU Trade, Industry and Marine (Trade, Industry and Marine)

24

Berlaku | Valid from:
26 Juni 2024 - 25 Juni 2029
June 26, 2024 - June 25, 2029



SNI ISO 14064-3:2019

Gas Rumah Kaca - Bagian 3: Spesifikasi dengan Panduan untuk Validasi dan Verifikasi dari Pernyataan Gas Rumah Kaca - SBU Perdagangan, Industri dan Kelautan
Greenhouse Gases - Part 3: Specification with Guidance for the Validation and Verification of Greenhouse Gas Statements - SBU Trade, Industry and Marine (Trade, Industry and Marine)

24

Berlaku | Valid from:
26 Juni 2024 - 25 Juni 2029
June 26, 2024 - June 25, 2029



SNI ISO/IEC 17025:2017 (ISO/IEC 17025:2017)

Persyaratan Umum untuk Kompetensi Laboratorium Pengujian dan Laboratorium Kalibrasi - SBU Laboratorium
General Requirements for the Competence of Testing and Calibration Laboratories - SBU Laboratorium (Laboratory)

25

Berlaku | Valid from:
25 September 2024 - 24 September 2029
September 25, 2024 - September 24, 2029



SNI ISO/IEC 17021-1:2015

Penilaian Kesesuaian - Persyaratan Lembaga Penyelenggara Audit dan Sertifikasi Sistem Manajemen - Bagian 1: Persyaratan - SBU Sertifikasi dan Eco Framework (Sucofindo International Certification Services)
Conformity Assessment - Requirements for Bodies Providing Audit and Certification of Management Systems - Part 1: Requirements - SBU Sertifikasi dan Eco Framework (Sucofindo International Certification Services)

26

Berlaku | Valid from:
2 Januari 2025 - 1 Januari 2030
January 2, 2025 - January 1, 2030



SNI ISO 17034:2016 (ISO 17034:2016)

Persyaratan Umum untuk Kompetensi Produsen Bahan Acuan - SBU Mineral
General Requirements for the Competence of Reference Material Producers - SBU Mineral

27

Berlaku | Valid from:
22 Oktober 2025 - 21 Oktober 2030
October 22, 2025 - October 21, 2030



Offset

Offset Emisi GRK dari Rangkaian Kegiatan Environmental Social & Innovation Awards (ENSIA) 2024
PLTGU Blok 3 PJB Muara Karang
GHG Emission Offset from the 2024 Environmental Social & Innovation Awards (ENSIA) event series applicable to PLTGU Blok 3 PJB Muara Karang

28

Periode Emisi | Emissions Period:
8 Mei 2024-31 Juli 2024
May 8, 2024-July 31, 2024
Tanggal Berakhir | End Date:
20 Maret 2025
March 20, 2025



Offset

Offset Emisi GRK dari Rangkaian Kegiatan Environmental Social & Innovation Awards (ENSIA) 2024
PLTM Gunung Wugul
GHG Emission Offset from the 2024 Environmental Social & Innovation Awards (ENSIA) event series applicable to PLTM Gunung Wugul

29

Periode Emisi | Emissions Period:
8 Mei 2024-31 Juli 2024
May 8, 2024-July 31, 2024
Tanggal Berakhir | End Date:
20 Maret 2025
March 20, 2025



Offset

Offset Emisi GRK dari Rangkaian Kegiatan Rapat Pimpinan Nasional (RAPIMNAS) 2024
berlaku untuk
PT Pertamina Geothermal Energy Tbk
GHG Emissions Offset from the 2024 National Leadership Meeting (RAPIMNAS) applies to PT Pertamina Geothermal Energy Tbk

30

Periode Emisi | Emissions Period:
22 September 2024-26 September 2024
September 22, 2024-September 26, 2024
Tanggal Berakhir | End Date:
20 Maret 2025
March 20, 2025

02 Penjelasan Direksi

Statement from the Board of Directors





PENJELASAN DIREKSI [OJK D.1] [GRI 2-22]

STATEMENT FROM THE BOARD OF DIRECTORS

“

Di setiap titik interaksi dengan klien, mitra, dan masyarakat, SUCOFINDO hadir bukan hanya sebagai penyedia layanan TIC, melainkan sebagai katalis perubahan yang terukur sehingga Memberikan Dampak Bermakna untuk Pertumbuhan Berkelanjutan.

At every point of interaction with clients, partners, and society, SUCOFINDO is present not merely as a TIC service provider, but as a catalyst for measurable change in Delivering Meaningful Impact for Sustainable Growth.

”

Atas nama jajaran Direksi PT SUCOFINDO (PERSERO), kami menyampaikan rasa syukur atas perjalanan yang telah dilalui sepanjang tahun 2025 dan mempersembahkan Laporan Keberlanjutan ini sebagai bentuk keterbukaan kepada seluruh pemangku kepentingan atas cara kami mengelola dampak ekonomi, lingkungan, dan sosial dari setiap keputusan dan operasional bisnis Perusahaan.

Kami percaya bahwa setiap layanan yang SUCOFINDO jalankan adalah kesempatan untuk menciptakan dampak yang nyata dan bertahan, mulai dari membantu industri nasional memverifikasi pengurangan emisi di Bursa Karbon Indonesia melalui akreditasi kami sebagai Lembaga Validasi dan Verifikasi Gas Rumah Kaca, mendampingi ratusan pelaku usaha mikro dan kecil memperoleh sertifikasi halal yang membuka akses pasar baru, mendukung program Makan Bergizi Gratis melalui layanan audit *grading* SPPG (Satuan Pelayanan Makan Bergizi Gratis), hingga membangun Instalasi Pengolahan Air Limbah domestik di Pancoran sebagai wujud nyata kontribusi lingkungan kepada komunitas sekitar. Di setiap titik interaksi dengan klien, mitra, dan masyarakat, SUCOFINDO hadir bukan hanya sebagai penyedia layanan TIC, melainkan sebagai katalis perubahan yang terukur sehingga Memberikan Dampak Bermakna untuk Pertumbuhan Berkelanjutan.

On behalf of the Board of Directors of PT SUCOFINDO (PERSERO), we express our gratitude for the journey undertaken throughout 2025 and present this Sustainability Report as a form of transparency to all stakeholders regarding how we manage the economic, environmental, and social impacts of every decision and operational activity of the Company.

We believe that every service SUCOFINDO provides is an opportunity to create real and lasting impact, from helping national industries verify emission reductions on the Indonesia Carbon Exchange through our accreditation as a Greenhouse Gas Validation and Verification Body, to accompanying hundreds of micro and small business operators in obtaining halal certification that opens new market access, supporting the Makan Bergizi Gratis program through grading audit services for SPPG (Satuan Pelayanan Makan Bergizi Gratis), and building a domestic Wastewater Treatment Plant in Pancoran as a tangible contribution to the environment and surrounding community. At every point of interaction with clients, partners, and society, SUCOFINDO is present not merely as a TIC service provider, but as a catalyst for measurable change in Delivering Meaningful Impact for Sustainable Growth.

Konteks Eksternal yang Membentuk Perjalanan 2025 [OJK D.1.c.3]

External Context Shaping the 2025 Journey

Perjalanan SUCOFINDO di tahun 2025 berlangsung di tengah akselerasi tekanan eksternal yang secara langsung membentuk lanskap bisnis sekaligus memperkuat urgensi keberlanjutan sebagai inti strategi Perusahaan. Dari sisi regulasi global, pengetatan *Carbon Border Adjustment Mechanism* (CBAM) Uni Eropa dan *Green Claims Directive* membawa konsekuensi yang langsung dirasakan oleh industri berorientasi ekspor di Indonesia. Pelanggan kami di sektor manufaktur, perkebunan, dan pertambangan menghadapi tuntutan yang semakin konkret untuk membuktikan penurunan emisi secara empiris dan terverifikasi oleh pihak ketiga yang kredibel. Tuntutan ini memperbesar permintaan atas layanan validasi dan verifikasi yang andal di seluruh rantai pasok industri nasional.

Di tingkat nasional, pengembangan ekosistem perdagangan karbon melalui mekanisme Nilai Ekonomi Karbon (NEK) dan IDXCarbon menciptakan ruang pasar yang sebelumnya belum ada, sekaligus menempatkan lembaga validasi dan verifikasi yang terakreditasi sebagai aktor yang memiliki andil dalam rantai nilai dekarbonisasi nasional. Bersamaan dengan itu, ekspektasi pemegang saham dan *Holding* IDSurvey terhadap transparansi data keberlanjutan yang terukur, serta harapan komunitas di sekitar wilayah operasional akan bukti dampak yang nyata, turut memperkuat arah transformasi yang kami pilih. Keseluruhan pergeseran ini kami pandang sebagai peta yang mengarahkan ke mana inovasi, investasi, dan pengembangan kapasitas SUCOFINDO harus difokuskan.

SUCOFINDO's journey in 2025 unfolded against the backdrop of accelerating external pressures that directly shaped the business landscape while reinforcing the urgency of sustainability as the core of the Company's strategy. On the global regulatory front, the tightening of the European Union's Carbon Border Adjustment Mechanism (CBAM) and the Green Claims Directive carried direct consequences for export-oriented industries in Indonesia. Our clients in the manufacturing, plantation, and mining sectors faced increasingly concrete demands to empirically demonstrate emission reductions, verified by credible third parties. These demands expanded the need for reliable validation and verification services across the national industrial supply chain.

At the national level, the development of the carbon trading ecosystem through the Carbon Economic Value (Nilai Ekonomi Karbon/NEK) mechanism and IDXCarbon created a market space that previously did not exist, while simultaneously positioning accredited validation and verification bodies as actors with a meaningful role in the national decarbonization value chain. Alongside this, shareholder and IDSurvey Holding expectations regarding measurable sustainability data transparency, as well as community expectations in the vicinity of operational areas for tangible evidence of real impact, further reinforced the direction of transformation we have chosen. We view all of these shifts as a map that guides where SUCOFINDO's innovation, investment, and capacity development must be focused.

KEBIJAKAN UNTUK MERESPONS TANTANGAN [OJK D.1.a]

POLICIES IN RESPONSE TO EMERGING CHALLENGES

Nilai, Visi Keberlanjutan & Respons Isu Material [OJK D.1.a.1, D.1.a.2]

Sustainability Values, Vision, and Response to Material Topics

SUCOFINDO membangun komitmen keberlanjutannya di atas fondasi nilai-nilai AKHLAK sebagai budaya perusahaan yang menjadi panduan perilaku seluruh insan Perusahaan, sekaligus di atas posisi strategis sebagai *Enabler of Sustainable & Trusted Business*, yaitu perusahaan TIC yang tidak hanya memastikan kepatuhan standar, tetapi secara aktif mendorong klien dan mitra menuju praktik bisnis yang lebih bertanggung jawab. Nilai-nilai AKHLAK diterjemahkan ke dalam cara kerja nyata, mulai dari kewajiban setiap pegawai menandatangani pernyataan komitmen Kode Etik secara tahunan, penerapan prinsip kehati-hatian dalam pengelolaan limbah B3 laboratorium dan prosedur keselamatan di lingkungan kerja berisiko tinggi, hingga integrasi nilai Kolaboratif dalam pendekatan kemitraan dengan pemasok dan komunitas lokal. Bersama dengan itu, komitmen terhadap hak asasi manusia (HAM) ditegaskan dalam Pedoman Etika Usaha dan Tata Perilaku serta *Respectful Workplace Policy* (RWP), mencakup hak atas pekerjaan yang layak, kebebasan berserikat, keselamatan kerja, perlindungan dari diskriminasi dan pelecehan, serta hak atas privasi dan perlindungan data pribadi, yang berlaku di seluruh aktivitas operasional maupun rantai nilai bisnis Perusahaan.

Dari proses peninjauan topik material yang melibatkan pemangku kepentingan internal dan eksternal, SUCOFINDO mengidentifikasi 8 (delapan) topik material sebagai prioritas: Anti Korupsi, Kepegawaian, Kesehatan dan Keselamatan Kerja, Pelatihan dan Pendidikan, Keberagaman dan Kesempatan Setara, Privasi Pelanggan, Limbah, serta Emisi. Risiko terbesar mencakup kegagalan mengelola dampak lingkungan operasional yang berpotensi mengakibatkan sanksi regulasi, pelanggaran hak pekerja yang dapat memicu konflik hubungan industrial, dan ancaman keamanan data pelanggan yang berpotensi merusak kepercayaan klien korporasi secara permanen. Di sisi peluang, agenda dekarbonisasi global secara langsung memperluas ruang bisnis SUCOFINDO, yang pada 2025 menghasilkan pendapatan dari jasa keberlanjutan sebesar Rp922,47 miliar, tumbuh dari Rp689,42 miliar pada 2024.

SUCOFINDO builds its sustainability commitment on the foundation of AKHLAK values as the corporate culture guiding the conduct of every member of the Company, as well as on its strategic positioning as an Enabler of Sustainable & Trusted Business, a TIC company that not only ensures standards compliance, but actively drives clients and partners toward more responsible business practices. The AKHLAK values are translated into concrete ways of working from the obligation of every employee to sign a Code of Ethics commitment statement annually, to the application of the precautionary principle in the management of laboratory hazardous waste and safety procedures in high-risk work environments, to the integration of the Kolaboratif (Collaborative) value in partnership approaches with suppliers and local communities. Alongside this, the commitment to human rights is affirmed in the Business Ethics and Code of Conduct Guidelines and the Respectful Workplace Policy (RWP), encompassing the right to decent work, freedom of association, occupational safety, protection from discrimination and harassment, and the right to privacy and personal data protection, applicable across all operational activities and the Company's business value chain.

From the material topic review process involving internal and external stakeholders, SUCOFINDO identified 8 (eight) material topics as priorities: Anti-Corruption, Employment, Occupational Health and Safety, Training and Education, Diversity and Equal Opportunity, Customer Privacy, Waste, and Emissions. The greatest risks include failure to manage operational environmental impacts that could result in regulatory sanctions, violations of workers' rights that may trigger industrial relations conflict, and threats to customer data security that could permanently damage corporate client trust. On the opportunity side, the global decarbonization agenda has directly expanded SUCOFINDO's business scope, generating revenue from sustainability services of IDR 922.47 billion in 2025, up from IDR 689.42 billion in 2024.

Komitmen Konkret Direksi [OJK D.1.a.3]

The Board of Directors' Commitment in Action

Komitmen Direksi diwujudkan melalui tindakan konkret. Pada tahun 2025, Direksi menetapkan Kebijakan Sistem Manajemen Terintegrasi *Environmental, Social, Governance, Risk and Compliance* (ES-GRC) yang menempatkan aspek ESG setara dengan risiko finansial dan operasional dalam satu sistem terpadu, serta menerbitkan Keputusan Direksi No. 20/KD/2025 yang secara resmi mendelegasikan tanggung jawab pengelolaan ESG kepada Direktur Keuangan dan Manajemen Risiko melalui Divisi Manajemen Risiko dan Keberlanjutan (MRK). Target ESG, yang mencakup ESG *Shadow Rating* dan *Risk Maturity Index* (RMI), ditetapkan sebagai KPI korporat yang secara langsung memengaruhi evaluasi kinerja dan remunerasi variabel Direksi. Di tahun pelaporan, realisasi ESG *Shadow Rating* mencapai skor 45,04 dari target 30, mencerminkan penguatan pengelolaan ESG yang signifikan dan terukur. Seluruh capaian dilaporkan kepada pemegang saham melalui Laporan KPI Direksi yang diaudit secara independen oleh Kantor Akuntan Publik.

The Board of Directors' commitment is realized through concrete actions. In 2025, the Board of Directors established the Integrated Management System Policy for Environmental, Social, Governance, Risk and Compliance (ES-GRC), placing ESG aspects on equal footing with financial and operational risks within a single integrated system, and issued Board of Directors Decree No. 20/KD/2025, which formally delegates ESG management responsibility to the Director of Finance and Risk Management through the Risk Management and Sustainability Division (Divisi Manajemen Risiko dan Keberlanjutan/MRK). ESG targets, encompassing the ESG Shadow Rating and Risk Maturity Index (RMI), were established as corporate KPIs that directly influence the performance evaluation and variable remuneration of the Board of Directors. In the reporting year, the ESG Shadow Rating realization reached a score of 45.04 against a target of 30, reflecting significant and measurable strengthening of ESG management. All achievements are reported to shareholders through the Board of Directors' KPI Report, independently audited by a Public Accounting Firm.

Pencapaian Kinerja & Peristiwa Penting [OJK D.1.a.4, D.1.b.2]

Performance Highlights & Key Events

Di antara seluruh capaian 2025, terdapat 5 (lima) tonggak paling mencerminkan arah transformasi SUCOFINDO. Pertama, akreditasi sebagai Lembaga Validasi dan Verifikasi GRK (LVV-005-IDN) dari Komite Akreditasi Nasional membuka dimensi baru layanan Perusahaan dan memungkinkan SUCOFINDO berperan langsung dalam ekosistem perdagangan karbon nasional. Kedua, implementasi awal sistem ERP tunggal yang diselesaikan pada Desember 2025, meletakkan fondasi integrasi data operasional di seluruh unit kerja. Ketiga, realisasi program sertifikasi UMK sebanyak 719 sertifikasi dari target 400, hampir dua kali lipat target, memperkuat peran SUCOFINDO dalam mendorong inklusivitas ekonomi. Keempat, ESG *Shadow Rating* melampaui target dengan skor 45,04 dari target 30 sebagai bukti terukur kemajuan tata kelola ESG internal. Kelima, peresmian ruang laktasi dan ruang ramah anak pada tahun 2025 di Kantor Pusat mencerminkan komitmen Perusahaan terhadap inklusivitas lingkungan kerja.

Among all of 2025's achievements, there are 5 (five) milestones that most clearly reflect the direction of SUCOFINDO's transformation. First, accreditation as a GHG Validation and Verification Body (LVV-005-IDN) from the National Accreditation Committee (KAN) opened a new dimension of the Company's services and enabled SUCOFINDO to play a direct role in the national carbon trading ecosystem. Second, the initial implementation of a single ERP system, completed in December 2025, laid the foundation for operational data integration across all work units. Third, the realization of 719 MSME certifications against a target of 400, nearly double the target, strengthened SUCOFINDO's role in advancing economic inclusivity. Fourth, the ESG Shadow Rating exceeded its target with a score of 45.04 against a target of 30, serving as measurable evidence of internal ESG governance progress. Fifth, the inauguration of a lactation room and child-friendly room in 2025 at the Head Office reflects the Company's commitment to an inclusive work environment.



Meskipun demikian, tahun 2025 juga menjadi pengingat bagi Perusahaan untuk terus memperkuat kematangan sistem manajemen K3. Sepanjang tahun pelaporan, tercatat 1 (satu) insiden kecelakaan kerja yang menyebabkan hari hilang, dengan total 4 (empat) hari hilang dan Total *Recordable Incident Rate* (TRIR) sebesar 0,22 per 1.000.000 jam kerja. Tidak terdapat kecelakaan dengan konsekuensi tinggi maupun fatalitas pada periode pelaporan. Insiden tersebut direspons melalui investigasi akar penyebab yang menyeluruh dan penetapan tindakan korektif yang mengacu pada hierarki pengendalian, mencakup penguatan prosedur kerja aman, penyempurnaan alat pelindung diri, dan peningkatan frekuensi sosialisasi K3. Pengalaman ini memperkuat keyakinan Direksi bahwa budaya keselamatan yang hidup di setiap tingkatan organisasi harus terus dijaga dan tidak boleh dianggap selesai, sekecil apa pun insiden yang terjadi.

Nonetheless, 2025 also served as a reminder for the Company to continue strengthening the maturity of its OHS management system. During the reporting year, 1 (one) work-related accident resulting in lost time was recorded, with a total of 4 (four) lost days and a Total Recordable Incident Rate (TRIR) of 0.22 per 1,000,000 work hours. No high-consequence accidents or fatalities occurred during the reporting period. The incident was addressed through a thorough root-cause investigation and the establishment of corrective actions guided by the hierarchy of controls, including the strengthening of safe work procedures, improvements to personal protective equipment, and increased frequency of OHS communication. This experience reinforced the Board of Directors' conviction that a living safety culture at every level of the organization must continue to be maintained and should never be regarded as complete, regardless of how minor an incident may appear.

Tantangan dalam Mencapai Target Keberlanjutan [OJK D.1.a.5]

Challenges in Achieving Sustainability Targets

Pada jangka pendek (2026), tantangan utama adalah konsolidasi data keberlanjutan yang masih mengandalkan pelaporan manual di sebagian unit kerja dan laboratorium yang tersebar di seluruh Indonesia, menciptakan jeda waktu dan risiko inkonsistensi yang menghambat pengambilan keputusan berbasis bukti. Perluasan sertifikasi ISO ke wilayah operasional di luar unit operasional yang sudah tersertifikasi juga membutuhkan investasi waktu dan sumber daya yang tidak kecil dalam merespons dinamika operasional.

In the short term (2026), the primary challenge is the consolidation of sustainability data, which still relies on manual reporting in some work units and laboratories spread across Indonesia, creating time lags and inconsistency risks that hinder evidence-based decision-making. Expanding ISO certifications to operational areas beyond those already certified also requires significant investment in time and resources in responding to operational dynamics.

Di jangka menengah (2027–2029), tantangan bersifat lebih struktural. Layanan TIC berbasis keberlanjutan membutuhkan keahlian yang sangat spesifik, mulai dari auditor energi tersertifikasi hingga verifikator GRK, sementara kelangkaan *talent pool* di pasar domestik membuat akselerasi kapasitas SDM internal menjadi prioritas yang mendesak sekaligus membutuhkan waktu. Sinkronisasi peta jalan dekarbonisasi SUCOFINDO dengan konsolidasi portofolio di tingkat *Holding* IDSurvey juga memerlukan koordinasi yang intensif untuk menghindari tumpang tindih layanan dan memastikan posisi kompetitif yang optimal, selaras dengan target pendapatan *green business* Rp151,30 miliar pada 2030 sebagaimana ditetapkan dalam RJPP 2025–2029.

In the medium term (2027–2029), the challenges are more structural in nature. Sustainability-based TIC services require highly specific expertise, from certified energy auditors to GHG verifiers, while the scarcity of talent pools in the domestic market makes accelerating internal human resource capacity both an urgent priority and one that requires time. Synchronizing SUCOFINDO's decarbonization roadmap with portfolio consolidation at the IDSurvey Holding level also requires intensive coordination to avoid service overlap and ensure an optimal competitive position, aligned with the green business revenue target of IDR 151.30 billion by 2030 as established in the 2025–2029 RJPP.

Dalam jangka panjang (menuju *Net Zero*), tantangan fundamental pada horizon ini adalah kebutuhan investasi modal yang signifikan untuk transformasi infrastruktur operasional, di tengah karakteristik bisnis SUCOFINDO yang membutuhkan mobilitas tinggi untuk inspeksi lapangan di lokasi terpencil dan konsumsi energi listrik fasilitas laboratorium yang beroperasi sepanjang waktu. Komitmen terhadap transformasi ini telah tercermin dari pertumbuhan investasi pengembangan jasa keberlanjutan yang meningkat dari Rp2,12 miliar pada 2023 menjadi Rp4,26 miliar pada 2024, dan akan terus diperkuat seiring dengan target pasar *green business* yang ditetapkan mencapai Rp2,9 triliun pada 2029 dalam RJPP 2025–2029.

In the long term (toward *Net Zero*), the fundamental challenge on this horizon is the need for significant capital investment to transform operational infrastructure, given SUCOFINDO's business characteristics that require high mobility for field inspections at remote locations and round-the-clock electricity consumption at laboratory facilities. The commitment to this transformation is already reflected in the growth of sustainability services development investment, which increased from IDR 2.12 billion in 2023 to IDR 4.26 billion in 2024, and will continue to be strengthened in line with the green business market target set at IDR 2.9 trillion by 2029 in the 2025–2029 RJPP.

PENERAPAN KEBERLANJUTAN [OJK D.1.b]

SUSTAINABILITY IMPLEMENTATION

Perbandingan Capaian Kinerja dengan Target [OJK D.1.b.1]

Comparison of Performance Achievements against Targets

Kinerja ekonomi SUCOFINDO di tahun 2025 mencatatkan hasil yang positif. Pendapatan usaha mencapai Rp3,86 triliun (tumbuh 4,15%), *net profit* Rp515,30 miliar melampaui target Rp511,80 miliar, dan EBITDA tercatat Rp833,74 miliar dari target Rp846,20 miliar. Distribusi nilai kepada negara mencapai Rp388,04 miliar, terdiri dari pajak penghasilan bersih Rp122,04 miliar dan dividen Rp266,00 miliar, hampir tiga kali lipat dibandingkan Rp89,05 miliar pada 2024.

SUCOFINDO's economic performance in 2025 recorded positive results. Operating revenue reached IDR 3.86 trillion (growing 4.15%), net profit of IDR 515.30 billion exceeded the target of IDR 511.80 billion, and EBITDA was recorded at IDR 833.74 billion against a target of IDR 846.20 billion. Value distributed to the state reached IDR 388.04 billion, comprising net income tax of IDR 122.04 billion and dividends of IDR 266.00 billion, nearly triple the IDR 89.05 billion recorded in 2024.

Dari sisi kinerja lingkungan, SUCOFINDO masih dalam proses memperkuat fondasi pengukuran dan pelaporan. Data konsumsi energi, emisi GRK, penggunaan air, dan pengelolaan limbah untuk tahun 2025 disajikan secara lengkap di bagian Kinerja Lingkungan laporan ini. Sebagai langkah konkret, SUCOFINDO menetapkan Kebijakan ES-GRC, memperluas sertifikasi ISO 14001 dan ISO 45001 ke unit operasional prioritas, serta melakukan relokasi laboratorium Semarang sebagai mitigasi terhadap risiko iklim fisik yang teridentifikasi.

On environmental performance, SUCOFINDO is still in the process of strengthening the foundations of measurement and reporting. Data on energy consumption, GHG emissions, water use, and waste management for 2025 is presented in full in the Environmental Performance section of this report. As a concrete step, SUCOFINDO established the ES-GRC Policy, extended ISO 14001 and ISO 45001 certifications to priority operational units, and relocated the Semarang laboratory as a mitigation measure against identified physical climate risks.

Dari sisi kinerja sosial, jumlah pegawai per 31 Desember 2025 tercatat 3.096 orang, bertambah 87 pegawai (2,89%) dari posisi akhir 2024, dengan proporsi pegawai perempuan yang terus meningkat menjadi 29,33% dari total tenaga kerja. Rata-rata jam pelatihan per pegawai meningkat signifikan menjadi 50,54 jam dari 38,82 jam pada 2024, mencerminkan komitmen Perusahaan dalam memperkuat kompetensi SDM secara merata. Seluruh lokasi operasional mempertahankan remunerasi di atas Upah Minimum Regional yang berlaku, dan program TJSL merealisasikan anggaran sebesar Rp7,99 miliar yang mencakup 13 klaster program, mulai dari SUCOFINDO Peduli, Pendidikan Berkualitas, Kesehatan, Pembinaan UMK, hingga Penyaluran Dana Kolaborasi BRI.

On social performance, the total workforce as of December 31, 2025 stood at 3,096 employees, an increase of 87 employees (2.89%) from the end of 2024, with the proportion of female employees continuing to rise to 29.33% of the total workforce. The average training hours per employee increased significantly to 50.54 hours from 38.82 hours in 2024, reflecting the Company's commitment to strengthening human resource competencies across the board. All operational locations maintain remuneration above the applicable Regional Minimum Wage, and the CSR program disbursed a budget of IDR 7.99 billion, covering 13 program clusters, ranging from SUCOFINDO Cares, Quality Education, Health, and MSME Development, to BRI Collaboration Fund Distribution.

STRATEGI PENCAPAIAN TARGET

[OJK D.1.c]

STRATEGIES FOR ACHIEVING TARGETS

Manajemen Risiko Keberlanjutan [OJK D.1.c.1]

Sustainability Risk Management

SUCOFINDO membangun kerangka manajemen risiko keberlanjutan yang mengacu pada ISO 31000, yang pada 2025 diperluas melalui Kebijakan ES-GRC. Seluruh proses identifikasi, analisis, dan penanganan risiko dilaksanakan melalui aplikasi *Enterprise Risk Management System* (ERMS) di seluruh unit kerja, dengan *Risk Maturity Index* (RMI) 2025 mencatatkan skor 3,20. Risiko iklim fisik dikelola secara konkret, di antaranya melalui relokasi laboratorium Semarang sebagai mitigasi terhadap potensi kerugian pendapatan hingga Rp498 juta per bulan akibat banjir dan perubahan muka tanah. Risiko sosial dan HAM dalam rantai nilai bisnis dikelola melalui kewajiban Pakta Integritas, persyaratan K3 dalam kontrak, dan audit kepatuhan bagi pemasok berisiko tinggi. Risiko tata kelola dikendalikan melalui Sistem Manajemen Anti Penyuapan (SMAP) berbasis SNI ISO 37001:2016 dan *Whistleblowing System* (WBS) yang dapat diakses seluruh pihak internal maupun eksternal, dengan kebijakan antikorupsi yang telah dikomunikasikan kepada 100% anggota badan tata kelola dan 100% pegawai.

SUCOFINDO builds a sustainability risk management framework referencing ISO 31000, which was expanded in 2025 through the ES-GRC Policy. All risk identification, analysis, and treatment processes are carried out through the Enterprise Risk Management System (ERMS) application across all work units, with the 2025 Risk Maturity Index (RMI) recording a score of 3.20. Physical climate risks are managed concretely, including through the relocation of the Semarang laboratory as a mitigation measure against potential revenue losses of up to IDR 498 million per month due to flooding and land subsidence. Social and human rights risks in the business value chain are managed through Integrity Pact obligations, OHS requirements in contracts, and compliance audits for high-risk suppliers. Governance risks are controlled through the Anti-Bribery Management System (SMAP) based on SNI ISO 37001:2016 and a Whistleblowing System (WBS) accessible to all internal and external parties, with anti-corruption policies communicated to 100% of governance body members and 100% of employees.

Eksekusi Peluang & Prospek Usaha [OJK D.1.c.2]

Execution of Business Opportunities and Prospects

Model bisnis SUCOFINDO sebagai perusahaan TIC secara struktural dirancang untuk menciptakan dampak positif ganda, yaitu memastikan kepatuhan klien terhadap standar yang berlaku sekaligus mendorong peningkatan kualitas, keselamatan, dan keberlanjutan di setiap sektor yang dilayani. Peluang terbesar yang berhasil dieksekusi di tahun 2025 adalah penguatan posisi sebagai lembaga verifikasi karbon terakreditasi melalui LVV-005-IDN, yang memungkinkan SUCOFINDO melayani kebutuhan validasi dan verifikasi emisi GRK dalam ekosistem IDXCarbon. Portofolio layanan keberlanjutan yang mencakup enam sub-portofolio bisnis (Energi Baru dan Terbarukan, Pertanian, *Industry & Consumer Products*, *Eco Framework*, Sertifikasi Sistem Manajemen, dan Analisis Lingkungan) menghasilkan pendapatan Rp922,47 miliar pada 2025. Ke depan, SUCOFINDO memprioritaskan perluasan ke segmen konsultansi ESG, *blue carbon*, serta layanan transportasi dan infrastruktur yang tumbuh seiring percepatan pembangunan nasional.

SUCOFINDO's business model as a TIC company is structurally designed to create a dual positive impact by ensuring client compliance with applicable standards while simultaneously driving improvements in quality, safety, and sustainability across every sector it serves. The greatest opportunity successfully executed in 2025 was the strengthening of its position as an accredited carbon verification body through LVV-005-IDN, enabling SUCOFINDO to serve GHG emission validation and verification needs within the IDXCarbon ecosystem. The sustainability services portfolio, covering six business sub-portfolios (New and Renewable Energy, Agriculture, Industry & Consumer Products, Eco Framework, Management System Certification, and Environmental Analysis), generated revenue of IDR 922.47 billion in 2025. Going forward, SUCOFINDO prioritizes expansion into ESG consultancy, blue carbon, and transportation and infrastructure services, which are growing in line with accelerating national development.

Adaptasi terhadap Faktor Eksternal [OJK D.1.c.3]

Adaptation to External Factors

Tuntutan dekarbonisasi global direspons melalui transformasi pendekatan komersial, dari penyedia layanan sertifikasi yang bersifat transaksional menjadi mitra solusi keberlanjutan yang mendampingi klien secara menyeluruh, mulai dari kalkulasi jejak karbon awal, audit efisiensi energi, penyusunan peta jalan dekarbonisasi, hingga validasi akhir yang diakui dalam sistem perdagangan karbon nasional. Transformasi ini juga mendorong pergeseran strategi pengembangan SDM dari rekrutmen talenta ahli eksternal menuju akselerasi *upskilling* internal secara masif melalui 6 (enam) program pelatihan keberlanjutan yang diselenggarakan sepanjang 2025. Intensifikasi persaingan di industri TIC direspons melalui diferensiasi berbasis kompetensi teknis dan rekam jejak integritas, termasuk posisi unik SUCOFINDO sebagai lembaga yang sekaligus terakreditasi KAN untuk ISO 37001 dan menerapkan SMAP secara internal.

Global decarbonization demands are responded to through a transformation of the commercial approach, from a transactional certification service provider to a sustainability solution partner that accompanies clients comprehensively, from initial carbon footprint calculation, energy efficiency audits, and decarbonization roadmap development, to final validation recognized within the national carbon trading system. This transformation also drives a shift in human resource development strategy, from recruiting external expert talent toward massive acceleration of internal upskilling through 6 (six) sustainability training programs conducted throughout 2025. Intensifying competition in the TIC industry is met through differentiation based on technical competency and a track record of integrity, including SUCOFINDO's unique position as a body simultaneously accredited by KAN for ISO 37001 and implementing SMAP internally.

PENUTUP

CLOSING REMARKS

Perjalanan keberlanjutan SUCOFINDO di tahun 2025 mengajarkan bahwa dampak bermakna tidak lahir dari ambisi yang besar semata, melainkan dari konsistensi sistem, kejujuran mengakui keterbatasan, dan keberanian untuk mengubah cara kerja ketika cara sebelumnya tidak lagi memadai. Tiga pergeseran cara pandang yang kami bawa dari tahun ini akan membentuk cara kami bekerja ke depan bahwa keberlanjutan harus melekat di setiap keputusan operasional dan tidak dapat dikelola secara terisolasi; bahwa data yang tidak terkonsolidasi dengan baik adalah hambatan nyata bagi kepemimpinan yang akuntabel; dan bahwa keselamatan setiap insan SUCOFINDO adalah tanggung jawab yang tidak pernah dan tidak boleh pernah dianggap selesai.

Kami menyampaikan apresiasi yang tulus kepada seluruh pegawai SUCOFINDO di 29 kantor cabang, 38 unit pelayanan, dan 65 laboratorium yang tersebar di seluruh Indonesia, kepada Dewan Komisaris atas pengawasan yang konstruktif, kepada pemegang saham dan Holding IDSurvey atas kepercayaan dan kerangka tata kelola yang mendorong peningkatan standar ESG secara terukur, serta kepada pelanggan, mitra, pemasok, pemerintah, dan komunitas yang telah berjalan bersama kami dalam perjalanan ini.

Pertumbuhan SUCOFINDO hanya bermakna jika pertumbuhan itu memberikan dampak nyata bagi industri yang kami layani, bagi komunitas di sekitar wilayah operasional kami, dan bagi bumi yang menjadi rumah bersama kita semua. Dengan keyakinan itulah kami melangkah ke depan untuk memperluas cakupan inventarisasi emisi GRK dan limbah, memperkuat budaya keselamatan di setiap tingkatan organisasi, mempercepat *upskilling* insan SUCOFINDO di bidang keberlanjutan, dan terus memperdalam peran sebagai mitra solusi yang mendampingi industri nasional menavigasi tuntutan dekarbonisasi yang semakin konkret.

SUCOFINDO's sustainability journey in 2025 has taught us that meaningful impact is born not from grand ambition alone, but from consistency of systems, the honesty to acknowledge limitations, and the courage to change the way we work when the previous approach is no longer adequate. Three shifts in perspective that we carry from this year will shape the way we work going forward; that sustainability must be embedded in every operational decision and cannot be managed in isolation; that data that is not well consolidated is a real barrier to accountable leadership; and that the safety of every member of SUCOFINDO is a responsibility that has never been, and must never be, considered complete.

We extend our sincere appreciation to all SUCOFINDO employees across 29 branch offices, 38 service units, and 65 laboratories spread throughout Indonesia; to the Board of Commissioners for their constructive oversight; to shareholders and the IDSurvey Holding for their trust and the governance framework that drives measurable improvements in ESG standards; and to clients, partners, suppliers, the government, and communities who have walked alongside us on this journey.

SUCOFINDO's growth is only meaningful if it delivers real impact for the industries we serve, for the communities in the vicinity of our operational areas, and for the earth that is our shared home. It is with this conviction that we move forward to expand the scope of GHG and waste emissions inventory, to strengthen safety culture at every level of the organization, to accelerate the upskilling of SUCOFINDO's people in sustainability, and to deepen our role as a solution partner accompanying national industry in navigating the increasingly concrete demands

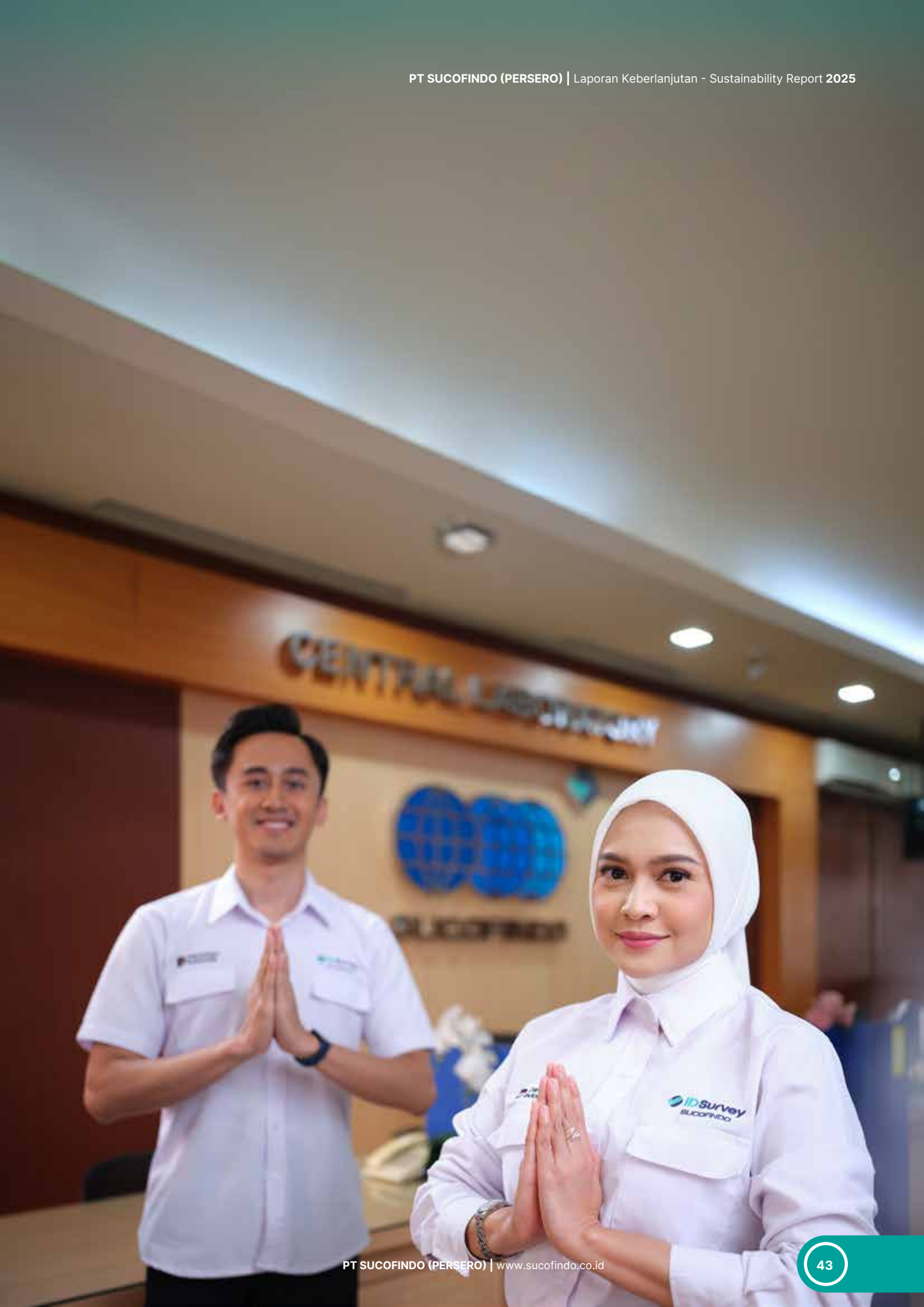
Jakarta, 30 Mei 2026

Jakarta, May 30, 2026



Sandry Pasambuna

Direktur Utama
President Director



03 Tentang Laporan Keberlanjutan

About the Sustainability Report





TENTANG LAPORAN KEBERLANJUTAN

ABOUT THE SUSTAINABILITY REPORT

PT SUCOFINDO (PERSERO) menerbitkan Laporan Keberlanjutan 2025 sebagai bentuk komitmen terhadap transparansi dan akuntabilitas dalam pengelolaan aspek ekonomi, sosial, dan lingkungan dan menggambarkan kontribusi SUCOFINDO terhadap pencapaian *Sustainable Development Goals* (SDGs). Laporan ini diterbitkan setiap tahun dan memuat kebijakan, tantangan, serta capaian kinerja keberlanjutan selama periode 1 Januari hingga 31 Desember 2025 yang selaras dengan periode pelaporan keuangan PT SUCOFINDO (PERSERO) tahun buku 2025. Laporan Keberlanjutan Tahun 2025 merupakan bagian yang tidak terpisahkan dari Laporan Tahunan PT SUCOFINDO (PERSERO) Tahun 2025 yang terbit bersama pada 30 Mei 2026. Seluruh data kuantitatif disajikan selama tiga tahun terakhir untuk memungkinkan perbandingan tren kinerja keberlanjutan secara transparan. **[GRI 2-3]**

Entitas yang dicakup dalam pelaporan keberlanjutan ini adalah PT SUCOFINDO (PERSERO) sebagai entitas tunggal pelapor. Cakupan pelaporan tidak mencakup anak perusahaan maupun afiliasi yang didirikan oleh PT SUCOFINDO (PERSERO). Terdapat perbedaan antara cakupan pelaporan keberlanjutan dan pelaporan keuangan konsolidasian, di mana laporan keuangan yang telah diaudit oleh Kantor Akuntan Publik mencakup entitas anak perusahaan secara konsolidasi, sementara pelaporan keberlanjutan ini hanya mencakup operasional PT SUCOFINDO (PERSERO) sebagai induk perusahaan. Perbedaan cakupan ini tidak melibatkan penyesuaian untuk kepentingan minoritas karena pelaporan keberlanjutan tidak mengkonsolidasikan data dari entitas lain. Transaksi yang berkaitan dengan *merger*, akuisisi, maupun pelepasan entitas selama periode pelaporan tidak memengaruhi cakupan pelaporan keberlanjutan ini. Pendekatan pelaporan diterapkan secara konsisten di seluruh pengungkapan dalam laporan ini. **[GRI 2-2]**

Rujukan Pelaporan

Report References

Meskipun SUCOFINDO bukan merupakan lembaga jasa keuangan, emiten, maupun perusahaan publik yang secara hukum diwajibkan melaporkan implementasi keberlanjutan berdasarkan Peraturan OJK Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan, SUCOFINDO secara sukarela mengadopsi regulasi tersebut sebagai komitmen terhadap transparansi dan praktik pelaporan yang bertanggung jawab. Pengungkapan dalam laporan ini mengacu pada Surat Edaran OJK Nomor 15/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik, serta disusun sesuai dengan (*in accordance with*) GRI Universal Standards 2021 dengan indeks GRI di bagian akhir laporan.

PT SUCOFINDO (PERSERO) publishes the 2025 Sustainability Report as a manifestation of its commitment to transparency and accountability in the management of economic, social, and environmental aspects, and to illustrate SUCOFINDO's contribution toward the achievement of the Sustainable Development Goals (SDGs). This report is published annually and presents the Company's sustainability policies, challenges, and performance achievements over the period of January 1 through December 31, 2025, in alignment with the financial reporting period of PT SUCOFINDO (PERSERO) for the 2025 fiscal year. The 2025 Sustainability Report forms an integral part of the PT SUCOFINDO (PERSERO) 2025 Annual Report, published concurrently on May 30, 2026. All quantitative data is presented over the past three years to enable transparent comparison of sustainability performance trends. **[GRI 2-3]**

The entity covered in this sustainability report is PT SUCOFINDO (PERSERO) as the sole reporting entity. The reporting scope does not include subsidiaries or affiliates established by PT SUCOFINDO (PERSERO). A distinction exists between the scope of sustainability reporting and that of consolidated financial reporting: the financial statements audited by an independent Public Accounting Firm encompass subsidiary entities on a consolidated basis, whereas this sustainability report covers only the operations of PT SUCOFINDO (PERSERO) as the parent company. This difference in scope does not involve minority interest adjustments, as the sustainability report does not consolidate data from other entities. Transactions related to mergers, acquisitions, or entity disposals during the reporting period do not affect the scope of this sustainability report. The reporting approach is applied consistently across all disclosures in this report. **[GRI 2-2]**

Although SUCOFINDO is neither a financial services institution, issuer, nor public company legally required to report on sustainability implementation under OJK Regulation No. 51/POJK.03/2017 on the Implementation of Sustainable Finance, SUCOFINDO voluntarily adopts this regulation as a commitment to transparency and responsible reporting practices. The disclosures in this report refer to OJK Circular Letter No. 15/SEOJK.04/2021 on the Form and Content of Annual Reports of Issuers or Public Companies, and are prepared in accordance with the GRI Universal Standards 2021, with the GRI index provided at the end of the report.

Penentuan Topik Material

Determination of Material Topics

SUCOFINDO melakukan peninjauan topik material secara berkala untuk memastikan laporan keberlanjutan mencerminkan isu-isu yang paling relevan dan berdampak bagi Perusahaan maupun pemangku kepentingannya. Pada Mei 2026, SUCOFINDO menyelenggarakan proses peninjauan topik material laporan keberlanjutan tahun 2024 dengan melibatkan pemangku kepentingan internal dan eksternal, termasuk konsultan dan pengguna laporan. Proses ini mengacu pada panduan Standar GRI 2021 yang mewajibkan organisasi mengidentifikasi dampak aktual dan potensial terhadap ekonomi, lingkungan, dan manusia sebagai dasar penentuan topik yang material untuk dilaporkan. **[GRI 3-1]**

SUCOFINDO periodically reviews its material topics to ensure that the sustainability report reflects the issues most relevant and impactful to the Company and its stakeholders. In May 2026, SUCOFINDO conducted a material topic review process for the 2024 sustainability report, involving internal and external stakeholders, including consultants and report users. This process refers to the GRI Standards 2021 guidance, which requires organizations to identify actual and potential impacts on the economy, environment, and people as the basis for determining topics that are material for reporting. **[GRI 3-1]**

Proses untuk Menentukan Topik Material Process for Determining Material Topics

Mengidentifikasi dan menilai dampak secara berkesinambungan
Identify and assess impacts on an ongoing basis

Menentukan topik material untuk pelaporan
Define material topics for reporting



Dalam forum tersebut, SUCOFINDO mengidentifikasi dan menilai dampak aktual maupun potensial dari seluruh aktivitas operasional dan hubungan bisnis Perusahaan, serta memastikan risiko yang material dikelola secara terintegrasi dalam mengatasi dampak negatif dan memaksimalkan dampak positif. Proses ini menghasilkan pembaruan topik material untuk laporan keberlanjutan tahun 2025 dengan beberapa perubahan dibandingkan tahun sebelumnya. **[GRI 3-1]**

In that forum, SUCOFINDO identified and assessed the actual and potential impacts of all the Company's operational activities and business relationships, and ensured that material risks are managed in an integrated manner to address negative impacts and maximize positive ones. This process resulted in updated material topics for the 2025 sustainability report, with several changes compared to the previous year. **[GRI 3-1]**

Pertama, penamaan seluruh topik material diselaraskan dengan nomenklatur resmi Standar GRI untuk meningkatkan konsistensi dan komparabilitas pelaporan. Kedua, topik "Efisiensi Energi dan Pengurangan Emisi" yang sebelumnya mencakup GRI 302 dan GRI 305 disederhanakan menjadi topik Emisi dengan mengacu pada GRI 305, mencerminkan fokus SUCOFINDO pada pengurangan dan pelaporan emisi GRK. Ketiga, topik Privasi Pelanggan (GRI 418) ditambahkan sebagai topik material baru, mengingat SUCOFINDO mengelola data dan informasi sensitif dari pelanggan korporasi. **[GRI 3-2]**

First, the naming of all material topics was aligned with the official GRI Standards nomenclature to improve consistency and comparability of reporting. Second, the topic of "Energy Efficiency and Emission Reduction," which previously covered GRI 302 and GRI 305, was simplified to the Emissions topic with reference to GRI 305, reflecting SUCOFINDO's focus on GHG emission reduction and reporting. Third, Customer Privacy (GRI 418) was added as a new material topic, given that SUCOFINDO manages sensitive data and information from corporate clients. **[GRI 3-2]**

Daftar Topik Material **[GRI 3-2]**

List of Material Topics

No.	Topik Material Material Topics	Pemangku Kepentingan Stakeholders	Alasan Materialitas Reason for Materiality
Topik Ekonomi Economic Topics			
1	Antikorupsi Anti Corruption	Pemegang Saham, Pegawai, Pelanggan, Pemasok, Pemerintah. Shareholders, Employees, Customers, Suppliers, Government.	Anti korupsi merupakan pilar utama dalam menjaga integritas dan kredibilitas operasional perusahaan. Sebagai BUMN dan lembaga jasa TIC, SUCOFINDO berkomitmen menjalankan usaha secara bersih dan transparan guna menjaga kepercayaan publik dan menciptakan tata kelola yang baik. Anti-corruption is a key pillar in maintaining the integrity and credibility of the company's operations. As a State-Owned Enterprise (SOE) and a TIC (Testing, Inspection, and Certification) service provider, SUCOFINDO is committed to conducting its business in a clean and transparent manner to uphold public trust and promote good corporate governance.
Topik Sosial Social Topics			
1	Kepegawaian Employment	Pemegang Saham dan Pegawai. Shareholders and Employees.	Sebagai perusahaan TIC, kualitas layanan SUCOFINDO bertumpu pada kompetensi dan integritas sumber daya manusia. Kemampuan Perusahaan dalam merekrut, mempertahankan, dan mengembangkan talenta terbaik memengaruhi kualitas layanan inspeksi, pengujian, sertifikasi, dan konsultasi yang diberikan kepada klien. Ketidakpatuhan terhadap regulasi ketenagakerjaan, termasuk ketentuan mengenai kontrak kerja, upah layak, dan hak-hak dasar karyawan, berpotensi menimbulkan sanksi hukum, ketidakharmonisan hubungan industrial, serta penurunan produktivitas yang berdampak langsung pada reputasi dan kelangsungan bisnis perusahaan. As a TIC company, the quality of SUCOFINDO's services rests on the competence and integrity of its human resources. The Company's ability to recruit, retain, and develop top talent directly influences the quality of inspection, testing, certification, and consultancy services delivered to clients. Non-compliance with labor regulations, including provisions relating to employment contracts, fair wages, and fundamental employee rights, has the potential to give rise to legal sanctions, industrial relations discord, and declining productivity, all of which have a direct impact on the Company's reputation and business continuity.

No.	Topik Material Material Topics	Pemangku Kepentingan Stakeholders	Alasan Materialitas Reason for Materiality
2	Kesehatan dan Keselamatan Kerja Occupational Health and Safety	Pemegang Saham, Pegawai, Pemasok. Shareholders, Employees, Suppliers.	Pengelolaan keselamatan dan kesehatan kerja menjamin perlindungan bagi karyawan dan mitra kerja selama menjalankan aktivitas operasional, terutama pada lingkungan berisiko tinggi seperti tambang, kilang, kapal, dan laboratorium. Occupational health and safety management ensures the protection of employees and business partners during operational activities, particularly in high-risk environments such as mines, refineries, vessels, and laboratories.
3	Pelatihan dan Pendidikan Training and Education	Pemegang Saham, Pegawai, Pelanggan. Shareholders, Employees, Customers.	Dalam industri TIC, kualitas dan integritas layanan sangat bergantung pada kompetensi dan etika sumber daya manusia. Investasi pada pengembangan SDM menjadi kunci peningkatan kualitas layanan dan daya saing, sekaligus memperkuat peran SUCOFINDO sebagai mitra strategis pelanggan. In the TIC industry, quality and integrity of service are highly dependent on the competence and ethics of human resources. Investment in human capital development is key to improving service quality and competitiveness, while simultaneously strengthening SUCOFINDO's role as a strategic partner to its clients.
4	Keberagaman dan Kesempatan Setara Diversity and Equal Opportunity	Pegawai, Masyarakat, Media Massa. Employees, the Public, the Media.	Kesetaraan dalam kesempatan kerja dan perlakuan di tempat kerja memperkuat budaya kerja yang inklusif dan produktif. Komitmen ini sejalan dengan prinsip <i>Diversity, Equity, and Inclusion</i> (DEI) serta kepatuhan terhadap Undang-Undang Nomor 8 Tahun 2016 tentang Penyandang Disabilitas. Equal opportunity in employment and equitable treatment in the workplace reinforce an inclusive and productive work culture. This commitment is aligned with the principles of Diversity, Equity, and Inclusion (DEI) and compliance with Law No. 8 of 2016 on Persons with Disabilities.
5	Privasi Pelanggan Diversity and Equal Opportunity	Pemegang Saham, Pegawai, Pelanggan, Pemasok, Pemerintah. Shareholders, Employees, Customers, Suppliers, Government.	Sebagai lembaga TIC yang menyimpan dan mengelola data sensitif dari banyak pelanggan lintas sektor, risiko kebocoran data dan ancaman siber berpotensi merusak kepercayaan klien dan reputasi perusahaan secara signifikan. As a TIC institution that stores and manages sensitive data from numerous clients across multiple sectors, the risks of data breaches and cyber threats have the potential to significantly erode client trust and damage the Company's reputation.
Topik Lingkungan Environmental Topics			
6	Limbah Waste	Pemegang Saham, Pelanggan, Pemerintah, Masyarakat, Media Massa Shareholders, Customers, Government,	Kegiatan operasional SUCOFINDO, terutama laboratorium menghasilkan limbah B3 dan non-B3 yang perlu dikelola secara bertanggung jawab untuk meminimalkan dampak lingkungan dan memastikan kepatuhan terhadap regulasi lingkungan yang berlaku. SUCOFINDO's operational activities, particularly its laboratories, generate hazardous and non-hazardous waste that must be managed responsibly to minimize environmental impact and ensure compliance with applicable environmental regulations.
7	Emisi Emissions	Pelanggan, Pemerintah, Masyarakat, Media Massa Customers, Government, Community, Media	SUCOFINDO berkomitmen untuk memperkuat perannya sebagai <i>enabler</i> transisi energi nasional sebagai Lembaga Validasi dan Verifikasi (LVV) GRK serta peserta <i>offset</i> emisi GRK untuk mendukung pencapaian target iklim Indonesia. SUCOFINDO is committed to strengthening its role as an enabler of the national energy transition, serving as a Greenhouse Gas Validation and Verification Body (LVV) as well as a participant in GHG emission offsetting, in support of Indonesia's climate targets.

Penyajian Kembali Informasi

Restatement of Information

SUCOFINDO menandai data yang dinyatakan ulang (*restatement*) dengan tanda (*) untuk membedakannya dari data yang disajikan pada laporan keberlanjutan tahun sebelumnya. Penyajian ulang data dilakukan apabila terdapat perbedaan metode perhitungan dan/atau pembaruan cakupan perhitungan, sehingga data yang disajikan lebih akurat dan dapat diperbandingkan. **[GRI 2-4]**

SUCOFINDO marks restated data with an asterisk (*) to distinguish it from data presented in the previous year's sustainability report. Restatements are made where there are differences in calculation methods and/or updates to the scope of calculation, so that the data presented is more accurate and comparable. **[GRI 2-4]**

Penjaminan Eksternal

External Assurance

SUCOFINDO belum menunjuk pihak independen untuk melakukan penjaminan eksternal atas Laporan Keberlanjutan ini. Meskipun demikian, seluruh data dan informasi yang disajikan telah melalui serangkaian tahap verifikasi internal untuk memastikan keandalan dan akurasi. Seluruh data keuangan dalam Laporan Keberlanjutan ini merujuk pada laporan keuangan konsolidasian yang telah diaudit oleh Kantor Akuntan Publik independen dalam rangka penyusunan Laporan Tahunan. Secara keseluruhan, seluruh informasi yang dimuat dalam Laporan Keberlanjutan ini telah mendapatkan persetujuan Direksi sebelum diterbitkan. **[OJK G.1] [GRI 2-5]**

SUCOFINDO has not yet appointed an independent party to conduct external assurance on this Sustainability Report. Nevertheless, all data and information presented have undergone a series of internal verification stages to ensure reliability and accuracy. All financial data in this Sustainability Report refers to the consolidated financial statements that have been audited by an independent Public Accounting Firm in connection with the preparation of the Annual Report. Overall, all information contained in this Sustainability Report has received approval from the Board of Directors prior to publication. **[OJK G.1] [GRI 2-5]**

Tanggapan Terhadap Umpan Balik

Response to Feedback

SUCOFINDO senantiasa terbuka terhadap evaluasi dan masukan dari berbagai pihak terkait kinerja keberlanjutan perusahaan, termasuk klien, mitra bisnis, regulator, dan pemangku kepentingan lainnya. Masukan yang diterima menjadi bahan pertimbangan dalam penyempurnaan kebijakan, strategi, dan pelaporan secara berkelanjutan.

SUCOFINDO remains open to evaluation and feedback from various parties regarding the Company's sustainability performance, including clients, business partners, regulators, and other stakeholders. Feedback received serves as input for the continuous improvement of policies, strategies, and reporting.

Hingga proses penyusunan laporan keberlanjutan tahun 2025, SUCOFINDO tidak menerima masukan dari para pemangku kepentingan untuk Laporan Keberlanjutan tahun sebelumnya sehingga tidak terdapat tanggapan yang dapat diberikan. **[OJK G.3]**

As of the preparation of the 2025 Sustainability Report, SUCOFINDO had not received any feedback from stakeholders regarding the previous year's Sustainability Report, and therefore there is no response to provide. **[OJK G.3]**

Kontak [GRI 2-3]

Contact

Pertanyaan, masukan, maupun evaluasi dari pemangku kepentingan atas laporan Keberlanjutan dapat disampaikan melalui:

Questions, feedback, or evaluations from stakeholders regarding the Sustainability Report may be directed to:

Sekretaris Perusahaan

Corporate Secretary

PT SUCOFINDO (PERSERO)

GRAHA SUCOFINDO Lantai 7 | 7th Floor
Jl. KH Guru Amin d/h Jl. Raya Pasar Minggu, Kav. 34,
Kelurahan | Subdistrict Pancoran, Kecamatan | District Pancoran
Kota Jakarta Selatan | South Jakarta
DKI Jakarta 12780



(+62-21) 7983666, Ext. 1116 dan 1124



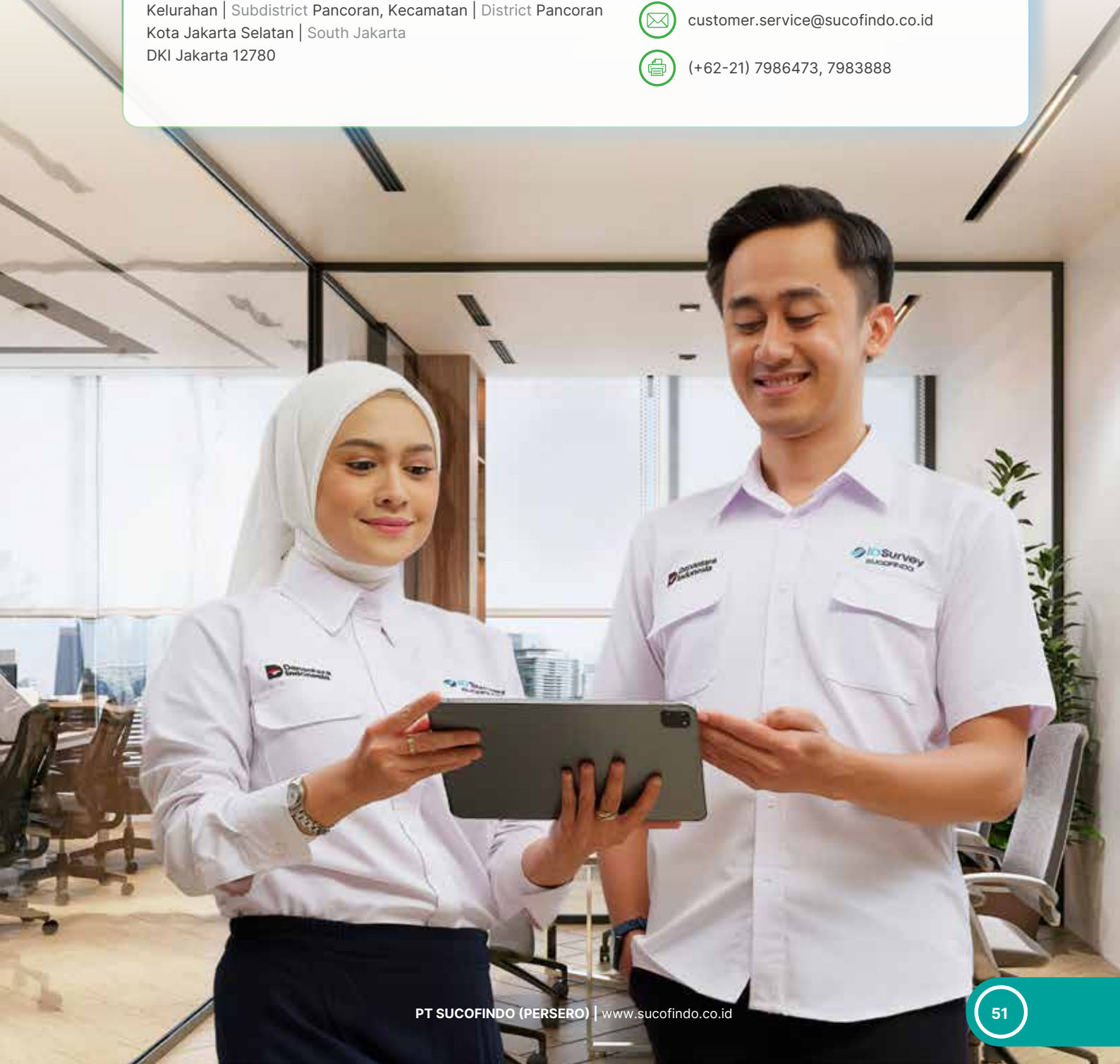
(+62) 811-8910-222



customer.service@sucofindo.co.id



(+62-21) 7986473, 7983888



04 Profil Perusahaan

Company Profile





IDENTITAS PERUSAHAAN [OJK C.2] [GRI 2-1]

COMPANY IDENTITY

Nama Perusahaan

Company Name

PT Superintending Company of Indonesia atau
PT SUCOFINDO (PERSERO)
PT Superintending Company of Indonesia or
PT SUCOFINDO (PERSERO)

Bentuk Hukum Pendirian Perusahaan

Legal Form of Incorporation

Akta Pernyataan Keputusan Para Pemegang Saham PT SUCOFINDO dari Notaris Indah Prastiti Extensia, S.H. di Jakarta tertanggal 8 Agustus 2022 Nomor 4 tentang Perubahan Anggaran Dasar PT Superintending Company of Indonesia yang telah disahkan Kementerian Hukum dan HAM No. AHU0062354.AH.01.02. Tahun 2022 tanggal 1 September 2022.

Deed of Shareholders' Resolution of PT SUCOFINDO from Notary Indah Prastiti Extensia, S.H., in Jakarta, dated August 8, 2022, Number 4, regarding Amendment to the Articles of Association of PT Superintending Company of Indonesia, which has been approved by the Ministry of Law and Human Rights under Number AHU0062354.AH.01.02. Year 2022, dated September 1, 2022.

Perubahan Nama Perusahaan

Company Name Change

- Perusahaan PT Superintending Company of Indonesia (Persero) berubah nama menjadi PT Superintending Company of Indonesia sesuai Akta No. 116 tanggal 31 Desember 2021. PT Superintending Company of Indonesia (Persero) changed its name to PT Superintending Company of Indonesia pursuant to Deed No. 116 dated December 31, 2021.
- Perusahaan PT Superintending Company of Indonesia menjadi Perusahaan PT Superintending Company of Indonesia (Persero) sesuai Akta No. 130 tanggal 23 Juni 2025. PT Superintending Company of Indonesia became PT Superintending Company of Indonesia (Persero) pursuant to Deed No. 130 dated June 23, 2025.

Akta Pendirian Perusahaan

Deed of Establishment

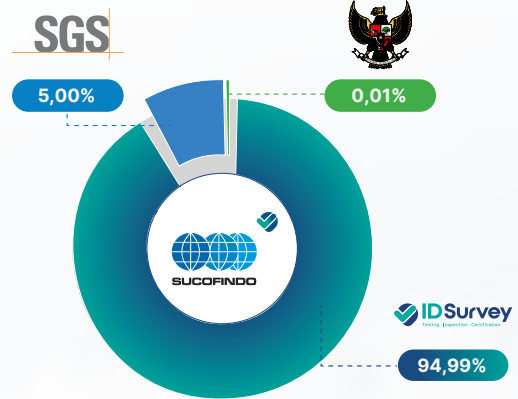
Akta No. 42 tanggal 22 Oktober 1956, Notaris J.A.L. Tobing Sutan Arifin (Tambahan Berita Negara RI No. 293 tanggal 18 April 1958).

Deed Number 42 dated October 22, 1956, issued by Notary J.A.L. Tobing Sutan Arifin (Supplement to the State Gazette of the Republic of Indonesia Number 293 dated April 18, 1958).

Pemegang Saham

Shareholders

- Negara Republik Indonesia**
Government of the Republic of Indonesia
1 saham Seri A Dwiwarna dengan nilai nominal seluruhnya Rp1.000.000
1 Series A Dwiwarna share, with a total nominal value of IDR1,000,000
- PT Inspeksi Sertifikasi dan Survey Indonesia**
284.999 saham Seri B, dengan nilai nominal sebesar Rp284.999.000.000
284,999 Series B shares, with a total nominal value of IDR284,999,000,000
- Societe Generale de Surveillance - S.A (SGS-S.A)**
15.000 saham dari seri B, dengan nilai nominal sebesar Rp15.000.000.000
15,000 Series B shares, with a total nominal value of IDR15,000,000,000

**Bidang Usaha**

Line of Business

**Pengujian:**

Testing:

Kalibrasi, Pengambilan Contoh, Uji Tak Rusak
Calibration, Sampling, and Non-Destructive Testing Services

**Inspeksi:**

Inspection:

Supervisi, Verifikasi, Penyaksian, Pemastian, Survei, Pemantauan
Supervision, Verification, Witnessing, Assurance, Survei, Monitoring

**Sertifikasi:**

Certification:

Audit, Validasi dan Verifikasi
Audit, Validation and Verification

**Konsultasi:**

Consultancy:

Pengkajian, Enterprise, Internet of Things (IoT)
Assessment, Enterprise Solutions, Internet of Things (IoT)

Modal Dasar

Authorized Capital

Rp|IDR **1.200.000.000.000****Modal Disetor**

Paid-up capital

Rp|IDR **300.000.000.000****Penyertaan Modal Negara**

State Capital Participation

Rp|IDR **285.000.000.000****Alamat Kantor Pusat**

Head Office Address

Graha Sucofindo,
Jl. KH. Guru Amin d/h Raya Pasar Minggu,
Kav. 34 - Jakarta Selatan | South Jakarta 12780

Sekretaris Perusahaan

Corporate Secretary

Arifin

 021-798 3666 Ext. 1052

Telepon

Telephone



021-798 3666, Ext 1116 dan 1124
021-798 3666, Ext 1116 dan 1124

E-mail

E-mail



customer.service@sucofindo.co.id

Jumlah Karyawan

Total of Employees



3.096 orang
people

Media Sosial

Social Media



sucofindo



sucofindo



sucofindoofficial



@sucofindoofficial



sucofindo



sucofindo

VISI, MISI, DAN BUDAYA KEBERLANJUTAN

[OJK C.1] [GRI 2-23]

VISION, MISSION,
AND CULTURE SUSTAINABILITY



Visi Keberlanjutan
Sustainability
Vision

Menjadi perusahaan kelas dunia yang kompetitif, andal dan terpercaya di bidang inspeksi, pengujian, sertifikasi, konsultasi, dan pelatihan yang mendorong penciptaan nilai jangka panjang bagi seluruh pemangku kepentingan.

To become a world-class company that is competitive, reliable, and trusted in the fields of inspection, testing, certification, consultancy, and training, driving the creation of long-term value for all stakeholders.



Misi Keberlanjutan
Sustainability
Mission

1. Memberikan nilai tambah kepada pemangku kepentingan melalui pemastian kesesuaian standar mutu, peningkatan efisiensi serta keselamatan dan keamanan.

To deliver added value to stakeholders through assurance of quality standard conformity, improvement of efficiency, and enhancement of safety and security.

2. Menyediakan jasa yang komprehensif dan terpercaya dengan memperkuat kapasitas dan kapabilitas terkait sumber daya manusia, mitra kerja, teknologi dan inovasi melalui sinergi dan integrasi bisnis.

To provide comprehensive and trusted services by strengthening capacity and capability in human resources, business partners, technology, and innovation through business synergy and integration.

3. Memperluas jaringan dan memperkuat reputasi di tingkat global melalui kinerja bisnis yang transparan, akuntabel, dan bertanggung jawab.

To expand the network and strengthen reputation at the global level through transparent and accountable, and responsible business performance.

Budaya Keberlanjutan

Sustainability Culture

AKHLAK

AMANAH | KOMPETEN | HARMONIS
LOYAL | ADAPTIF | KOLABORATIF

Nilai-nilai Perusahaan SUCOFINDO mengacu pada Nilai BUMN yaitu AKHLAK:

SUCOFINDO's Corporate Values refer to the SOE Core Values, namely AKHLAK:



Amanah (Trustworthy)

Memegang teguh kepercayaan yang diberikan
Upholding the trust given



Kompeten (Competent)

Terus belajar dan mengembangkan kapabilitas
Continuously learning and developing capabilities



Harmonis (Harmonious)

Saling peduli dan menghargai perbedaan
Caring for one another and respecting differences



Loyal (Loyal)

Berdedikasi dan mengutamakan kepentingan Bangsa dan Negara
Dedicated and prioritizing the interests of the Nation and the State



Adaptif (Adaptive)

Terus berinovasi dan antusias dalam mengerjakan ataupun menghadapi perubahan
Continuously innovating and remaining enthusiastic in driving or facing change



Kolaboratif (Collaborative)

Membangun kerja sama yang sinergis
Building synergistic cooperation

BIDANG USAHA [OJK C.4] [GRI 2-6]

BUSINESS LINES

Berdasarkan Pasal 3 Anggaran Dasar sebagaimana tertuang dalam Akta No. 04 tanggal 8 Agustus 2022 yang dibuat oleh Indah Prastiti Extensia, S.H., Notaris di Jakarta, serta telah memperoleh pengesahan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia melalui Keputusan No. AHU-0062354.AH.01.02 Tahun 2022 tanggal 1 September 2022, dinyatakan bahwa maksud dan tujuan pendirian Perusahaan adalah untuk menjalankan kegiatan usaha di bidang jasa survei dan inspeksi.

Selain itu, Perusahaan juga bertujuan untuk mengoptimalkan pemanfaatan seluruh sumber daya yang dimiliki guna menghasilkan produk dan/atau jasa yang bermutu tinggi serta memiliki daya saing yang kuat. Upaya tersebut dilakukan dalam rangka memperoleh keuntungan dan meningkatkan nilai Perusahaan secara berkelanjutan, dengan tetap mengedepankan penerapan prinsip-prinsip tata kelola perusahaan yang baik.

Pursuant to Article 3 of the Articles of Association as set out in Deed No. 04 dated August 8, 2022, drawn up by Indah Prastiti Extensia, S.H., Notary in Jakarta, and having obtained ratification from the Minister of Law and Human Rights of the Republic of Indonesia through Decree No. AHU-0062354.AH.01.02 of 2022 dated September 1, 2022, it is stipulated that the purpose and objective of the Company's establishment is to conduct business activities in the field of survey and inspection services.

In addition, the Company also aims to optimize the utilization of all its resources in order to produce high-quality products and/or services with strong competitiveness. These efforts are undertaken with a view to generating profit and sustainably increasing the value of the Company, while continuing to uphold the application of good corporate governance principles.

Bidang Usaha yang Dijalankan pada Tahun Buku

Business Activities Conducted During the Reporting Year

Tahun 2025, sesuai ketentuan Anggaran Dasar, SUCOFINDO menjalankan kegiatan usaha yang meliputi layanan Inspeksi dan Audit, Pengujian dan Analisa, Sertifikasi, Konsultansi, serta Pelatihan. Adapun rincian dari masing-masing bidang usaha tersebut adalah sebagai berikut:

1. Bidang Inspeksi dan Audit

SUCOFINDO menyediakan jasa pemeriksaan kuantitas dan kualitas produk, komoditi pertanian, kehutanan dan perikanan, makanan, industri, pertambangan, minyak dan gas serta produk konsumen. Secara umum, berbagai layanan tersebut ditujukan untuk melindungi kepentingan pihak-pihak terkait dan/atau untuk memastikan kepatuhan terhadap standar teknis produk/komoditas perdagangan, serta layanan audit untuk memastikan kapasitas dan kemampuan calon pemasok.

2. Bidang Pengujian dan Analisa

SUCOFINDO memiliki fasilitas pengujian dan analisa lengkap untuk mendapatkan data-data yang akurat terhadap aspek kualitas dan keamanan produk. Laboratorium SUCOFINDO memiliki kapasitas untuk melakukan pengujian kimia, mikrobiologi, kalibrasi, listrik dan elektronika, lingkungan serta pengujian teknis lainnya.

In 2025, in accordance with the provisions of the Articles of Association, SUCOFINDO conducted business activities encompassing Inspection and Audit, Testing and Analysis, Certification, Consultancy, and Training services. The details of each business line are as follows:

1. Inspection and Audit

SUCOFINDO provides quantity and quality inspection services for products, agricultural, forestry, and fishery commodities, food, industrial goods, mining, oil and gas, and consumer products. In general, these services are aimed at protecting the interests of relevant parties and/or ensuring compliance with technical standards for traded products/commodities, as well as audit services to assess the capacity and capability of prospective suppliers.

2. Testing and Analysis

SUCOFINDO has complete testing and analysis facilities to obtain accurate data on product quality and safety aspects. SUCOFINDO's laboratories have the capacity to conduct chemical, microbiological, calibration, electrical and electronic, environmental, and other technical testing.

3. Bidang Sertifikasi

SUCOFINDO menyediakan layanan sertifikasi yang mencakup sertifikasi sistem manajemen dan sertifikasi produk. Skema sertifikasi yang tersedia adalah ISO 9000, ISO 14000, ISO 45001, SA 8000, RSPO, HMCP, Pengelolaan Hutan Berkelanjutan, *Chain of Custody* dan *Legal Source*. Sertifikasi produk di antaranya meliputi sertifikasi produk listrik dan elektronika, pupuk dan produk kimia, makanan dan minuman, baja serta komoditas pertanian.

4. Bidang Konsultansi

SUCOFINDO memiliki layanan konsultasi sistem manajemen, analisa dampak lingkungan, sistem informasi, kandungan produk lokal, pengembangan wilayah, infrastruktur dan penggunaan lahan. Interaksi SUCOFINDO yang luas dengan pelaku berbagai lini bisnis memungkinkan SUCOFINDO untuk berbagi pengalaman dan kepakaran.

5. Bidang Pelatihan

SUCOFINDO memberikan kontribusi pengetahuan dan kemampuan dalam berbagai aspek bisnis seperti sistem manajemen, termasuk Kualitas, Kesehatan dan Keselamatan Kerja, HACCP (*Hazard Analysis and Critical Control Point*) serta Manajemen Keamanan. Selain itu PT SUCOFINDO menyediakan pelatihan Tanggap Darurat dan Pengoperasian Alat Berat. PT SUCOFINDO memiliki semua fasilitas pelatihan yang dibutuhkan untuk mendapatkan hasil maksimal.

3. Certification

SUCOFINDO provides certification services encompassing management system certification and product certification. Available certification schemes include ISO 9000, ISO 14000, ISO 45001, SA 8000, RSPO, HMCP, Sustainable Forest Management, Chain of Custody, and Legal Source. Product certifications include, among others, certification of electrical and electronic products, fertilizers and chemical products, food and beverages, steel, and agricultural commodities.

4. Consultancy

SUCOFINDO offers consultancy services in management systems, environmental impact analysis, information systems, local content, regional development, infrastructure, and land use. SUCOFINDO's extensive interaction with players across various business lines enables the Company to share its experience and expertise.

5. Training

SUCOFINDO contributes knowledge and capability across various business aspects such as management systems, including Quality, Occupational Health and Safety, HACCP (Hazard Analysis and Critical Control Point), and Security Management. In addition, PT SUCOFINDO provides Emergency Response and Heavy Equipment Operation training. PT SUCOFINDO has all the training facilities required to achieve maximum results.

Layanan yang Diberikan

Services Provided

Inspeksi dan Audit

SUCOFINDO menyediakan jasa pemeriksaan kuantitas dan kualitas produk/komoditi pertanian, kehutanan dan perikanan, makanan, industri, pertambangan, minyak dan gas serta produk konsumen. Secara umum, berbagai layanan tersebut ditujukan untuk melindungi kepentingan pihak-pihak terkait dan untuk memastikan kepatuhan terhadap standar teknis untuk produk/komoditas perdagangan, serta layanan audit untuk memastikan kapasitas dan kemampuan calon pemasok.

Pengujian dan Kalibrasi

SUCOFINDO memiliki fasilitas pengujian dan kalibrasi lengkap untuk mendapatkan data yang akurat terhadap aspek kualitas dan keamanan produk. Laboratorium SUCOFINDO memiliki kapasitas untuk melakukan pengujian kimia, fisik, mekanik, mikrobiologi, listrik, dan elektronika serta kegiatan kalibrasi alat produksi, alat uji dan alat ukur.

Inspection and Audit

SUCOFINDO provides quantity and quality inspection services for agricultural, forestry, and fishery products/commodities, food, industrial goods, mining, oil and gas, and consumer products. In general, these services are aimed at protecting the interests of relevant parties and ensuring compliance with technical standards for traded products/commodities, as well as audit services to assess the capacity and capability of prospective suppliers.

Testing and Calibration

SUCOFINDO has complete testing and calibration facilities to obtain accurate data on product quality and safety aspects. SUCOFINDO's laboratories have the capacity to conduct chemical, physical, mechanical, microbiological, electrical, and electronic testing, as well as calibration of production equipment, testing instruments, and measuring devices.

Sertifikasi

Jasa Sertifikasi Produk dan Sistem Mutu untuk layanan jasa Sertifikasi Sistem Pangan (ISO 22000, HACCP, GMP dan Organik), Sertifikasi Produk, Sertifikasi Standar Usaha (UHKPPIU, LSUP dan Pasar Rakyat), Sertifikasi Sistem Keamanan Informasi (ISO 270001 dan turunannya, SMKI), Sertifikasi Sistem Manajemen Mutu (ISO 9001, ISO 21001) serta Survei Riset (Kepuasan Pelanggan, Survei Pasar, Produk dan turunannya).

Jasa Sertifikasi Sistem Manajemen untuk layanan Kajian dan Audit Sistem Manajemen Pengamanan, Sertifikasi Sistem Manajemen (ISO 14001, ISO 50001, ISO 45001, ISO 28001, ISO 37000 dsb.), Audit Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) dan turunannya dan Sistem Manajemen Keamanan Pertambangan (SMKP), Sertifikasi Hijau (Bangunan dan Industri), Sertifikasi *Green Building*, Sertifikasi *Sustainability* (ISPO, SVLK dan turunannya).

Konsultansi

SUCOFINDO memiliki layanan konsultansi lingkungan, sistem informasi, kandungan produk lokal, pengembangan wilayah, infrastruktur dan penggunaan lahan. Interaksi SUCOFINDO yang luas dengan pelaku berbagai lini bisnis memungkinkan SUCOFINDO untuk berbagi pengalaman dengan dukungan para pakar yang dimiliki.

Target Pasar

Target Markets

SUCOFINDO bergerak di industri jasa pemastian yang membidik pasar dari segmen korporasi yang bergerak di berbagai bidang usaha. Target pasar perusahaan di tahun 2025 yang didefinisikan dalam RJPP dan disepakati oleh manajemen diprioritaskan untuk memperbesar *market share* pada kelompok industri sekunder dan tersier yang terdiri dari: Kelompok Industri Sekunder:

1. Infrastruktur
2. Industri Manufaktur
3. *Retail & E-commerce*
4. Pertanian, Kehutanan dan Perikanan
5. Industri Makanan
6. Industri Konsumen

Kelompok Industri Tersier:

1. Otomotif
2. Industri Kimia dan Produk Turunannya
3. Kereta Api (*Rail*)
4. Logistik
5. Kesehatan (*Life Science*)
6. Penerbangan (*Aerospace*)

Certification

Product and Quality System Certification services cover Food System Certification (ISO 22000, HACCP, GMP, and Organic), Product Certification, Business Standard Certification (UHKPPIU, LSUP, and Traditional Markets), Information Security Management System Certification (ISO 27001 and its derivatives, ISMS), Quality Management System Certification (ISO 9001, ISO 21001), and Research Surveys (Customer Satisfaction, Market Surveys, Product Surveys, and their derivatives).

Management System Certification services cover Security Management System Review and Audit, Management System Certification (ISO 14001, ISO 50001, ISO 45001, ISO 28001, ISO 37000, etc.), Occupational Health and Safety Management System Audit (SMK3) and its derivatives, Mining Safety Management System (SMKP), Green Certification (Buildings and Industry), Green Building Certification, and Sustainability Certification (ISPO, SVLK, and their derivatives).

Consultancy

SUCOFINDO provides environmental consultancy, information systems, local content, regional development, infrastructure, and land use services. SUCOFINDO's extensive interaction with players across various business lines enables the Company to share its experience, supported by its roster of expert professionals.

SUCOFINDO operates in the assurance services industry, targeting the corporate segment across various business sectors. The Company's target market in 2025, as defined in the RJPP and agreed upon by management, is prioritized toward expanding market share in the secondary and tertiary industry groups, consisting of:

1. Infrastructure
2. Manufacturing Industry
3. Retail & E-commerce
4. Agriculture, Forestry, and Fisheries
5. Food Industry
6. Consumer Industry

Tertiary Industry Group:

1. Automotive
2. Chemical Industry and Its Derivatives
3. Rail
4. Logistics
5. Life Science (Healthcare)
6. Aerospace

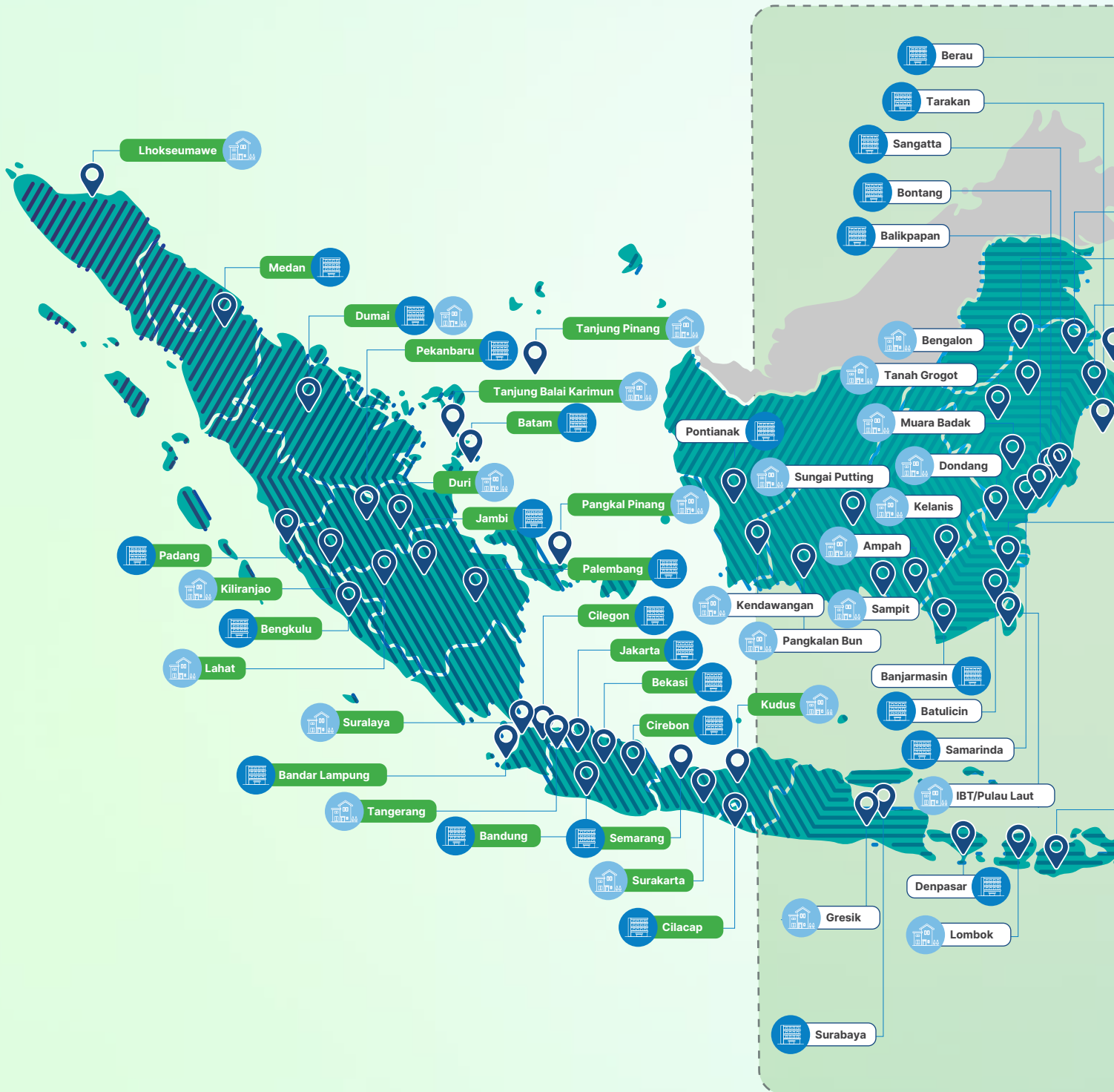
Sebagai upaya dalam menjangkau beragam sektor industri, SUCOFINDO hadir sebagai *strategic partner* yang terpercaya dengan menghadirkan beragam layanan unggulan yang dirancang untuk mendukung keberlangsungan dan keberlanjutan proses bisnis Perusahaan secara optimal. Tidak hanya terbatas pada kedua kelompok industri tersebut, SUCOFINDO juga senantiasa hadir untuk memberikan solusi komprehensif atas setiap tantangan dan permasalahan bisnis yang dihadapi oleh kelompok industri primer maupun pelanggan perseorangan.

As part of its efforts to reach diverse industry sectors, SUCOFINDO serves as a trusted strategic partner, offering a range of superior services designed to optimally support the continuity and sustainability of its clients' business processes. Beyond these two industry groups, SUCOFINDO also consistently provides comprehensive solutions to every business challenge and issue faced by primary industry players and individual customers alike



WILAYAH OPERASIONAL [OJK C.3.d] [GRI 2-6]

OPERATIONAL AREAS



Keterangan:

Note:

Barat | West

Timur | East



Unit Pelayanan
Service Units

38



Cabang Regional
Regional Branch

29



Barat | West

 Cabang Regional
Regional Branch

1	Bandar Lampung
2	Bandung
3	Batam
4	Bekasi
5	Bengkulu
6	Cilacap
7	Cilegon
8	Cirebon
9	Dumai
10	Jakarta
11	Jambi
12	Medan
13	Padang
14	Palembang
15	Pekanbaru
16	Semarang

 Unit Pelayanan
Service Units

1	Tanjung Balai Karimun
2	Tanjung Pinang
3	Suralaya
4	Duri
5	Tangerang
6	Lhokseumawe
7	Kiliranjao
8	Lahat
9	Pangkal Pinang
10	Kudus
11	Surakarta
12	Dumai

 Site
Site

1	Tarahan
2	Pulau Baai
3	Muntok
4	Belitung
5	Tembilahan
6	Sungailiat

Timur | East

 Cabang Regional Regional Branch	
1	Balikpapan
2	Banjarmasin
3	Batulicin
4	Bontang
5	Denpasar
6	Makassar
7	Pontianak
8	Samarinda
9	Sangatta
10	Surabaya
11	Tarakan
12	Timika
13	Kendari
 Kantor Pemasaran Marketing office	
1	Palangkaraya
2	Banggai
3	Gorontalo

 Unit Pelayanan Service Units	
1	Tanah Grogot
2	Ampah
3	Sampit
4	Kelanis
5	Sungai Putting
6	IBT/Pulau Laut
7	Sungai Danau
8	Benete
9	Lombok
10	Morowali
11	Manado
12	Palu
13	Ambon
14	Kedawangan
15	Pangkalan Bun
16	Dondang
17	Muara Badak
18	Bengalon
19	Sangkulirang
20	Gresik
21	Berau
22	Sebakis
23	Sesayap
24	Jayapura
25	Sorong
26	Maluku Utara

 Site Site	
1	Muara Tuhup
2	Tanjung Bara
3	Lubuk Tutung
4	Tanjung Redeb
5	Lati
6	Suaran
7	Weda
8	Gosowong
9	Martabe
10	Kolaka
11	Indonesia Bulk Terminal
12	Balikpapan Coal Terminal
13	Buli
14	Obi
15	Balikpapan
16	Tuban
17	Paiton
18	Kediri
19	Manyar
20	Melak

KANTOR CABANG

BRANCH OFFICES

No.	Nama Name	Kelas Class	Alamat Address
1	Banjarmasin	Cabang Utama Main Branch	<p>Jl. Jend. A. Yani Km. 18,5 No. 238 Kayu Bawang, Kec. Landasan Ulin, Kab. Banjar, Kalimantan Selatan 70722</p> <p> (+62-511) 327108083</p> <p> (+62-511) 3258111</p> <p> banjarmasin@sucofindo.co.id</p>
2	Jakarta	Cabang Utama Main Branch	<p>Jl. Cumi No. 33-35 Tanjung Priok - Jakarta Utara, DKI Jakarta 14310</p> <p> (+62-21) 4304444</p> <p> -</p> <p> jakarta@sucofindo.co.id</p>
3	Surabaya	Cabang Utama Main Branch	<p>Jl. Kalibutih No. 215 Tembok Dukuh, Surabaya - Jawa Timur 60173</p> <p> (+62-31) 5469123</p> <p> (+62-31) 5469145</p> <p> surabaya@sucofindo.co.id</p>
		Laboratorium Laboratory	<p>Jl. A. Yani No. 315, Surabaya, Jawa Timur 60234</p>
4	Balikpapan	Cabang Madya Intermediate Branch	<p>Jl. Jend. A. Yani No. 1 Gunung Sari Ulu, Balikpapan - Kalimantan Timur 76122</p> <p> (+62-542) 732186, 732188</p> <p> -</p> <p> balikpapan@sucofindo.co.id</p>
5	Batam	Cabang Madya Intermediate Branch	<p>Jl. Raden Patah No. 61 Baloi Batam - Kepulauan Riau 29432</p> <p> (+62-778) 456575</p> <p> -</p> <p> batam@sucofindo.co.id</p>
6	Makassar	Cabang Madya Intermediate Branch	<p>Jl. Urip Sumoharjo No. 90A Makassar - Sulawesi Selatan 90232</p> <p> (+62-411) 451890, 451891, 451893</p> <p> -</p> <p> makassar@sucofindo.co.id</p>

No.	Nama Name	Kelas Class	Alamat Address
7	Medan	Cabang Madya Intermediate Branch	<p>Jl. Jend. Gatot Subroto KM.5,5, No. 105 Medan - Sumatra Utara 20122</p> <p> (+62-61) 8451880</p> <p> -</p> <p> medan@sucofindo.co.id</p>
8	Palembang	Cabang Madya Intermediate Branch	<p>Jl. Soekarno Hatta No. 1901 Kecamatan Alang-alang Lebar Palembang - Sumatra Selatan 30129</p> <p> (0711) 312 990</p> <p> -</p> <p> palembang@sucofindo.co.id</p>
9	Samarinda	Cabang Madya Intermediate Branch	<p>Jl. Teuku Umar No. 65 Kelurahan Karang Asam Ilir Samarinda - Kalimantan Timur 75126</p> <p> (+62-541) 6293771-4</p> <p> (+62-541) 6293777</p> <p> samarinda@sucofindo.co.id</p>
10	Sangatta	Cabang Madya Intermediate Branch	<p>Jl. Parikesit Road 9 (Depan Kantor KNE) Sangatta, Kalimantan Timur 75611</p> <p> (+62-549) 525213</p> <p> -</p> <p> sangatta@sucofindo.co.id</p>
11	Semarang	Cabang Madya Intermediate Branch	<p>Jl. Pemuda No. 171 Semarang - Jawa Tengah 50132</p> <p> (+62-24) 6590547, 3516616</p> <p> -</p> <p> semarang@sucofindo.co.id</p>
12	Timika	Cabang Pratama Sub-Branch	<p>Jl. Kuala Kuningan, Kav. D-1 Mimika - Papua Tengah 99968</p> <p> (+62-901) 301222, 301952</p> <p> -</p> <p> timika@sucofindo.co.id</p>
13	Jambi	Cabang Pratama Sub-Branch	<p>Jl. Sari Bakti Simpang Rimbo, Alam Barajo, Kota Jambi 36561</p> <p> (+62-741) 595000, 5783009</p> <p> -</p> <p> jambi@sucofindo.co.id</p>

No.	Nama Name	Kelas Class	Alamat Address
14	Padang	Cabang Pratama Sub-Branch	<p>Jl. Raya Bypass KM.19,5 Kecamatan Koto Tengah Padang - Sumatra Barat 25171</p> <p> (+62-751) 443100, 442920</p> <p> -</p> <p> padang@sucofindo.co.id</p>
15	Pekanbaru	Cabang Pratama Sub-Branch	<p>Jl. Jend. A. Yani No. 79 Pekanbaru Riau 28115</p> <p> (+62-761) 36042, 37759</p> <p> -</p> <p> pekanbaru@sucofindo.co.id</p>
16	Bandar Lampung	Cabang Pratama Sub-Branch	<p>Jl. Gatot Subroto No. 161 Pecohraya Bandar Lampung 35228</p> <p> (+62-721) 474660</p> <p> -</p> <p> bandarlampung@sucofindo.co.id</p>
17	Bandung	Cabang Pratama Sub-Branch	<p>Jl. Soekarno Hatta No. 217 Bandung - Jawa Barat 40233</p> <p> (+62-22) 6030262</p> <p> -</p> <p> bandung@sucofindo.co.id</p>
18	Batulicin	Cabang Pratama Sub-Branch	<p>Jl. Damarpraja Tanah Bambu Batu Licin - Kalimantan Selatan 72171</p> <p> (+62-518) 6076201 ext 20-7705608</p> <p> -</p> <p> batulicin@sucofindo.co.id</p>
19	Bekasi	Cabang Pratama Sub-Branch	<p>Jl. Arteri Tol Cibitung No. 1 Cibitung, Bekasi - Jawa Barat 17520</p> <p> (+62-21) 88321176</p> <p> -</p> <p> bekasi@sucofindo.co.id</p>
20	Bengkulu	Cabang Pratama Sub-Branch	<p>Jl. R.E. Martadinata No. 37 Kampung Melayu, Bengkulu 38215</p> <p> (+62-736) 5611644</p> <p> (0736) 5500422</p> <p> bengkulu@sucofindo.co.id</p>
21	Bontang	Cabang Pratama Sub-Branch	<p>Jl. Jend. Sudirman No. 11, RT. 24 Tj. Laut, Bontang - Kalimantan Timur 75321</p> <p> (+62-548) 26281, 26282</p> <p> -</p> <p> bontang@sucofindo.co.id</p>

No.	Nama Name	Kelas Class	Alamat Address
22	Cilacap	Cabang Pratama Sub-Branch	<p>Jl. Soekarno Hatta No. 280 Kesugihan, Cilacap, Jawa Tengah 53274</p> <p> (+62-282) 540005 Ext. 102</p> <p> -</p> <p> cilacap@sucofindo.co.id</p>
23	Cilegon	Cabang Madya Intermediate Branch	<p>Jl. Jend. Achmad Yani No. 106 Kota Cilegon, Banten 42421</p> <p> (+62-254) 386444</p> <p> -</p> <p> cilegon@sucofindo.co.id</p>
24	Cirebon	Cabang Pratama Sub-Branch	<p>Jl. Dr. Sudarsono No. 46 Cirebon - Jawa Barat 45134</p> <p> (+62-231) 242284, 242285, 230808</p> <p> -</p> <p> cirebon@sucofindo.co.id</p>
25	Denpasar	Cabang Pratama Sub-Branch	<p>Jl. Tukad Badung Banjar Kelod Raya, Renon, Denpasar Selatan, Bali 80266</p> <p> (+62-231) 242284, 242285, 230808</p> <p> (+62-361) 241847</p> <p> denpasar@sucofindo.co.id</p>
26	Dumai	Cabang Pratama Sub-Branch	<p>Jl. Dr. Wahidin No. 31 Dumai, Riau 28814</p> <p> (+62-765) 31157, 439733</p> <p> -</p> <p> dumai@sucofindo.co.id</p>
27	Pontianak	Cabang Pratama Sub-Branch	<p>Jl. Arteri Supadio Km.12,5 Arang Limbung Sungai Raya, Kubu Raya, Kalimantan Barat 78115</p> <p> (+62-561) 733334, 748748</p> <p> -</p> <p> pontianak@sucofindo.co.id</p>
28	Tarakan	Cabang Pratama Sub-Branch	<p>Jl. Cahaya Baru No. 104 Karang Harapan, Tarakan, Kalimantan Utara 77118</p> <p> (+62-551) 202 6645</p> <p> -</p> <p> tarakan@sucofindo.co.id</p>

No.	Nama Name	Kelas Class	Alamat Address
29	Kendari	Cabang Pratama Sub-Branch	Jl. Pattimura No. 58 Watulondo Kec. Puuwatu Kendari - Sulawesi Tenggara, 93117
			 -
			 -
			 kendari@sucofindo.co.id

Unit Pelayanan
Service Units

No.	Nama Unit Kerja Work Unit	Alamat Address
1	Tanjung Pinang	Jl. Adi Sucipto No. 2 KM. 12 (Kijang), Kampung Wonosari RT.06/ RW.09, Kelurahan Batu 9, Tanjung Pinang, Kepulauan Riau
		 (+62-777) 327375, 327273
		 -
		 tanjungpinang@sucofindo.co.id
2	Tanjung Balai Karimun	Jl. Lubuk Semut No. 11 B Kel. Lubuk Semut, Kec. Karimun, Kab. Karimun Kepulauan Riau 29661
		 (+62-777) 327375, 327273
		 -
		 tanjungpinang@sucofindo.co.id
3	Pangkal Pinang	Jl. Yos Sudarso Kel. Pasir Garam, Kec. Pangkalbalam, Kota Pangkalpinang, Prov. Kep. Bangka Belitung (Kantor PT SUCOFINDO depan Mess BEA CUKAI)
		 (+62-717) 431551, 424139
		 -
		 pangkalpinang@sucofindo.co.id
4	Lahat	Jl. Lubuk Beringin, Desa Manggul, Kec. Lahat, Kab. Lahat, Sumatera Selatan
		 (+62-731) 326981, 326981
		 -
		 lahat@sucofindo.co.id
5	Lhokseumawe	Jl. Panglath No. 3, Lhokseumawe 24351
		 (+62-645) 48091, 42269
		 -
		 lhokseumawe@sucofindo.co.id
6	Duri	Jl. Tibrana No. 5 B, Kelurahan Duri Barat, Kecamatan Mandau, Kabupaten Duri-Riau
		 (+62-765) 92323
		 -
		 duri@sucofindo.co.id

Unit Pelayanan Service Units		
No.	Nama Unit Kerja Work Unit	Alamat Address
7	Suralaya	Unit Pelayanan Suralaya Gedung Lab Sucofindo Jl. A Yani No. 106 Cilegon - Banten 42421  0812 111 3610  -  suralaya@sucofindo.co.id
8	Tangerang	Jl. Raya Serang KM. 12, Griya Idola Industrial Park Blok AA 10, Bitung Jaya - Cikupa  081280382665  -  tangerang@sucofindo.co.id
9	Surakarta	Jl. Adi Sucipto No. 133 Surakarta - Jawa Tengah 57145  (+62-271) 725279, 725280, 721006  -  surakarta@sucofindo.co.id
10	Kudus	Jl. Ronggolawe No. 18, RT.01/RW.01, Getas, Getas Pejaten, Kec. Jati, Kabupaten Kudus, Jawa Tengah 59343  (+62-291) 438211, 430122, 438211, 430122  -  kudus@sucofindo.co.id
11	Gresik	Jl. Dr. Wahidin Sudirohusodo No. 154, Setingi, Randuagung, Kec. Kebomas, Kabupaten Gresik  (+62-31) 3983195, 3979926, 3975603, 3984402  -  gresik@sucofindo.co.id
12	Tanah Grogot	Desa Janju KM. 10, Tanah Merah Coal Terminal Komplek PT Kideco Jaya Agung Tanah Grogot Kabupaten Paser - Kalimantan timur 76211  -  -  tanah.grogot@sucofindo.co.id
13	Dondang	Jl. Pelita, Dondang Kecamatan Muara Jawa Kabupaten Kutai Kertanegara 75265  08125804753  -  dondang@sucofindo.co.id

Unit Pelayanan Service Units		
No.	Nama Unit Kerja Work Unit	Alamat Address
14	Muara Badak	Jl. K.H. Dewantara No. 32 Kec. Muara Badak, Kab. Kutai Kartanegara Kalimantan Timur 75382
		☎ 08125855263
		✉ muarabadak@sucofindo.co.id
15	Bengalon	PIK Lubuk Tutung Port Site Coal Laboratory Kecamatan Bengalon, Kabupaten Kutai Timur - Kalimantan Timur
		☎ (+62-549) 525058
		✉ bengalon@sucofindo.co.id
16	Sangkulirang	Jl. Soekarno Hatta Sempayau, Sangkulirang Kutai Timur - Kalimantan Timur
		☎ -
		✉ sangkulirang@sucofindo.co.id
17	Berau	Jl. Gunung Panjang, Tanjung Redeb Berau - Kalimantan Timur
		☎ (+62-554) 23478, 23401 Ext. 3990,3991 (+62-554) 23478, 23401 Ext. 3991
		✉ berau@sucofindo.co.id
18	Kelanis	Jl. Cempaka No. 39 RT.009 RW.000 (Seberang DUKCAPIL Lama Tanjung), Kec. Tanjung, Kab. Tabalong 71512
		☎ (+62-526) 2091254, 2091404
		✉ kelanis@sucofindo.co.id
19	Sampit	Jl. Gatot Subroto No. 07A Rt.10 RW.03 Kel. Sawahan Kab. Kotawaringin Timur, Sampit - Kalimantan Tengah 74321
		☎ (+62-541) 32390, 31324
		✉ sampit@sucofindo.co.id
20	Ampah	Jl. A. Yani KM. 2 Kelurahan Tamiang Layang Dusun Timur Barito Timur - Kalimantan Tengah
		☎ (+62-0522) 31904, 31904
		✉ ampah@sucofindo.co.id

Unit Pelayanan Service Units		
No.	Nama Unit Kerja Work Unit	Alamat Address
21	Sungai Putting	Jl. HM Yunus RT.04 Desa Bantuil , Kec. Cerbon, Kab. Barito Kuala, Provinsi Kalimantan Selatan
		☎ (+62-511) 7334992, 7334992 , 08115018 338
		☎ -
22	Sungai Danau	☎ sungaiputting@sucofindo.co.id
		Jl. Provinsi KM. 162 Desa Sungai Cuka, Kec. Satui, Kab. Tanah Bumbu, Kalimantan Selatan 72275
		☎ (+62-511) 61193, 61193
23	Pangkalan Bun	☎ -
		☎ sungaidanau@sucofindo.co.id
		Jl. Natai Arahana RT. 14 Kel. Baru, Kec. Arut Selatan, Kab. Kotawaringin Barat Pangkalan Bun, Kalimantan Tengah 74113
24	Kendawangan	☎ (+62-532) 6707025, 2030364
		☎ -
		☎ pangkalanbun@sucofindo.co.id
25	Benete	Jl. Gajah Mada No. 130, Kec. Delta Pawan, Kab. Ketapang, Kalimantan Barat - Indonesia 78851
		☎ (+62-234) 70120
		☎ -
26	Lombok	☎ kendawangan@sucofindo.co.id
		☎ kendawangan2@sucofindo.co.id
		Jl. Kota Baru, Desa Dalam, RT 002/ RW 005. Kecamatan Taliwang, Kabupaten Sumbawa Barat - NTB
27	Palu	☎ -
		☎ -
		☎ benete@sucofindo.co.id
28	Palu	Jalan Lingkar Selatan No. 5 Dasan Cermen. Kec. Sandunaya, Kota Mataram, Kota Mataram, Lombok-NTB
		☎ 0898-1544-038
		☎ -
29	Palu	☎ -
		Jl. R.A. Kartini No. 51 A - Palu Sulawesi Tengah
		☎ (+62-451) 411243, 422858
30	Palu	☎ -
		☎ palu@sucofindo.co.id

Unit Pelayanan Service Units		
No.	Nama Unit Kerja Work Unit	Alamat Address
28	Manado	Jl. A.A Maramis Kel. Kairagi II Kec. Mapanget - Manado
		☎ (+62-431) 7247405
		✉ manado@sucofindo.co.id
29	Ambon	Jl. Cendrawasih No. 02, Kel Rijali, Kec Sirimau, Kota Ambon, Maluku
		☎ 08124100 9155 09113822506
		✉ ambon@sucofindo.co.id
30	Morowali	Kawasan PT. Indonesia Morowali Industrial Park (IMIP) Jl. Trans Sulawesi, Desa Fatupia Kecamatan Bahodopi Morowali - Sulawesi Tengah
		☎ 0401 3418753, 0822 9261 9361
		✉ up.morowali@sucofindo.co.id
31	Jayapura	Jl. Raya Waena Sentani KM. 18 Heram, Kota Jayapura - Papua
		☎ -
		✉ jayapura@sucofindo.co.id
32	IBT/Pulau Laut	PT Sucofindo Unit Pelayanan IBT Jl. karya Utama No. 129 Desa Semayap, Kec. Pulau laut Utara, Kab. kotabaru, Provinsi Kalimantan Selatan 72117
		☎ (+62-518) 33810, 33811
		✉ ibt@sucofindo.co.id
33	Sebakis	PT Duta Tambang Rekayasa (Site Sebakis) Jl. Pesantren RT. 15, No. 69 Kalimantan Timur East Kalimantan 77482
		☎ -
		✉ -
34	Sorong	Samping TK Pembina, HBM, Jl. Puak, Remu Utara, Distrik Sorong, Kota Sorong, Papua Barat 98416
		☎ -
		✉ sorong@sucofindo.co.id

Unit Pelayanan Service Units		
No.	Nama Unit Kerja Work Unit	Alamat Address
35	Sesayap	PT Mandiri Intiperkasa Sei Krassi Sesayap Sembakung - Nunukan Kalimantan Utara
		☎ 081348466976
		🏠 -
		✉ norman@sucofindo.co.id
36	Kiliranjao	Jl. Kiliranjao/Taluk Kuantan Sungai Tambang Kenagarian Kunungan Parit Rantang, Kecamatan Kamang Baru, Kabupaten Sijunjung - Sumatra Barat
		☎ -
		🏠 -
		✉ -
37	Dumai	Jl. Dr. Wahidin No. 31 Dumai Riau 28814
		☎ (+62765) 31157/439733
		🏠 -
		✉ dumai@sucofindo.co.id
38	Maluku Utara	Jl. Trans Halmahera Kelurahan Guraping, Kecamatan Oba Utara, Kota Tidore Kepulauan Kabupaten Maluku Utara
		☎ -
		🏠 -
		✉ noor.padya@sucofindo.co.id hamid@sucofindo.co.id

STRUKTUR ORGANISASI

ORGANIZATIONAL STRUCTURE



Perusahaan merevisi struktur organisasi dan korporasi pada 30 Desember 2025 melalui Keputusan Direksi No. 20/KD/2025 tentang Struktur Organisasi, Tugas Pokok dan Fungsi Unit Kerja PT SUCOFINDO (PERSERO).

The company revised its organizational and corporate structure on December 30, 2025, through Board of Directors Resolution No. 20/KD/2025 regarding the Organizational Structure, Main Duties, and Functions of the Work Units of PT SUCOFINDO (PERSERO).



STRUKTUR GRUP [GRI 2-6]

GROUP STRUCTURE



Entitas Anak Kepemilikan Langsung

Directly Owned Subsidiaries

No	Nama Perusahaan Company Name	Alamat Address	Bidang Usaha Line of Business	Pemegang Saham Shareholder	Tahun Pendirian Year of Establishment	Jumlah Aset (Rp juta) Total Assets (IDR million)	
						2025	2024
1	PT Sucofindo Advisory Utama	Jl. KH. Guru Amin d/h Raya Pasar Minggu, Kav. 34, Jakarta 12780	<ul style="list-style-type: none"> • <i>Asset Management</i> • <i>Business Advisory</i> • <i>Survey & Research</i> • <i>ICT Consultant</i> • <i>Technical Consultant</i> • <i>Training</i> 	PT SUCOFINDO (91,4%)	7 Oktober 2001 October 7, 2001	69.007	46.172
2	PT Sucofindo EPISI	Graha Sucofindo Lt Floor. 9, Jl. KH. Guru Amin d/h Raya Pasar Minggu, Kav 34, Jakarta 12780	<ul style="list-style-type: none"> • Bidang Teknik (<i>Engineering</i>) • Bidang Pengadaan (<i>Procurement</i>) • Pengadaan Barang dan Jasa • Bidang Sipil (<i>Construction</i>) 	PT SUCOFINDO (95,0%)	12 Maret 2002 March 12, 2002	150.595	83.109



PT SUCOFINDO ADVISORY UTAMA

Alamat Kantor Pusat

Head Office Address

Jl. KH. Guru Amin d/h Raya Pasar Minggu, Kav 34, Jakarta 12780

Jl. KH. Guru Amin d/h Raya Pasar Minggu, Kav 34, Jakarta 12780



(+62-21) 7986766 Ext. 2321 s/d 2324
(+62-21) 7986766 Ext. 2321 s/d 2324



(+62-21) 7986766
(+62-21) 7986766



marketing@sucofindo-utama.co.id

Landasan Hukum

Legal Basis

Akta Notaris No. 19 tanggal 31 Januari 2000 dibuat di hadapan Sovyedi Andasasmita, S.H. Akta tersebut telah mendapat pengesahan dari Menteri Hukum dan Perundang-undangan Republik Indonesia dengan Surat Keputusan No. C-14684HT.01.01.Th 2000 tanggal 20 Juli 2000.

Notarial Deed Number 19 dated January 31, 2000, executed before Sovyedi Andasasmita, S.H. This Deed was approved by the Minister of Law and Legislation of the Republic of Indonesia through Decree Number C-14684HT.01.01.Th 2000 dated July 20, 2000.

PT Sucofindo Advisory Utama bergerak dalam bidang Konsultansi Bisnis, Pengelolaan Aset, Sistem Informasi dan Riset & Survey dengan berbekal kekuatan kredibilitas dan profesionalisme. PT Sucofindo Advisory Utama menempatkan posisi sebagai pihak yang independen dalam memberikan opini didasarkan atas prinsip objektivitas dan standard profesi serta selalu berusaha memberikan solusi yang terbaik kepada pelanggannya.

PT Sucofindo Advisory Utama operates in the fields of Business Consultancy, Asset Management, Information Systems, and Research & Surveys, supported by a foundation of credibility and professionalism. PT Sucofindo Advisory Utama positions itself as an independent party in providing opinions based on the principles of objectivity and professional standards, while consistently striving to deliver the best solutions for its clients.



PT SUCOFINDO EPISI

Alamat Kantor Pusat

Head Office Address

Graha Sucofindo, Lt. 9, Jl. KH. Guru Amin d/h Raya Pasar Minggu, Kav 34, Jakarta 12780

Graha Sucofindo, Floor. 9, Jl. KH. Guru Amin d/h Raya Pasar Minggu, Kav 34, Jakarta 12780



(+62-21) 7995248
(+62-21) 7995248



(+62-21) 7994679
(+62-21) 7994679



marketing@sucofindoepsi.co.id

Landasan Hukum

Legal Basis

Akta Nomor 4 tanggal 12 Maret 2002 yang dibuat di hadapan Notaris Sovyedi Andasasmita, S.H. Akta perubahan terakhir adalah Akta No.14 tanggal 18 Juni 2002 dengan notaris yang sama, dan perubahan akta tersebut telah mendapat pengesahan dari Kementerian Kehakiman dan Hak Asasi Manusia Republik Indonesia dengan keputusan Menteri Kehakiman dan Hak Asasi Manusia No. C-13175.HT.01.01 TH.2002 tanggal 17 Juli 2002.

Deed Number 4 dated March 12, 2002, executed before Notary Sovyedi Andasasmita, S.H. The most recent amendment is Deed Number 14 dated June 18, 2002, executed before the same notary, which was approved by the Ministry of Justice and Human Rights of the Republic of Indonesia through Minister of Justice and Human Rights Decree Number C-13175.HT.01.01 TH.2002 dated July 17, 2002.

SUCOFINDO EPISI adalah perusahaan swasta yang memberikan jasa di bidang teknik, rekayasa dan konstruksi, pengadaan umum, penyedia tenaga kerja dan solusi rekayasa berkelanjutan untuk pelanggan publik dan swasta terutama di Indonesia.

SUCOFINDO EPISI is a private company providing services in engineering, design and construction, general procurement, manpower supply, and sustainable engineering solutions for both public and private sector clients, primarily in Indonesia.

Entitas Anak Kepemilikan Langsung

Affiliated Entities

No.	Nama Perusahaan Company Name	Alamat Address	Bidang Usaha Line of Business	Kepemilikan Ownership	Tahun Pendirian Year of Establishment	Tahun Beroperasi Commencement of Operations
1	 SURVEYOR INDONESIA PT Surveyor Indonesia	Graha Surveyor Indonesia Jl. Gatot Subroto Kav. 56 Jakarta 12950 Indonesia	Bidang survey, verifikasi, inspeksi, sertifikasi, dan konsultasi. Fields of survey, verification, inspection, certification, and consultation.	PT SUCOFINDO (4,48%)	1991	1991
2	 SPRINT CONSULTANT PT Sucofindo Prima Internasional Konsultan (Disingkat PT SPRINT Consultant)	Graha Sucofindo, Gedung A, Lt Floor. 1, Jl. Raya Pasar Minggu Kavling 34, RT.3/ RW.4, Pancoran, Kota Jakarta Selatan, Daerah Khusus Ibukota Jakarta 12780	Bidang jasa Konsultansi Sistem Manajemen, Manajemen Lingkungan, Pendidikan dan Pelatihan. Fields of survey, verification, inspection, certification, and consultation. Services of Management System Consulting, Environmental Management, Education and Training.	PT SUCOFINDO (19,00%)	1997	1998

Kerja Sama Operasi

Operational Cooperation

SUCOFINDO memiliki penyertaan saham pada Kerja Sama Operasi SUCOFINDO - PT Surveyor Indonesia (KSO VPTI) sebesar 50% sesuai Akta No. 21 tanggal 21 Juli 2009 untuk Kegiatan Verifikasi atau Penelusuran Teknis Impor (VPTI). Kegiatan tersebut terdiri dari 43 (empat puluh tiga) komoditas antara lain, Besi dan Baja, Tekstil dan Produk Tekstil, Beras, Gula, Garam, Makanan dan Minuman, Ban, Elektronik, dan lain-lain.

Sampai dengan akhir tahun 2025, SUCOFINDO tidak memiliki entitas *joint venture* ataupun *special purpose vehicle*.

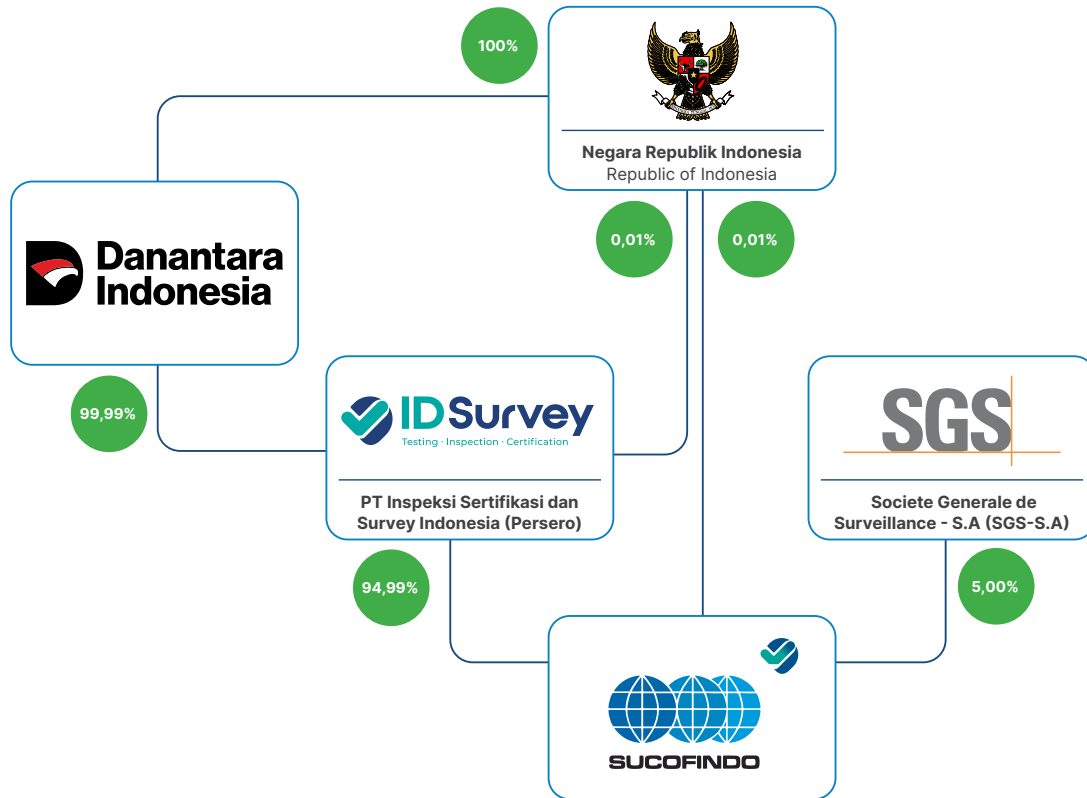
SUCOFINDO holds a 50% equity participation in the SUCOFINDO – PT Surveyor Indonesia Joint Operation (KSO VPTI) pursuant to Deed No. 21 dated July 21, 2009, for Import Verification or Technical Traceability (VPTI) activities. These activities cover 43 (forty-three) commodities, including Iron and Steel, Textiles and Textile Products, Rice, Sugar, Salt, Food and Beverages, Tires, Electronics, and others.

Through the end of 2025, SUCOFINDO does not hold any joint venture entities or special purpose vehicles.



KOMPOSISI PEMEGANG SAHAM [OJK C.3.c]

SHAREHOLDER COMPOSITION



Komposisi Pemegang Saham

Shareholder Composition

No	Pemegang Saham Shareholders	1 Januari 2025 January 1, 2025		31 Desember 2025 December 31, 2025	
		Jumlah Saham (Lembar) Total Shares	Persentase Kepemilikan Saham Shareholding Percentage	Jumlah Saham (Lembar) Total Shares	Persentase Kepemilikan Saham Shareholding Percentage
1	Negara Republik Indonesia Republic of Indonesia	1 lembar Seri A 1 share of Series A	0,01	1 lembar Seri A 1 share of Series A	0,01
2	Societe Generale de Surveillance - S.A (SGS-S.A)	15.000 Seri B 15,000 shares of Series B	5,00	15.000 Seri B 15,000 shares of Series B	5,00
3	PT Biro Klasifikasi Indonesia (Persero)	284.999 Seri B 284,999 shares of Series B	94,99	-	-
4	PT Inspeksi Sertifikasi dan Survey Indonesia (Persero)	-	-	284.999 Seri B 284,999 shares of Series B	94,99
Jumlah Total		300.000	100,00	300.000	100,00

Pada 23 Juni 2025, telah dilakukan pengalihan kepemilikan sebanyak 284.999 saham Seri B dari PT PT Biro Klasifikasi Indonesia (Persero) ke PT Inspeksi Sertifikasi dan Survey Indonesia (Persero) yang saat ini berfungsi sebagai *holding* strategis bagi layanan survei dan penjaminan mutu.

On 23 June 2025, the ownership of 284,999 Series B shares was transferred from PT Biro Klasifikasi Indonesia (Persero) to PT Inspeksi Sertifikasi dan Survey Indonesia (Persero), which currently serves as the strategic holding company for survey and quality assurance services.

Kepemilikan Saham Lebih Dari 5%

Shareholding of More Than 5%

No	Pemegang Saham Shareholder	Jumlah Saham (Lembar) Total Shares	Persentase Kepemilikan Saham (%) Shareholding Percentage (%)
1	PT Inspeksi Sertifikasi dan Survey Indonesia (Persero)	284.999	94,99
2	Societe Generale de Surveillance - S.A (SGS-S.A)	15.000	5,00

Kepemilikan Saham Berdasarkan Klasifikasi

Share Ownership By Classification

No	Pemegang Saham Shareholder	1 Januari 2025 January 1, 2025		31 Desember 2025 December 31, 2025	
		Jumlah Saham (Lembar) Total Shares	Persentase Kepemilikan Saham (%) Shareholding Percentage (%)	Jumlah Saham (Lembar) Total Shares	Persentase Kepemilikan Saham (%) Shareholding Percentage (%)
Pemodal Nasional National Investor					
1	Negara Republik Indonesia Republic of Indonesia	1 lembar Seri A 1 share of Series A	0,01	1 lembar Seri A 1 share of Series A	0,01
Institusi Lokal Local Institutions					
2	PT Biro Klasifikasi Indonesia (Persero)	284.999 Seri B 284,999 shares of Series B	94,99	-	-
3	PT Inspeksi Sertifikasi dan Survey Indonesia (Persero)	-	-	284.999 Seri B 284,999 shares of Series B	94,99
4	Individu Lokal Local Individuals	-	-	-	-
Sub Total		285.000	95,00	285.000	95,00
Pemodal Asing Foreign Investors					
1	Societe Generale de Surveillance - S.A (SGS-S.A)	15.000 Seri B 15,000 Series B Shares	5	15.000 Seri B 15,000 Series B Shares	5
2	Individu Asing Foreign Individuals	-	-	-	-
Sub Total		15.000	5	15.000	5
Jumlah Total		300.000	100	300.000	100

SKALA PERUSAHAAN [OJK C.3.a]

COMPANY SCALE

Uraian Description	Satuan Unit	2025	2024	2023
Jumlah Aset Total Assets	Rp Juta Million IDR	5.596.525	5.238.734	4.642.116
Jumlah Liabilitas Total Liabilities	Rp Juta Million IDR	1.530.288	1.303.891	1.121.124
Jumlah Ekuitas Total Equity	Rp Juta Million IDR	4.066.237	3.934.843	3.520.992
Pendapatan Usaha Operating Revenues	Rp Juta Million IDR	3.856.470	3.702.638	3.042.644
Laba Tahun Berjalan Profit for the Year	Rp Juta Million IDR	515.299	532.512	401.382



DEMOGRAFI KARYAWAN DAN PEKERJA [GRI 2-7]

EMPLOYEE AND WORKER DEMOGRAPHY

Per 31 Desember 2025, jumlah pegawai SUCOFINDO tercatat sebanyak 3.096 pegawai, bertambah 87 pegawai atau 2,89% dibandingkan posisi akhir tahun 2024 sebanyak 3.009 pegawai. Penambahan jumlah pegawai tersebut disebabkan oleh kebutuhan penguatan kapasitas organisasi dan dukungan terhadap peningkatan aktivitas operasional perusahaan. Pertumbuhan jumlah pegawai terutama berasal dari penambahan pegawai tetap pada level staf guna mendukung efektivitas pelaksanaan operasional, pengembangan bisnis, serta peningkatan kualitas layanan perusahaan. Selain itu, peningkatan jumlah pegawai juga didominasi oleh tenaga kerja usia produktif dan lulusan sarjana, yang mencerminkan komitmen perusahaan dalam memperkuat kompetensi sumber daya manusia dan menjaga keberlanjutan organisasi di tengah dinamika bisnis yang terus berkembang.

As of December 31, 2025, SUCOFINDO's total workforce stood at 3,096 employees, an increase of 87 employees or 2.89% compared to the end of 2024 figure of 3,009 employees. This increase was driven by the need to strengthen organizational capacity and support the growth of the Company's operational activities. Employee growth was primarily attributable to the addition of permanent employees at the staff level to support the effectiveness of operational execution, business development, and improvement of the Company's service quality. In addition, the increase in headcount was predominantly composed of productive-age workers and university graduates, reflecting the Company's commitment to strengthening human resource competency and sustaining organizational continuity amid the continuously evolving business landscape.

Komposisi Pegawai Berdasarkan Jenis Kelamin [OJK C.3.b]

Employee Composition by Gender

Jenis Kelamin Gender	2025		2024		2023	
	Jumlah Sub Total	%	Jumlah Sub Total	%	Jumlah Sub Total	%
Laki-laki Male	2.188	70,67	2.155	71,62	2.195	73,61
Perempuan Female	908	29,33	854	28,38	787	26,39
Jumlah Total	3.096	100,00	3.009	100,00	2.982	100,00

Komposisi Pegawai Berdasarkan Status Kepegawaian [OJK C.3.b]

Employee Composition by Employment Status

Status Kepegawaian Employment Status	2025				2024				2023			
	L/M	P/F	Jumlah Sub Total	%	L/M	P/F	Jumlah Sub Total	%	L/M	P/F	Jumlah Sub Total	%
Pegawai Tetap Permanent Employees	1.499	555	2.054	66,34	1.461	493	1.954	64,94	1.424	418	1.842	61,77
Pegawai Tidak Tetap Non-Permanent Employees	689	353	1.042	33,66	693	362	1.055	35,06	771	369	1.140	38,23
Jumlah Total	2.188	908	3.096	100,00	2.154	855	3.009	100,00	2.195	787	2.982	100,00

Komposisi Pegawai Berdasarkan Level Jabatan [OJK C.3.b]

Employee Composition by Position Level

Level Jabatan Position Level	2025				2024				2023			
	L/M	P/F	Jumlah Sub Total	%	L/M	P/F	Jumlah Sub Total	%	L/M	P/F	Jumlah Sub Total	%
Direksi Board of Directors	4	1	5	0,16	4	1	5	0,17	4	-	4	0,13
Vice President	19	4	23	0,74	21	4	25	0,83	22	0	22	0,74
Manajer Manager	303	95	398	12,83	282	81	363	12,04	267	70	337	11,30
Staff	1.866	809	2.675	86,26	1.851	770	2.621	86,96	1.906	717	2.623	87,96
Jumlah Total	2.192	909	3.101	100,00	2.159	855	3.014	100,00	2.199	787	2.986	100,00

Komposisi Pegawai Berdasarkan Tingkat Pendidikan [OJK C.3.b]

Employee Composition by Education Level

Tingkat Pendidikan Educational Background	2025				2024				2023			
	L/M	P/F	Jumlah Sub Total	%	L/M	P/F	Jumlah Sub Total	%	L/M	P/F	Jumlah Sub Total	%
SMU dan Sederajat Senior High School and Equivalent	283	24	307	9,92	332	27	359	11,93	386	34	420	14,08
Diploma dan Setara Diploma and Equivalent	298	138	436	14,08	295	134	429	14,26	323	138	461	15,46
Sarjana Undergraduate	1.472	693	2.165	69,93	1.400	641	2.041	68,00	1.361	568	1.929	64,69
Pascasarjana Postgraduate	135	53	188	6,07	127	53	180	6,00	125	47	172	5,77
Jumlah Total	2.188	908	3.096	100,00	2.154	854	3.009	100,00	2.195	787	2.982	100,00

Pegawai Tetap berdasarkan Lokasi Kerja dan Jenis Kelamin [GRI 2-7]

Permanent Employees by Work Location and Gender

Lokasi Kerja Work Locations	2025			2024			2023		
	L/M	P/F	Jumlah Sub Total	L/M	P/F	Jumlah Sub Total	L/M	P/F	Jumlah Sub Total
Kantor Pusat Head Office									
Kantor Pusat Head Office	185	141	326	168	121	289	146	97	243
SBU Kantor Pusat Head Office SBU	231	102	333	230	92	322	237	77	314
SBU Lab Cibitung Cibitung Lab SBU	75	45	120	76	44	120	79	40	119
Kantor Cabang Branch Offices									
Balikpapan	43	12	55	40	10	50	41	11	52
Bandar Lampung	26	3	29	28	3	31	20	3	23
Bandung	24	14	38	25	12	37	20	12	32
Banjarmasin	69	15	84	69	14	83	63	12	75
Batam	23	11	34	26	11	37	31	10	41
Batulicin	19	1	20	17	1	18	19	1	20
Bekasi	19	6	25	22	5	27	23	3	26
Bengkulu	13	2	15	10	2	12	10	2	12
Bontang	23	3	26	23	3	26	25	1	26
Cilacap	22	2	24	21	3	24	18	3	21
Cilegon	27	7	34	30	7	37	35	4	39
Cirebon	18	14	32	19	10	29	21	6	27
Denpasar	18	6	24	14	6	20	13	6	19
Dumai	18	3	21	18	3	21	15	2	17
Jakarta	79	25	104	74	23	97	68	13	81
Jambi	12	6	18	8	2	10	8	1	9
Kendari	11	3	14	9	1	10	N/A	N/A	N/A
Makassar	53	21	74	51	20	71	57	17	74
Medan	39	20	59	44	16	60	45	13	58
Padang	30	5	35	27	3	30	25	3	28
Palembang	36	9	45	40	7	47	41	9	50
Pekanbaru	36	12	48	34	11	45	33	10	43
Pontianak	36	5	41	30	5	35	23	3	26
Samarinda	47	12	59	46	10	56	46	9	55
Sangatta	57	5	62	53	4	57	52	5	57
Semarang	46	10	56	42	10	52	41	9	50
Surabaya	103	23	126	107	23	130	96	20	116
Tarakan	39	9	48	39	9	48	34	3	37
Timika	22	3	25	22	2	24	20	1	21
Jumlah Total	1.499	555	2.054	1.462	493	1.955	1.424	418	1.842

Pegawai Tidak Tetap berdasarkan Lokasi Kerja dan Jenis Kelamin [GRI 2-7]

Non-Permanent Employees by Work Location and Gender

Lokasi Kerja Work Locations	2025			2024			2023		
	L/M	P/F	Jumlah Sub Total	L/M	P/F	Jumlah Sub Total	L/M	P/F	Jumlah Sub Total
Kantor Pusat Head Office									
Kantor Pusat Head Office	75	75	150	87	79	166	67	44	111
SBU Kantor Pusat Head Office SBU	92	58	150	82	63	145	84	71	155
SBU Lab Cibitung Cibitung Lab SBU	75	45	120	78	32	110	89	38	127
Kantor Cabang Branch Offices									
Balikpapan	21	31	52	31	32	63	33	23	56
Bandar Lampung	24	7	31	22	8	30	28	5	33
Bandung	11	6	17	12	4	16	14	6	20
Banjarmasin	40	10	50	45	14	59	61	22	83
Batam	4	9	13	6	11	17	7	8	15
Batulicin	7	2	9	9	2	11	10	2	12
Bekasi	10	4	14	7	4	11	9	5	14
Bengkulu	3	2	5	4	2	6	5	2	7
Bontang	5	2	7	5	0	5	6	2	8
Cilacap	1	3	4	1	3	4	2	2	4
Cilegon	8	3	11	7	2	9	15	5	20
Cirebon	6	3	9	8	3	11	7	8	15
Denpasar	7	9	16	8	8	16	8	4	12
Dumai	8	2	10	9	3	12	7	1	8
Jakarta	20	14	34	20	7	27	39	19	58
Jambi	22	2	24	18	5	23	19	6	25
Kendari	12	5	17	8	2	10	N/A	N/A	N/A
Makassar	34	7	41	36	8	44	34	9	43
Medan	9	5	14	10	7	17	16	9	25
Padang	6	2	8	8	2	10	8	1	9
Palembang	28	14	42	31	14	45	32	14	46
Pekanbaru	9	6	15	9	6	15	8	4	12
Pontianak	14	1	15	16	2	18	23	5	28
Samarinda	22	12	34	23	11	34	17	12	29
Sangatta	13	2	15	13	4	17	10	2	12
Semarang	17	9	26	23	10	33	26	10	36
Surabaya	36	6	42	35	9	44	49	8	57
Tarakan	24	4	28	13	4	17	16	9	25
Timika	16	7	23	10	3	13	12	3	15
Jumlah Total	689	353	1.042	2.154	855	3.009	2.195	787	2.982

Tenaga Alih Daya berdasarkan Lokasi Kerja dan Jenis Kelamin [GRI 2-8]

Outsourcing Workers by Work Location and Gender

Lokasi Kerja Work Locations	2025			2024			2023		
	L/M	P/F	Jumlah Sub Total	L/M	P/F	Jumlah Sub Total	L/M	P/F	Jumlah Sub Total
Kantor Pusat Head Office									
Kantor Pusat Head Office	38	16	54	39	9	48	35	13	48
SBU Kantor Pusat Head Office SBU	34	23	57	30	30	60	29	22	51
SBU Lab Cibitung Cibitung Lab SBU	97	25	122	104	14	118	142	47	189
Kantor Cabang Branch Offices									
Balikpapan	0	0	0	0	0	0	0	0	0
Bandar Lampung	44	12	56	44	11	55	47	11	58
Bandung	7	12	19	12	8	20	15	5	20
Banjarmasin	147	40	187	171	32	203	170	20	190
Batam	28	2	30	29	3	32	27	4	31
Batulicin	89	23	112	110	12	122	99	8	107
Bekasi	0	0	0	0	0	0	0	0	0
Bengkulu	42	7	49	41	2	43	43	2	45
Bontang	18	5	23	15	5	20	14	3	17
Cilacap	6	1	7	6	1	7	6	1	7
Cilegon	35	7	42	37	5	42	53	5	58
Cirebon	13	1	15	13	1	14	13	1	14
Denpasar	14	8	22	14	4	18	17	3	20
Dumai	54	8	62	19	0	19	24	0	24
Jakarta	35	11	46	32	11	43	26	10	36
Jambi	143	22	165	105	18	123	66	11	77
Kendari	20	6	26	20	9	29	26	5	31
Makassar	5	6	11	30	19	49	33	20	53
Medan	2	1	3	2	2	4	0	0	0
Padang	54	13	67	45	11	56	37	8	45
Palembang	74	11	85	65	6	71	63	7	70
Pekanbaru	28	5	33	20	6	26	25	5	30
Pontianak	87	19	106	87	15	102	73	11	84
Samarinda	243	26	269	201	26	227	186	25	211
Sangatta	10	1	11	10	1	11	10	1	11
Semarang	56	21	77	45	21	66	4	7	11
Surabaya	191	49	240	155	40	194	195	38	233
Tarakan	174	10	184	174	8	182	161	5	166
Timika	128	13	141	111	12	123	103	8	111
Jumlah Total	1.844	365	2.210	1.698	303	2.000	1.650	264	1.914

Badan Tata Kelola berdasarkan Rentang Usia dan Jenis Kelamin [GRI 405-1]

Outsourcing Workers by Work Location and Gender

Rentang Usia Age Group	2025			2024			2023		
	L/M	P/F	Jumlah Sub Total	L/M	P/F	Jumlah Sub Total	L/M	P/F	Jumlah Sub Total
≤ 30 tahun ≤ 30 years	0	0	0	0	0	0	0	0	0
31 - 40 tahun 31 - 40 years	1	0	1	1	0	1	0	0	0
41 - 50 tahun 41 - 50 years	2	0	2	2	0	2	2	0	2
> 50 tahun > 50 years	8	1	9	6	1	7	7	0	7
Jumlah Total	11	1	12	9	1	10	9	0	9

Komposisi Pegawai Berdasarkan Rentang Usia dan Jenis Kelamin [GRI 405-1]

Employee Composition by Age Range and Gender

Rentang Usia Age Group	2025				2024				2023			
	L/M	P/F	Jumlah Total	%	L/M	P/F	Jumlah Total	%	L/M	P/F	Jumlah Total	%
≤ 30 tahun ≤ 30 years	456	364	820	26,49	433	371	804	26,72	477	359	836	28,03
31 - 40 tahun 31 - 40 years	935	407	1.342	43,35	870	334	1.204	40,01	814	283	1.097	36,79
41 - 50 tahun 41 - 50 years	483	92	575	18,57	472	87	559	18,54	466	74	540	18,11
> 50 tahun > 50 years	314	45	359	11,60	379	63	442	14,69	438	71	509	17,07
Jumlah Total	2.188	908	3.096	100,00	2.154	855	3.009	100,00	2.195	787	2.982	100,00

KEANGGOTAAN DALAM ASOSIASI

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

MEMBERSHIP IN ASSOCIATIONS

Sebagai wujud nyata komitmen Perusahaan terhadap penerapan praktik tata kelola perusahaan yang baik, SUCOFINDO secara aktif terlibat dalam berbagai asosiasi dan organisasi guna memperluas jaringan bisnis sekaligus mempererat komunikasi dengan para pelaku industri. Keterlibatan ini mencerminkan orientasi Perusahaan yang tidak semata-mata berfokus pada pencapaian nilai bisnis jangka pendek, melainkan juga pada kontribusi yang lebih luas terhadap pertumbuhan dan kemajuan industri secara berkelanjutan.

As a tangible manifestation of the Company's commitment to the implementation of good corporate governance practices, SUCOFINDO actively participates in various associations and organizations to expand its business network while strengthening communication with industry players. This involvement reflects the Company's orientation that goes beyond merely focusing on short-term business value achievement, extending also to a broader contribution toward the sustainable growth and advancement of the industry.

Sampai dengan tahun 2025, Perusahaan telah tergabung dalam beberapa asosiasi/organisasi sebagai berikut:

As of 2025, the Company was a member of the following associations/organizations:



**Association of
Asian Classification
Societies**

Status: Anggota | Member



**Asosiasi Perusahaan
Inspeksi Teknik Indonesia
(APITINDO)**

Status: Anggota | Member



**Ikatan Nasional
Konsultan Indonesia
(INKINDO)**

Status: Anggota | Member



**Perkumpulan Penilai
Kesesuaian Seluruh
Indonesia (ALSI)**

Status: Anggota | Member



**Ikatan Perusahaan Industri
Kapal & Lepas Pantai
Indonesia (IPERINDO)**

Status: Anggota | Member



**Kamar Dagang Indonesia
(KADIN)**

Status: Anggota | Member



**Asosiasi Pemboran Minyak
Indonesia
(APMI)**

Status: Anggota | Member



**Indonesian Mining
Association
(IMA)**

Status: Anggota | Member



**Asosiasi Perusahaan Survey
Pemetaan dan Informasi
Geospasial (APSPIG)**

Status: Anggota | Member



**Asosiasi Independen
Surveyor Indonesia
(AISI)**

Status: Anggota | Member



**Asosiasi Jasa
Pertambangan Indonesia
(ASPINDO)**

Status: Anggota | Member



**International Maritime
Organization
(IMO)**

Status: Anggota | Member



**Federasi of Oil Seeds and
Fats Association
(FOSFA)**

Status: Anggota | Member



**TIC Council d/h IFIA
(International Federation of
Inspection Agencies)**

Status: Anggota | Member



**The International Federation
of Organic Agriculture
Movements (IFOAM)**

Status: Anggota | Member



**Industrial Rope Access
Trade Association
(IRATA)**

Status: Anggota | Member



**Asosiasi Pemboran Minyak
Indonesia
(SAL)**

Status: Anggota | Member



**The Grain and Feed
Trade Association
(GAFTA)**

Status: Anggota | Member



**Industrial Rope Access
Trade Association
(ASNT)**

Status: Anggota | Member

PERUBAHAN YANG BERSIFAT SIGNIFIKAN [OJK C.6] [GRI 2-6]

SIGNIFICANT CHANGES

Sepanjang tahun 2025, SUCOFINDO melakukan sejumlah perluasan jangkauan layanan yang mencerminkan pertumbuhan operasional perusahaan secara berkelanjutan. Pada 9 Mei 2025, SUCOFINDO meresmikan Kantor Unit Pelayanan Maluku Utara. Pembukaan unit pelayanan ini merupakan bagian dari strategi SUCOFINDO dalam memperluas akses layanan *Testing, Inspection, and Certification* (TIC) ke wilayah Indonesia Timur. Selain itu, Unit Pelayanan Lombok juga resmi beroperasi pada tahun 2025. Dengan penambahan kedua unit pelayanan ini, jumlah unit pelayanan SUCOFINDO bertambah menjadi 41 unit yang tersebar di seluruh wilayah Indonesia.

Di sisi *site* operasional, SUCOFINDO juga memperluas jangkauan kerja sama operasional di wilayah Regional Timur melalui penambahan beberapa *site* baru, yaitu PT IMIP (Indonesia Morowali Industrial Park), PT Vale Indonesia, PT Ang & Fang Brother, PT Hengjaya Mineral, PT Nadesico Nickel Industry, PT ANTAM (Persero) Tbk, PT Makmur Lestari Primatama, PT Virtue Dragon Nickel Industry, dan PT Tambang Mineral Maju. Penambahan *site* ini mencerminkan meningkatnya kepercayaan klien sektor pertambangan dan industri terhadap layanan teknis SUCOFINDO di kawasan Indonesia Timur.

Selain perluasan wilayah operasional, SUCOFINDO juga melakukan pembaruan struktur organisasi pada 30 Januari 2026 melalui Keputusan Direksi Nomor 3/KD/2026 tentang Struktur Organisasi, Tugas Pokok, dan Fungsi Unit Kerja PT SUCOFINDO (PERSERO) sebagai bagian dari upaya penguatan tata kelola dan efektivitas operasional perusahaan. Tidak terdapat perubahan signifikan lainnya seperti *merger*, penggabungan perusahaan, maupun penutupan kantor cabang, unit pelayanan, dan *site* sepanjang tahun 2025.

Pada 23 Juni 2025, telah dilakukan pengalihan kepemilikan sebanyak 284.999 saham Seri B dari PT Biro Klasifikasi Indonesia (Persero) ke PT Inspeksi Sertifikasi dan Survey Indonesia (Persero) yang saat ini berfungsi sebagai *holding* strategis bagi layanan survei dan penjaminan mutu.

Throughout 2025, SUCOFINDO undertook a number of service coverage expansions reflecting the Company's ongoing operational growth. On May 9, 2025, SUCOFINDO officially opened the North Maluku Service Unit Office. The opening of this service unit forms part of SUCOFINDO's strategy to expand access to Testing, Inspection, and Certification (TIC) services to the Eastern Indonesia region. In addition, the Lombok Service Unit also officially commenced operations in 2025. With the addition of these two service units, the total number of SUCOFINDO service units increased to 41 units spread across all regions of Indonesia.

On the operational *site* front, SUCOFINDO also expanded the reach of its operational cooperation in the Eastern Regional area through the addition of several new sites, namely PT IMIP (Indonesia Morowali Industrial Park), PT Vale Indonesia, PT Ang & Fang Brother, PT Hengjaya Mineral, PT Nadesico Nickel Industry, PT ANTAM (Persero) Tbk, PT Makmur Lestari Primatama, PT Virtue Dragon Nickel Industry, and PT Tambang Mineral Maju. The addition of these sites reflects the growing trust of mining and industrial sector clients in SUCOFINDO's technical services across the Eastern Indonesia region.

In addition to the expansion of operational areas, SUCOFINDO also updated its organizational structure on January 30, 2026, through Board of Directors Decree No. 3/KD/2026 on the Organizational Structure, Principal Duties, and Functions of Work Units of PT SUCOFINDO (PERSERO), as part of efforts to strengthen corporate governance and operational effectiveness. No other significant changes such as mergers, company consolidations, or closures of branch offices, service units, or sites occurred throughout 2025.

On 23 June 2025, the ownership of 284,999 Series B shares was transferred from PT Biro Klasifikasi Indonesia (Persero) to PT Inspeksi Sertifikasi dan Survey Indonesia (Persero), which currently serves as the strategic holding company for survey and quality assurance services.

05 Strategi Keberlanjutan

Sustainable Strategy





STRATEGI KEBERLANJUTAN [OJK A.1]

SUSTAINABILITY STRATEGY

PT Superintending Company of Indonesia (SUCOFINDO) merupakan perusahaan *Testing, Inspection, and Certification* (TIC) yang menyediakan layanan inspeksi, pengujian, sertifikasi, pelatihan, dan konsultasi lintas sektor di Indonesia. Sebagai bagian dari *subholding* dari IDSurvey, SUCOFINDO turut memperkuat integrasi layanan TIC nasional dan memainkan peran strategis sebagai ESG *enabler* bagi berbagai sektor industri, khususnya dalam mendukung transformasi menuju ekonomi hijau. Di saat yang sama, ekspektasi global kepada Perusahaan mengenai penerapan pengelolaan aspek *Environment, Social, dan Governance* atau ESG terus meningkat. Para pemangku kepentingan mulai dari investor, pemberi pinjaman, pelanggan korporat, hingga regulator menuntut transparansi, keterukuran, dan akuntabilitas dalam pelaporan dan pengelolaan risiko serta kinerja keberlanjutan.

SUCOFINDO merespons ekspektasi ini sebagai peluang untuk membuka ruang pertumbuhan bisnis baru. Peluang bisnis strategis terutama dalam penyediaan layanan keberlanjutan seperti audit energi, sertifikasi dan verifikasi lingkungan, asurans laporan keberlanjutan, maupun pemberian layanan konsultasi ESG semakin meningkat permintaannya dan SUCOFINDO berada pada posisi yang tepat untuk menangkap peluang pertumbuhan tersebut.

Sebagai langkah awal untuk dapat memaksimalkan peluang dan potensi tersebut, serta untuk mencapai visi untuk menjadi Top 20 Perusahaan TIC Global, SUCOFINDO menyadari perlunya arah strategis yang lebih terstruktur dalam memperkuat praktik keberlanjutan, baik pada level operasional maupun layanan bisnis. Oleh karena itu, Perusahaan menyusun *Sustainability Blueprint* sebagai panduan komprehensif dalam mengelola isu-isu keberlanjutan dan berkontribusi dalam pencapaian *Sustainable Development Goals* (SDGs). *Blueprint* ini juga menjadi landasan dalam pemenuhan indikator kinerja ESG yang telah menjadi KPI wajib di bawah penilaian Holding IDSurvey. *Sustainability Blueprint* terdiri atas strategi dan peta jalan keberlanjutan yang sejalan dengan Rencana Jangka Panjang Perusahaan (RJPP).

SUCOFINDO memposisikan diri sebagai *Enabler of Sustainable & Trusted Business*, yaitu katalis yang memperkuat praktik bisnis berkelanjutan dan terpercaya bagi seluruh pemangku kepentingan. Peran ini diwujudkan melalui tiga pilar keberlanjutan utama yang terintegrasi dalam strategi dan operasional Perusahaan, sekaligus menjadi fondasi dalam menciptakan nilai jangka panjang bagi bisnis, lingkungan, dan masyarakat.

PT Superintending Company of Indonesia (SUCOFINDO) is a Testing, Inspection, and Certification (TIC) company that provides inspection, testing, certification, training, and consultancy services across sectors in Indonesia. As part of the IDSurvey subholding, SUCOFINDO strengthens the integration of national TIC services and plays a strategic role as an ESG enabler for various industry sectors, particularly in supporting the transformation toward a green economy. At the same time, global expectations toward the Company regarding the implementation of Environment, Social, and Governance (ESG) management continue to rise. Stakeholders ranging from investors, lenders, and corporate clients to regulators demand transparency, measurability, and accountability in sustainability reporting, risk management, and performance.

SUCOFINDO responds to these expectations as an opportunity to open new avenues for business growth. Strategic business opportunities, particularly in the provision of sustainability services such as energy audits, environmental certification and verification, sustainability report assurance, and ESG consultancy services, are seeing growing demand, and SUCOFINDO is well-positioned to capture these growth opportunities.

As an initial step toward maximizing these opportunities and potential, and to achieve its vision of becoming a Top 20 Global TIC Company, SUCOFINDO recognizes the need for a more structured strategic direction in strengthening sustainability practices, both at the operational and business service levels. Therefore, the Company developed a Sustainability Blueprint as a comprehensive guide for managing sustainability issues and contributing to the achievement of the Sustainable Development Goals (SDGs). This Blueprint also serves as the foundation for fulfilling ESG performance indicators that have become mandatory KPIs under the IDSurvey Holding assessment. The Sustainability Blueprint comprises a sustainability strategy and roadmap aligned with the Company's Long-Term Business Plan (RJPP).

SUCOFINDO positions itself as an Enabler of Sustainable & Trusted Business — a catalyst that strengthens sustainable and trusted business practices for all stakeholders. This role is realized through three core sustainability pillars integrated into the Company's strategy and operations, serving as the foundation for creating long-term value for business, the environment, and society.

a. ENABLER – Environmental Stewardship

Mengelola dampak lingkungan operasional dan layanan secara bertanggung jawab melalui sistem manajemen lingkungan yang kuat, efisiensi energi, pengendalian emisi dan limbah, serta tata kelola risiko perubahan iklim

b. ENABLER – Nurturing Accountability & Building Stakeholder Trust

Menciptakan lingkungan kerja yang inklusif, setara, dan aman melalui pengelolaan SDM yang bertanggung jawab, perlindungan hak dan keselamatan, peningkatan kualitas layanan dan pengalaman pemangku kepentingan, serta penguatan pelibatan dan kemitraan berkelanjutan guna menghasilkan dampak sosial yang berkelanjutan.

c. ENABLER – Leadership, Ethics, & Responsible Governance

Menerapkan tata kelola yang transparan, akuntabel, dan berintegritas melalui penguatan ESG, etika dan kepatuhan, sistem pelaporan yang kredibel, perlindungan data, serta sistem manajemen mutu guna mendukung bisnis berkelanjutan dan nilai jangka panjang.

a. ENABLER – Environmental Stewardship

Responsibly managing the environmental impacts of operations and services through a robust environmental management system, energy efficiency, emissions and waste control, and climate change risk governance.

b. ENABLER – Nurturing Accountability & Building Stakeholder Trust

Creating an inclusive, equitable, and safe work environment through responsible human capital management, protection of rights and safety, enhancement of service quality and stakeholder experience, and strengthening of ongoing engagement and partnerships to generate sustained social impact.

c. ENABLER – Leadership, Ethics, & Responsible Governance

Implementing transparent, accountable, and integrity-driven governance through the strengthening of ESG, ethics and compliance, credible reporting systems, data protection, and quality management systems to support sustainable business and long-term value.

Kerangka Strategi Keberlanjutan

Sustainability Strategy Framework

No	Inisiatif Initiatives	TPB SDGs
Pilar Lingkungan Environmental Pillar :		
Environmental Stewardship		
1	Penguatan Kebijakan Pengelolaan Lingkungan Perusahaan Strengthening the Company's Environmental Management Policy	 SDG 12.6 Mendorong perusahaan mengadopsi praktik berkelanjutan dan mengintegrasikan informasi keberlanjutan dalam siklus pelaporan Encourage companies to adopt sustainable practices and integrate sustainability information into their reporting cycle
2	Penguatan Verifikasi Sistem Manajemen Lingkungan (ISO 14001) di Seluruh Operasional Perusahaan Strengthening Environmental Management System (ISO 14001) Verification Across All Company Operations	 SDG 12.6 Mendorong perusahaan mengadopsi praktik berkelanjutan dan mengintegrasikan informasi keberlanjutan dalam siklus pelaporan Encourage companies to adopt sustainable practices and integrate sustainability information into their reporting cycle
3	Penguatan Pengelolaan Aspek Lingkungan pada Pemasok Strengthening Environmental Aspect Management for Suppliers	 SDG 12.7 Mempromosikan praktik pengadaan yang berkelanjutan sesuai kebijakan dan prioritas nasional Promote sustainable procurement practices in accordance with national policies and priorities
4	Inventarisasi Energi Energy Inventory	 SDG 7.3 Melakukan perbaikan efisiensi energi di tingkat global sebanyak dua kali lipat Double the global rate of improvement in energy efficiency

No	Inisiatif Initiatives	TPB SDGs
5	Efisiensi dan Transisi Energi Bersih Energy Efficiency and Clean Energy Transition	 SDG 7.2 Meningkatkan pangsa energi terbarukan dalam bauran energi global Increase the share of renewable energy in the global energy mix
		 SDG 7.3 Melakukan perbaikan efisiensi energi di tingkat global sebanyak dua kali lipat Double the global rate of improvement in energy efficiency
6	Inventarisasi Timbulan Limbah B3 dan non-B3 Inventory of Hazardous and Non-Hazardous Waste Generation	 SDG 12.4 Mencapai pengelolaan bahan kimia dan semua jenis limbah yang ramah lingkungan di sepanjang siklus hidupnya Achieve environmentally sound management of chemicals and all types of waste throughout their life cycle
		 SDG 12.5 Mengurangi produksi limbah melalui pencegahan, pengurangan, daur ulang, dan penggunaan kembali Reduce waste generation through prevention, reduction, recycling, and reuse
7	Inventarisasi Emisi GRK dan non-GRK GHG and Non-GHG Emissions Inventory	 SDG 13.2 Mengintegrasikan tindakan antisipasi perubahan iklim ke dalam kebijakan, strategi, dan perencanaan nasional Integrate climate change measures into national policies, strategies, and planning
8	Optimalisasi dan Pengurangan Emisi GRK & Non-GRK Optimization and Reduction of GHG and Non-GHG Emissions	 SDG 13.2 Mengintegrasikan tindakan antisipasi perubahan iklim ke dalam kebijakan, strategi, dan perencanaan nasional Integrate climate change measures into national policies, strategies, and planning
		 SDG 8.4 Meningkatkan efisiensi sumber daya global dalam konsumsi dan produksi Improve global resource efficiency in consumption and production
9	Penerapan Harga Karbon Internal untuk Pengambilan Keputusan Strategis Implementation of Internal Carbon Pricing for Strategic Decision-Making	 SDG 13.2 Mengintegrasikan tindakan antisipasi perubahan iklim ke dalam kebijakan, strategi, dan perencanaan nasional Integrate climate change measures into national policies, strategies, and planning
10	Tata Kelola, Manajemen Risiko, dan Adaptasi Perubahan Iklim Climate Change Governance, Risk Management, and Adaptation	 SDG 13.1 Memperkuat kapasitas ketahanan dan adaptasi terhadap bahaya terkait iklim dan bencana alam Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters
		 SDG 13.3 Meningkatkan pendidikan, penumbuhan kesadaran, serta kapasitas manusia dan kelembagaan terkait mitigasi dan adaptasi perubahan iklim Improve education, awareness-raising, and human and institutional capacity on climate change mitigation and adaptation

No	Inisiatif Initiatives	TPB SDGs
11	Pengembangan Bisnis Hijau dan Pencapaian Pendapatan Berkelanjutan Green Business Development and Sustainable Revenue Achievement	<div>  SDG 9.4 Meningkatkan infrastruktur dan industri agar berkelanjutan dengan peningkatan efisiensi penggunaan sumber daya dan adopsi teknologi industri bersih Upgrade infrastructure and industries to make them sustainable through improved resource-use efficiency and the adoption of clean industrial technologies </div> <div>  SDG 8.2 Mencapai tingkat produktivitas ekonomi yang lebih tinggi melalui diversifikasi, peningkatan, dan inovasi teknologi Achieve higher levels of economic productivity through diversification, upgrading, and technological innovation </div>
Pilar Sosial Social Pillar :		
Nurturing Accountability & Building Stakeholder Trust		
1	Penguatan Budaya Kerja Inklusif, Setara, dan Aman Strengthening an Inclusive, Equitable, and Safe Work Culture	<div>  SDG 5.5 Menjamin partisipasi penuh dan efektif serta kesempatan yang sama bagi perempuan untuk memimpin Ensure women's full and effective participation and equal opportunities for leadership </div> <div>  SDG 8.5 Mencapai pekerjaan tetap dan produktif serta pekerjaan yang layak bagi semua, termasuk upah yang sama untuk pekerjaan yang sama nilainya Achieve full and productive employment and decent work for all, including equal pay for work of equal value </div> <div>  SDG 10.3 Menjamin kesempatan yang sama dan mengurangi kesenjangan dengan menghapus praktik diskriminatif Ensure equal opportunity and reduce inequalities by eliminating discriminatory practices </div>
2	(Due Diligence) dan Proses Mitigasi Risiko Pelanggaran Implementation of Human Rights Due Diligence and Risk Mitigation Processes for Violations	<div>  SDG 8.7 Memberantas kerja paksa, mengakhiri perbudakan, dan menghapus bentuk terburuk tenaga kerja anak Eradicate forced labor, end modern slavery, and eliminate the worst forms of child labor </div> <div>  SDG 8.8 Melindungi hak-hak tenaga kerja dan mempromosikan lingkungan kerja yang aman bagi semua pekerja Protect labor rights and promote safe working environments for all workers </div> <div>  SDG 16.3 Menggalakkan negara berdasarkan hukum dan menjamin akses yang sama terhadap keadilan Promote the rule of law and ensure equal access to justice for all </div>
3	Penguatan Human Capital Development & Employee Experience Strengthening Human Capital Development and Employee Experience	<div>  SDG 4.4 Meningkatkan secara signifikan jumlah pemuda dan orang dewasa yang memiliki keterampilan yang relevan, termasuk keterampilan teknik dan kejuruan Substantially increase the number of youth and adults with relevant skills, including technical and vocational skills </div> <div>  SDG 8.5 Mencapai pekerjaan tetap dan produktif serta pekerjaan yang layak bagi semua Achieve full and productive employment and decent work for all </div>

No	Inisiatif Initiatives	TPB SDGs
4	Efektivitas dan Optimalisasi Investasi Sumber Daya Manusia Effectiveness and Optimization of Human Resources Investment	 SDG 8.2 Mencapai tingkat produktivitas ekonomi yang lebih tinggi melalui diversifikasi dan inovasi Achieve higher levels of economic productivity through diversification and innovation
		 SDG 8.5 Mencapai pekerjaan tetap dan produktif serta pekerjaan yang layak bagi semua Achieve full and productive employment and decent work for all
5	Optimalisasi Pelaksanaan Kesehatan dan Keselamatan Kerja Optimization of Occupational Health and Safety Implementation	 SDG 8.8 Melindungi hak-hak tenaga kerja dan mempromosikan lingkungan kerja yang aman dan terjamin bagi semua pekerja, termasuk mereka yang bekerja dalam pekerjaan berbahaya Protect labor rights and promote safe and secure working environments for all workers, including those in hazardous occupations
		 SDG 3.9 Mengurangi jumlah kematian dan kesakitan akibat bahan kimia berbahaya serta polusi Reduce the number of deaths and illnesses caused by hazardous chemicals and pollution
6	Optimalisasi Survei Kepuasan dan Keikutsertaan Pelanggan Optimization of Customer Satisfaction and Engagement Surveys	 SDG 16.6 Mengembangkan lembaga yang efektif, akuntabel, dan transparan di semua tingkatan Develop effective, accountable, and transparent institutions at all levels
7	Digitalisasi menyeluruh dan sistem CRM berbasis data pelanggan Comprehensive Digitalization and Customer Data-Based CRM Systems	 SDG 9.4 Meningkatkan infrastruktur dan industri agar berkelanjutan dengan adopsi teknologi dan proses industri bersih Upgrade infrastructure and industries to make them sustainable through the adoption of clean technologies and industrial processes
		 SDG 9.1 Mengembangkan infrastruktur yang berkualitas, andal, dan berkelanjutan Develop quality, reliable, and sustainable infrastructure
8	Penguatan Sistem Manajemen Mutu Strengthening the Quality Management System	 SDG 12.6 Mendorong perusahaan mengadopsi praktik berkelanjutan dan mengintegrasikan informasi keberlanjutan dalam siklus pelaporan Encourage companies to adopt sustainable practices and integrate sustainability information into their reporting cycle.
9	Strategi Program Terintegrasi yang Berfokus pada Dampak Integrated Program Strategy Focused on Impact	 SDG 17.16 Meningkatkan kemitraan global untuk pembangunan berkelanjutan melalui kemitraan berbagai pemangku kepentingan Enhance the global partnership for sustainable development through multi-stakeholder partnerships
		 SDG 17.17 Mendorong kerjasama pemerintah-swasta dan masyarakat sipil yang efektif Encourage effective public-private and civil society partnerships

No	Inisiatif Initiatives	TPB SDGs
10	Strategi Komunikasi dan Pelibatan Pemangku Kepentingan Communication and Stakeholder Engagement Strategy	 SDG 16.7 Menjamin pengambilan keputusan yang responsif, inklusif, partisipatif, dan representatif Ensure responsive, inclusive, participatory, and representative decision-making
		 SDG 17.17 Mendorong kerjasama pemerintah-swasta dan masyarakat sipil yang efektif Encourage effective public-private and civil society partnerships
11	Pengelolaan Rantai Pasok Berkelanjutan Sustainable Supply Chain Management	 SDG 12.7 Mempromosikan praktik pengadaan yang berkelanjutan sesuai kebijakan dan prioritas nasional Promote sustainable procurement practices in accordance with national policies and priorities.
		 SDG 8.7 Memberantas kerja paksa dan menghapus bentuk terburuk tenaga kerja anak dalam rantai pasok Eradicate forced labor and eliminate the worst forms of child labor within the supply chain

Pilar Tata Kelola | Governance Pillar :

Leadership, Ethics, & Responsible Governance

1	Optimalisasi Transparansi dan Kredibilitas dalam Penyusunan Laporan Keberlanjutan Optimizing Transparency and Credibility in Sustainability Report Preparation	 SDG 12.6 Mendorong perusahaan mengadopsi praktik berkelanjutan dan mengintegrasikan informasi keberlanjutan dalam siklus pelaporan Encourage companies to adopt sustainable practices and integrate sustainability information into their reporting cycle.
2	Optimalisasi Transparansi Korporasi Optimizing Corporate Transparency	 SDG 16.6 Mengembangkan lembaga yang efektif, akuntabel, dan transparan di semua tingkatan Develop effective, accountable, and transparent institutions at all levels
		 SDG 16.10 Menjamin akses publik terhadap informasi dan melindungi kebebasan mendasar Ensure public access to information and protect fundamental freedoms
3	Penguatan Tata Kelola Berbasis ESG Strengthening ESG-Based Governance	 SDG 16.6 Mengembangkan lembaga yang efektif, akuntabel, dan transparan Develop effective, accountable, and transparent institutions
		 SDG 16.7 Menjamin pengambilan keputusan yang responsif, inklusif, partisipatif, dan representatif Ensure responsive, inclusive, participatory, and representative decision-making
4	Penguatan Etika Usaha dan Tata Perilaku dan Kebijakan Sistem Manajemen Anti Penyuapan Strengthening Business Ethics, Code of Conduct, and Anti-Bribery Management System Policy	 SDG 16.5 Secara substansial mengurangi korupsi dan penyuapan dalam segala bentuknya Substantially reduce corruption and bribery in all their forms

No	Inisiatif Initiatives	TPB SDGs
5	Pengembangan sistem WBS Development of the Whistleblowing System (WBS)	 SDG 16.5 Secara substansial mengurangi korupsi dan penyuapan Substantially reduce corruption and bribery
		 SDG 16.6 Mengembangkan lembaga yang efektif, akuntabel, dan transparan Develop effective, accountable, and transparent institutions
6	Pengendalian Gratifikasi dan Keterlibatan Politik Gratification Control and Political Involvement	 SDG 16.5 Secara substansial mengurangi korupsi dan penyuapan dalam segala bentuknya Substantially reduce corruption and bribery
		 SDG 16.6 Mengembangkan lembaga yang efektif, akuntabel, dan transparan Develop effective, accountable, and transparent institutions
7	Penguatan Keamanan Data dan Perlindungan Privasi Strengthening Data Security and Privacy Protection	 SDG 16.10 Menjamin akses publik terhadap informasi dan melindungi kebebasan mendasar sesuai peraturan nasional dan kesepakatan internasional Ensure public access to information and protect fundamental freedoms in accordance with national legislation and international agreements

KOMITMEN KEBIJAKAN [GRI 2-23, 2-24]

POLICY COMMITMENTS

Komitmen untuk Perilaku Bisnis yang Bertanggung Jawab

Commitment to Responsible Business Conduct

SUCOFINDO membangun komitmen kebijakan untuk perilaku bisnis yang bertanggung jawab dengan mengacu pada instrumen resmi antarpemerintah dan regulasi yang berlaku. Instrumen resmi antarpemerintah di antaranya Deklarasi Universal Hak Asasi Manusia Perserikatan Bangsa-Bangsa (PBB), Deklarasi International Labour Organization (ILO) tentang Prinsip-Prinsip dan Hak-Hak Fundamental di Tempat Kerja, serta *Sustainable Development Goals* (SDGs). Komitmen kebijakan juga selaras dengan Undang-Undang Nomor 32 Tahun 2009 tentang Perlindungan dan Pengelolaan Lingkungan Hidup, Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan, dan Undang-Undang Nomor 27 Tahun 2022 tentang Perlindungan Data Pribadi.

Komitmen kebijakan SUCOFINDO mewajibkan pelaksanaan uji tuntas (*due diligence*) sebagai mekanisme untuk mengidentifikasi, mencegah, dan memitigasi dampak negatif terhadap pemangku kepentingan, yang dilaksanakan melalui *Integrated Enterprise Risk Management Framework Model* di seluruh lini bisnis. SUCOFINDO juga menerapkan prinsip kehati-hatian dalam pengelolaan dampak lingkungan dan keselamatan kerja, di mana langkah pencegahan diterapkan untuk mencegah timbulnya potensi dampak. Prinsip ini tercermin dalam pengelolaan limbah B3 laboratorium, pengendalian emisi, dan prosedur keselamatan di lingkungan kerja berisiko tinggi. Komitmen SUCOFINDO juga secara tegas mewajibkan penghormatan terhadap hak asasi manusia (HAM) di seluruh aktivitas operasional dan rantai nilai bisnis, sebagaimana diatur dalam Pedoman Etika Usaha dan Tata Perilaku serta *Respectful Workplace Policy* (RWP).

SUCOFINDO establishes policy commitments for responsible business conduct with reference to official intergovernmental instruments and applicable regulations. These intergovernmental instruments include the United Nations Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the Sustainable Development Goals (SDGs). The policy commitments are also aligned with Law No. 32 of 2009 on Environmental Protection and Management, Law No. 13 of 2003 on Manpower, and Law No. 27 of 2022 on Personal Data Protection.

SUCOFINDO's policy commitments require the implementation of due diligence as a mechanism to identify, prevent, and mitigate negative impacts on stakeholders, carried out through the Integrated Enterprise Risk Management Framework Model across all business lines. SUCOFINDO also applies the precautionary principle in managing environmental impacts and occupational safety, whereby preventive measures are implemented to avert potential impacts before they arise. This principle is reflected in the management of laboratory hazardous waste, emissions control, and safety procedures in high-risk work environments. SUCOFINDO's commitments also explicitly require respect for human rights across all operational activities and business value chains, as stipulated in the Business Ethics and Code of Conduct Guidelines and the Respectful Workplace Policy (RWP).

Komitmen Spesifik terhadap Hak Asasi Manusia

Specific Commitments to Human Rights

SUCOFINDO berkomitmen untuk melindungi hak asasi manusia yang diakui secara internasional dalam seluruh aktivitas bisnisnya, mencakup:

- Hak atas pekerjaan yang layak dan upah yang adil,
- Hak atas kebebasan berserikat dan perundingan kolektif,
- Hak atas keselamatan dan kesehatan kerja,
- Hak atas perlindungan dari diskriminasi dan pelecehan,
- Hak atas privasi dan perlindungan data pribadi, serta
- Hak atas lingkungan hidup yang bersih dan sehat.

SUCOFINDO is committed to protecting internationally recognized human rights across all its business activities, encompassing:

- The right to decent work and fair wages,
- The right to freedom of association and collective bargaining,
- The right to occupational health and safety,
- The right to protection from discrimination and harassment,
- The right to privacy and personal data protection, and
- The right to a clean and healthy environment.

Perhatian khusus diberikan kepada kelompok pemangku kepentingan yang rentan atau berisiko tinggi. Secara internal, perhatian difokuskan kepada karyawan perempuan, penyandang disabilitas, serta karyawan yang bertugas di lingkungan berisiko tinggi seperti tambang, kilang, kapal, dan laboratorium. Secara eksternal, SUCOFINDO memberikan perhatian kepada pelaku UMKM mitra binaan, komunitas lokal di sekitar wilayah operasional, serta pekerja dalam rantai pasok.

Special attention is given to vulnerable or high-risk stakeholder groups. Internally, focus is placed on female employees, persons with disabilities, and employees working in high-risk environments such as mines, refineries, vessels, and laboratories. Externally, SUCOFINDO gives particular attention to supported MSME partners, local communities in the vicinity of its operational areas, and workers within the supply chain.

Aksesibilitas dan Tingkat Persetujuan

Accessibility and Level of Approval

Seluruh komitmen kebijakan SUCOFINDO tersedia secara publik dan dapat diakses melalui situs web resmi perusahaan di www.sucofindo.co.id. Dokumen yang dipublikasikan mencakup Pedoman Etika Usaha dan Tata Perilaku, Kebijakan Sistem Manajemen Anti-Penyuapan, Laporan Tahunan dan Keberlanjutan, serta mekanisme *Whistleblowing System* (WBS).

Seluruh komitmen kebijakan utama ditetapkan dan disetujui pada level tertinggi organisasi, termasuk:

- Kebijakan Sistem Manajemen Terintegrasi yang mencakup aspek ESG
- Pedoman Etika Usaha dan Tata Perilaku,
- Kebijakan Anti Penyuapan,
- Kebijakan Berperilaku Saling Menghargai di Tempat Kerja (*Respectful Workplace Policy*)
- Kebijakan Pengendalian Gratifikasi, dan
- Kebijakan Manajemen Risiko Perusahaan

All of SUCOFINDO's policy commitments are publicly available and accessible through the Company's official website at www.sucofindo.co.id. Published documents include the Business Ethics and Code of Conduct Guidelines, the Anti-Bribery Management System Policy, the Annual and Sustainability Reports, and the Whistleblowing System (WBS) mechanism.

All key policy commitments are established and approved at the highest level of the organization, including:

- The Integrated Management System Policy covering ESG aspects,
- Business Ethics and Code of Conduct Guidelines,
- Anti-Bribery Policy,
- Respectful Workplace Policy,
- Gratification Control Policy, and
- Enterprise Risk Management Policy.

Penyampaian Komitmen kepada Pemangku Kepentingan

Communicating Commitments to Stakeholders

SUCOFINDO menyampaikan komitmen kebijakan kepada seluruh pemangku kepentingan melalui beragam saluran. Kepada karyawan, sosialisasi dilakukan melalui *morning call*, portal manajemen pengetahuan, *e-mail* internal, situs web perusahaan, dan forum tatap muka. Setiap karyawan diwajibkan membaca, memahami, dan menandatangani pernyataan komitmen terhadap Kode Etik setiap tahun. Seluruh anggota Direksi dan Dewan Komisaris juga menandatangani lembar pernyataan komitmen terhadap Kode Etik Perusahaan sebagai bentuk akuntabilitas di level tertinggi. Bersamaan dengan itu, sosialisasi kepada pemasok dan mitra kerja dilaksanakan melalui forum vendor, dokumen kontrak, dan materi pengadaan yang memuat persyaratan kepatuhan etika. Kepada publik, komitmen disampaikan melalui Laporan Tahunan dan Keberlanjutan, situs web resmi, serta media sosial perusahaan.

SUCOFINDO communicates its policy commitments to all stakeholders through a variety of channels. For employees, dissemination is carried out through morning calls, the knowledge management portal, internal email, the Company website, and face-to-face forums. Every employee is required to read, understand, and sign a commitment statement to the Code of Ethics annually. All members of the Board of Directors and Board of Commissioners also sign a commitment statement to the Company's Code of Ethics as a form of accountability at the highest organizational level. Simultaneously, dissemination to suppliers and business partners is conducted through vendor forums, contract documents, and procurement materials incorporating ethical compliance requirements. To the public, commitments are communicated through the Annual and Sustainability Reports, the official website, and the Company's social media channels.

Integrasi ke dalam Strategi dan Prosedur Operasional [GRI 2-24]

Integration into Strategy and Operational Procedures

SUCOFINDO mengintegrasikan komitmen kebijakan ke dalam seluruh lapisan strategi dan operasional bisnis secara sistematis. Pada level strategi korporat, komitmen ESG diintegrasikan ke dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) serta Rencana Jangka Panjang Perusahaan (RJPP) melalui penetapan KPI keberlanjutan yang terhubung langsung dengan sistem manajemen kinerja Direksi. Pada level operasional, komitmen diterjemahkan ke dalam sistem manajemen terintegrasi yang mencakup:

- ISO 14001,
- ISO 45001,
- ISO 27001,
- ISO 37001, dan
- ISO 9001.

Pemantauan implementasi dilakukan melalui *Enterprise Risk Management System* (ERMS) yang mendukung identifikasi, analisis, evaluasi, dan penanganan risiko di seluruh unit kerja dan anak perusahaan.

SUCOFINDO systematically integrates its policy commitments across all layers of business strategy and operations. At the corporate strategy level, ESG commitments are integrated into the Annual Work Plan and Budget (RKAP) and the Long-Term Business Plan (RJPP) through the establishment of sustainability KPIs directly linked to the Board of Directors' performance management system. At the operational level, commitments are translated into an integrated management system encompassing:

- ISO 14001,
- ISO 45001,
- ISO 27001,
- ISO 37001, and
- ISO 9001.

Implementation is monitored through the Enterprise Risk Management System (ERMS), which supports the identification, analysis, evaluation, and treatment of risks across all work units and subsidiaries.

Penerapan Komitmen melalui Hubungan Bisnis [GRI 2-24]

Application of Commitments through Business Relationships

SUCOFINDO menerapkan komitmen kebijakan secara konsisten melalui seluruh hubungan bisnisnya. Dalam pengelolaan rantai pasok, pemasok diwajibkan memenuhi persyaratan etika, kualitas, dan kepatuhan lingkungan yang dievaluasi secara berkala. Pemasok dengan eksposur risiko ESG yang tinggi dikenai audit kepatuhan yang lebih ketat, sementara pemasok baru diseleksi berdasarkan kriteria yang mengintegrasikan aspek lingkungan dan sosial sejak tahap awal pengadaan. SUCOFINDO juga menginisiasi program peningkatan kapasitas bagi pemasok untuk memahami dan menerapkan standar keberlanjutan perusahaan, dengan target penambahan vendor baru yang terverifikasi sesuai kriteria ESG setiap tahunnya. Dalam hubungan dengan klien, seluruh layanan TIC yang diberikan SUCOFINDO dirancang untuk mendorong klien menuju praktik bisnis yang lebih bertanggung jawab terhadap lingkungan dan sosial, selaras dengan posisi SUCOFINDO sebagai *Enabler of Sustainable & Trusted Business*.

SUCOFINDO applies its policy commitments consistently across all its business relationships. In supply chain management, suppliers are required to fulfill ethics, quality, and environmental compliance requirements that are evaluated on a periodic basis. Suppliers with high ESG risk exposure are subject to more rigorous compliance audits, while new suppliers are screened based on criteria that integrate environmental and social aspects from the early stages of procurement. SUCOFINDO also initiates capacity-building programs for suppliers to understand and implement the Company's sustainability standards, with annual targets for adding new vendors verified against ESG criteria. In its relationships with clients, all TIC services provided by SUCOFINDO are designed to guide clients toward more environmentally and socially responsible business practices, in line with SUCOFINDO's position as an Enabler of Sustainable & Trusted Business.

MEMBANGUN BUDAYA KEBERLANJUTAN [OJK F.1]

BUILDING A CULTURE OF SUSTAINABILITY

Bagi SUCOFINDO, keberlanjutan adalah cara perusahaan beroperasi, mengambil keputusan, dan berinteraksi dengan seluruh pemangku kepentingan setiap harinya. Oleh karena itu, internalisasi budaya keberlanjutan dilakukan secara terstruktur dan berkesinambungan, dimulai dari level pimpinan tertinggi hingga seluruh jenjang karyawan di setiap unit kerja dan wilayah operasional.

Komitmen ini dilandasi oleh nilai-nilai AKHLAK sebagai budaya perusahaan yang menjadi fondasi perilaku seluruh insan SUCOFINDO. Nilai-nilai tersebut diintegrasikan ke dalam praktik kerja sehari-hari, bukan sekadar dikomunikasikan sebagai pernyataan kebijakan. Direksi dan Dewan Komisaris memimpin dengan menandatangani Kebijakan Sistem Manajemen Terintegrasi yang mencakup aspek ESG, sekaligus mengikuti pelatihan kepemimpinan ESG sebagai bentuk komitmen nyata di level tertinggi organisasi.

Sosialisasi budaya keberlanjutan dilaksanakan melalui berbagai saluran yang menjangkau seluruh lapisan organisasi. Secara digital, SUCOFINDO memanfaatkan situs web perusahaan, media sosial, *e-mail* internal, dan portal manajemen pengetahuan sebagai media komunikasi yang dapat diakses kapan saja oleh seluruh karyawan. Secara langsung, sosialisasi dilakukan melalui *morning call*, forum tatap muka, dan kegiatan bersama lintas unit dan wilayah. Setiap karyawan diwajibkan membaca, memahami, dan menandatangani pernyataan komitmen terhadap Kode Etik setiap tahun sebagai pengingat berkala atas tanggung jawab individu dalam menjaga integritas dan perilaku bisnis yang bertanggung jawab.

Budaya keberlanjutan juga dihidupkan melalui keterlibatan aktif karyawan dalam program Tanggung Jawab Sosial dan Lingkungan (TJSL), penerapan operasional kantor yang efisien dan bertanggung jawab terhadap penggunaan sumber daya, serta penempatan Keselamatan dan Kesehatan Kerja (K3) sebagai bagian yang tidak terpisahkan dari cara kerja sehari-hari. Lingkungan kerja yang aman, sehat, dan bebas dari risiko kecelakaan maupun penyakit akibat kerja senantiasa dijaga sebagai kepedulian SUCOFINDO terhadap kesejahteraan seluruh insan perusahaan.

Ke depan, SUCOFINDO akan terus memperkuat budaya keberlanjutan melalui perluasan program edukasi, peningkatan konsistensi sosialisasi di seluruh cabang dan unit operasional, serta integrasi indikator kinerja keberlanjutan ke dalam sistem penilaian kinerja karyawan. Dengan demikian, keberlanjutan semakin terintegrasi sebagai bagian dari identitas dan tanggung jawab setiap individu di Perusahaan.

For SUCOFINDO, sustainability is the way the Company operates, makes decisions, and interacts with all stakeholders on a daily basis. As such, the internalization of a sustainability culture is carried out in a structured and continuous manner, beginning at the highest leadership level and extending to all employee tiers across every work unit and operational area.

This commitment is grounded in the AKHLAK values as the corporate culture that underpins the conduct of every SUCOFINDO employee. These values are integrated into day-to-day work practices, rather than merely communicated as policy statements. The Board of Directors and Board of Commissioners lead by example, signing the Integrated Management System Policy covering ESG aspects and participating in ESG leadership training as a tangible expression of commitment at the highest organizational level.

The dissemination of sustainability culture is carried out through various channels that reach all layers of the organization. Digitally, SUCOFINDO utilizes the Company website, social media, internal email, and the knowledge management portal as communication platforms accessible to all employees at any time. In person, dissemination is conducted through morning calls, face-to-face forums, and cross-unit and cross-regional joint activities. Every employee is required to read, understand, and sign a commitment statement to the Code of Ethics annually, serving as a periodic reminder of individual responsibility in upholding integrity and responsible business conduct.

The sustainability culture is further brought to life through active employee participation in Corporate Social and Environmental Responsibility (CSR) programs, the implementation of efficient and resource-responsible office operations, and the placement of Occupational Health and Safety (OHS) as an inseparable part of daily work practices. A safe, healthy work environment free from the risk of accidents and occupational diseases is consistently maintained as an expression of SUCOFINDO's commitment to the well-being of all its people.

Going forward, SUCOFINDO will continue to strengthen its sustainability culture through the expansion of education programs, greater consistency in dissemination across all branches and operational units, and the integration of sustainability performance indicators into the employee performance appraisal system. In this way, sustainability becomes ever more deeply embedded as part of the identity and responsibility of every individual within the Company.



06 Tata Kelola Keberlanjutan

Sustainability Governance





TATA KELOLA PERUSAHAAN YANG BAIK

GOOD CORPORATE GOVERNANCE

Tata kelola perusahaan yang baik adalah fondasi dari setiap komitmen keberlanjutan yang ingin diwujudkan SUCOFINDO, sehingga seluruh inisiatif lingkungan, sosial, dan tata kelola (ESG) dapat dijalankan secara terstruktur dan memberi manfaat nyata. Prinsip transparansi, akuntabilitas, dan kepatuhan terhadap regulasi yang berlaku diterapkan secara konsisten dalam setiap proses pengambilan keputusan, mulai dari perumusan strategi hingga pelaksanaan program di lapangan. Komitmen ini sekaligus menjadi landasan kepercayaan pemangku kepentingan dan kontribusi nyata Perusahaan terhadap pencapaian *Sustainable Development Goals* (SDGs).

Good corporate governance is the foundation of every sustainability commitment that SUCOFINDO aims to bring about, ensuring that all environmental, social, and governance (ESG) initiatives can be implemented in a structured manner and provide tangible benefits. The principles of transparency, accountability, and compliance with applicable regulations are consistently applied in every decision-making process, from strategy formulation to program implementation in the field. This commitment also serves as the foundation of stakeholder trust and the Company's tangible contribution toward the achievement of the Sustainable Development Goals (SDGs).



STRUKTUR DAN MEKANISME TATA KELOLA PERUSAHAAN [GRI 2-9, 2-11]

CORPORATE GOVERNANCE STRUCTURES AND MECHANISMS

Struktur tata kelola SUCOFINDO dibentuk dengan mengacu pada Undang-Undang Republik Indonesia Nomor 40 Tahun 2007 tentang Perseroan Terbatas serta Anggaran Dasar Perusahaan, yang menetapkan keberadaan tiga organ utama perusahaan, yaitu Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi. Ketiga organ tersebut memiliki fungsi, peran, dan kewenangan yang saling melengkapi dalam mendukung penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance/GCG*) secara efektif dan berkesinambungan. Dalam pelaksanaan tugasnya, masing-masing organ Perusahaan menjalankan fungsi secara independen sesuai dengan kewenangan yang diatur dalam peraturan perundang-undangan dan ketentuan internal perusahaan, dengan tetap mengedepankan koordinasi dan sinergi yang konstruktif untuk mendukung pencapaian tujuan perusahaan.

Penerapan prinsip independensi, akuntabilitas, transparansi, serta kepatuhan terhadap ketentuan hukum dan regulasi menjadi landasan utama dalam membangun sistem tata kelola yang profesional, sehat, dan berintegritas. Melalui struktur tata kelola yang jelas dan fungsi pengawasan serta pengelolaan yang berjalan secara efektif, Perusahaan berupaya memastikan bahwa setiap proses pengambilan keputusan dilakukan secara objektif, *prudent*, dan selaras dengan kepentingan Perusahaan maupun para pemangku kepentingan. Struktur tata kelola tersebut juga dirancang agar adaptif terhadap perkembangan regulasi, dinamika industri, serta tantangan bisnis yang terus berkembang, sehingga mampu mendukung keberlanjutan usaha dan peningkatan nilai Perusahaan dalam jangka panjang.

Agar fungsi pengawasan dan pengelolaan dapat berjalan secara efektif, organ utama perusahaan dilengkapi oleh berbagai organ pendukung yang memperkuat praktik tata kelola perusahaan. Organ pendukung Dewan Komisaris terdiri dari Komite Audit, Komite Manajemen Risiko, Investasi dan Tata Kelola, Komite Nominasi dan Remunerasi, serta Sekretaris Dewan Komisaris, yang membantu tugas Dewan Komisaris dalam melakukan pengawasan dan pemberian nasihat pada Direksi. Sementara Direksi dibantu oleh organ pendukung yang terdiri dari Sekretaris Perusahaan dan Satuan Pengawasan Intern (SPI) guna memastikan pengelolaan Perusahaan berjalan secara efektif, efisien, dan sesuai dengan prinsip-prinsip GCG serta arah strategis Perusahaan.

The governance structure of SUCOFINDO is formed by referencing Law of the Republic of Indonesia No. 40 of 2007 concerning Limited Liability Companies and the Company's Articles of Association, which establish the existence of three main corporate organs, namely the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors. These three organs have complementary functions, roles, and authorities in supporting the effective and ongoing implementation of Good Corporate Governance (GCG). In performing their duties, each corporate organ executes its functions independently in accordance with the authority regulated under laws and regulations as well as the Company's internal provisions, while consistently prioritizing constructive coordination and synergy to support the achievement of corporate objectives.

The implementation of the principles of independence, accountability, transparency, and compliance with legal and regulatory provisions serves as the primary foundation in building a professional, sound, and integrity-driven governance system. Through a clear governance structure alongside effectively functioning oversight and management roles, the Company strives to ensure that every decision-making process is conducted objectively, prudently, and in alignment with the interests of the Company and its stakeholders. This governance structure is also designed to be adaptive to regulatory developments, industry dynamics, and evolving business challenges, thereby enabling it to support sustained business growth and the enhancement of corporate value over the long term.

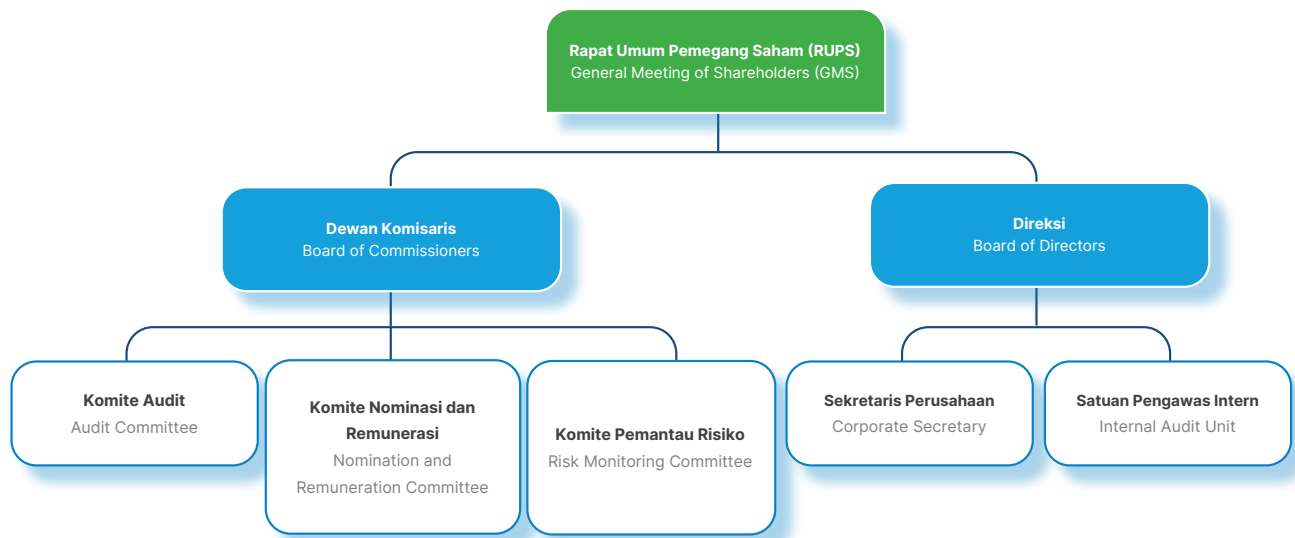
To ensure that oversight and management functions operate effectively, the main corporate organs are supported by various auxiliary organs that strengthen corporate governance practices. The auxiliary organs of the Board of Commissioners consist of the Audit Committee; the Risk Management, Investment, and Governance Committee; the Nomination and Remuneration Committee; and the Secretary to the Board of Commissioners, which assist the Board of Commissioners in conducting oversight and providing advice to the Board of Directors. Meanwhile, the Board of Directors is assisted by auxiliary organs consisting of the Corporate Secretary and the Internal Audit Unit (SPI) to ensure that the management of the Company runs effectively, efficiently, and in accordance with GCG principles and the Company's strategic direction.

SUCOFINDO mewujudkan komitmennya dalam menerapkan *Good Corporate Governance* (GCG) melalui kebijakan serta prosedur operasional yang terstruktur dan diimplementasikan dalam aktivitas sehari-hari. Kebijakan tersebut secara berkala dikaji dan disesuaikan agar tetap relevan dengan perkembangan serta dinamika internal maupun eksternal Perusahaan. Proses ini juga mencakup komunikasi yang efektif kepada seluruh lapisan organisasi, dengan tujuan memastikan bahwa prinsip-prinsip GCG diterapkan secara konsisten di setiap jenjang organisasi serta menjadi landasan dalam setiap pengambilan keputusan dan kegiatan operasional Perusahaan.

SUCOFINDO delivers its commitment to implementing Good Corporate Governance (GCG) through structured policies and operational procedures executed in day-to-day activities. These policies are periodically reviewed and adjusted to remain relevant to the developments and internal or external dynamics of the Company. This process also includes effective communication to all levels of the organization, aiming to ensure that GCG principles are consistently applied at every organizational tier and serve as the foundation for all decision-making and operational activities of the Company.

Struktur Tata Kelola Perusahaan [GRI 2-9, 2-11]

Corporate Governance Structure



NOMINASI DAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI

NOMINATION AND REMUNERATION OF THE BOARD COMMISSIONERS AND BOARD OF DIRECTORS

Kebijakan Nominasi dan Remunerasi Dewan Komisaris dan Direksi

[GRI 2-10, 2-19]

Nomination and Remuneration of the Board Commissioners and Board of Directors Policies

Pengangkatan dan pemberhentian anggota Dewan Komisaris dan Direksi, termasuk penetapan remunerasi bagi Dewan Komisaris dan Direksi, merupakan kewenangan Pemegang Saham yang dilaksanakan melalui mekanisme Rapat Umum Pemegang Saham (RUPS) sesuai dengan ketentuan peraturan perundang-undangan dan Anggaran Dasar Perusahaan. Pelaksanaan kewenangan tersebut dilakukan secara transparan dan akuntabel dengan mempertimbangkan aspek kompetensi, kinerja, serta kebutuhan strategis Perusahaan guna mendukung efektivitas pengawasan dan pengelolaan Perusahaan.

Proses pengangkatan calon anggota Dewan Komisaris dan/atau Direksi PT SUCOFINDO dilaksanakan dengan mengacu pada ketentuan peraturan perundang-undangan yang berlaku, khususnya regulasi yang mengatur tata cara pengangkatan anggota Dewan Komisaris dan Direksi pada Badan Usaha Milik Negara (BUMN). Dalam pelaksanaannya, proses tersebut dilakukan secara profesional, objektif, dan transparan dengan mempertimbangkan aspek kompetensi, integritas, pengalaman, kepemimpinan, serta kesesuaian dengan kebutuhan dan strategi bisnis Perusahaan. Adapun ketentuan yang menjadi pedoman dalam proses pengangkatan anggota Dewan Komisaris dan Direksi antara lain:

1. Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tanggal 3 Maret 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara; dan
2. Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tanggal 20 Maret 2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

The appointment and dismissal of members of the Board of Commissioners and the Board of Directors, including the determination of remuneration for the Board of Commissioners and the Board of Directors, constitute the authority of the Shareholders. This authority is exercised through the General Meeting of Shareholders (GMS) mechanism in accordance with the provisions of laws and regulations as well as the Company's Articles of Association. The exercise of this authority is conducted in a transparent and accountable manner by considering aspects of competence, performance, and the strategic needs of the Company to support the effectiveness of corporate oversight and management.

The appointment process for candidates for the Board of Commissioners and/or the Board of Directors of PT SUCOFINDO is carried out by referencing the provisions of applicable laws and regulations, particularly those governing the procedures for appointing members of the Board of Commissioners and the Board of Directors of State-Owned Enterprises (SOEs). In its execution, the process is conducted professionally, objectively, and transparently by considering aspects of competence, integrity, experience, leadership, and alignment with the Company's needs and business strategies. The provisions that serve as guidelines in the appointment process of members of the Board of Commissioners and the Board of Directors include, among others:

1. Minister of SOEs Regulation No. PER-2/MBU/03/2023 dated 3 March 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.
2. Minister of SOEs Regulation No. PER-3/MBU/03/2023 dated 20 March 2023 concerning Organs and Human Resources of State-Owned Enterprises.

Prosedur Nominasi Dewan Komisaris dan Direksi [GRI 2-10]

Nomination of the Board Commissioners and Board of Directors Procedures

Tata Cara Pengangkatan Anggota Dewan Komisaris

Procedures for the Appointment of Members of the Board of Commissioners

Sumber bakal calon Dewan Komisaris BUMN berasal dari:

1. Mantan Direksi BUMN;
2. Dewan Komisaris/Dewan Pengawas BUMN;
3. Pejabat struktural dan pejabat fungsional pemerintah; atau
4. Sumber lain.

Kementerian BUMN selaku Pemegang Saham Perusahaan akan melakukan penilaian terhadap bakal calon Dewan Komisaris dengan cara berikut:

1. Menilai daftar riwayat hidup (*curriculum vitae*) dan dokumen pendukung;
2. Khusus untuk menilai integritas dilakukan dengan pernyataan tertulis dari calon bersangkutan; dan
3. Wawancara.

Hasil evaluasi disampaikan dalam bentuk uraian kualitatif dengan dua kategori, yaitu 'Disarankan' atau 'Tidak Disarankan'. Rapat Umum Pemegang Saham (RUPS) atau Menteri berwenang menetapkan calon yang telah memenuhi persyaratan formal dan persyaratan lain, serta memperoleh hasil penilaian dengan kriteria 'Disarankan', untuk diangkat menjadi anggota Dewan Komisaris Perusahaan.

Tata Cara Pengangkatan Anggota Direksi

Procedures for the Appointment of Members of the Board of Directors

RUPS/Menteri dapat menetapkan Kandidat yang diusulkan oleh Komite Suksesi menjadi anggota Direksi BUMN. Manajemen suksesi merupakan proses pemilihan Direksi BUMN yang berasal dari Wadah Talenta (*talent pool*) Kementerian BUMN atau sumber lain yang ditentukan oleh Menteri. Manajemen suksesi dilakukan oleh Kementerian BUMN melalui mekanisme Uji Kepatutan dan Kepantasan (UKK) oleh Komite Suksesi dan/atau mempertimbangkan hasil Asesmen dari Lembaga Profesional.

Penetapan seseorang menjadi anggota Direksi BUMN dapat dilakukan melalui:

1. Keputusan Menteri selaku RUPS/pemilik modal apabila seluruh saham/modal BUMN dimiliki oleh Negara; atau
2. Keputusan RUPS atau keputusan seluruh pemegang saham secara sirkuler, apabila tidak seluruh saham dimiliki oleh Negara.

Sources of prospective candidates for the Board of Commissioners of SOEs originate from:

1. Former members of the Board of Directors of SOEs
2. Board of Commissioners/Board of Supervisory of SOEs
3. Government structural officials and functional officials; or
4. Other sources.

The Ministry of SOEs as the Company's Shareholder will conduct an assessment of the prospective candidates for the Board of Commissioners through the following methods:

1. Assessing the curriculum vitae and supporting documents
2. Specifically for assessing integrity, it is conducted via a written statement from the respective candidate; and
3. Interviews

The evaluation results are presented in the form of a qualitative description with two categories, namely "Recommended" or "Not Recommended." The General Meeting of Shareholders (GMS) or the Minister is authorized to appoint candidates who have met the formal requirements and other requirements, and have obtained assessment results with the "Recommended" criteria, to be appointed as members of the Company's Board of Commissioners.

The GMS/Minister may appoint Candidates proposed by the Succession Committee to become members of the Board of Directors of SOEs. Succession management is a selection process for the Board of Directors of SOEs originating from the Talent Pool of the Ministry of SOEs or other sources determined by the Minister. Succession management is conducted by the Ministry of SOEs through a Fit and Proper Test (UKK) mechanism by the Succession Committee and/or by considering the Assessment results from a Professional Institution.

The appointment of an individual to become a member of the Board of Directors of SOEs can be conducted through:

1. A Decree of the Minister as the GMS/capital owner if all shares/capital of the SOE are owned by the State; or
2. A GMS resolution or a circular resolution of all shareholders, if not all shares are owned by the State.

Penetapan Remunerasi Dewan Komisaris dan Direksi [GRI 2-19, 2-20]

Determination of Remuneration for the Board of Commissioners and the Board of Directors

Penghasilan Direksi dan Dewan Komisaris Perusahaan ditetapkan oleh RUPS melalui prosedur penetapan Remunerasi bagi Dewan Komisaris dan Direksi yang mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023. Penetapan Penghasilan yang berupa Gaji atau Honorarium, Tunjangan, dan Fasilitas yang bersifat tetap dilakukan dengan mempertimbangkan faktor skala usaha, faktor kompleksitas usaha, tingkat inflasi, kondisi dan kemampuan keuangan Perusahaan, dan faktor lain yang relevan, serta tidak boleh bertentangan dengan peraturan perundang-undangan. Penetapan besarnya remunerasi anggota Dewan Komisaris dan Direksi setiap tahunnya, ditentukan melalui RUPS berdasarkan kajian dan usulan Komite Nominasi & Remunerasi Perusahaan tanpa melibatkan konsultan remunerasi eksternal yang independen.

The income of the Company's Board of Directors and Board of Commissioners is determined by the GMS through the Remuneration determination procedure for the Board of Commissioners and the Board of Directors, which references Minister of SOEs Regulation No. PER-3/MBU/03/2023. The determination of Income in the form of Salary or Honorarium, Allowances, and Facilities that are fixed in nature is conducted by considering business scale factors, business complexity factors, the inflation rate, the Company's financial condition and capabilities, and other relevant factors, and must not conflict with laws and regulations. The determination of the remuneration amount for members of the Board of Commissioners and the Board of Directors each year is decided through the GMS based on reviews and proposals from the Company's Nomination & Remuneration Committee without involving independent external remuneration consultants.

Penetapan remunerasi Direksi juga dikaitkan langsung dengan pencapaian KPI korporat yang mencakup indikator keberlanjutan, termasuk ESG *Shadow Rating* dan *Risk Maturity Index* (RMI). Dengan demikian, remunerasi tidak hanya mencerminkan kinerja finansial, tetapi juga kontribusi Direksi dalam mendorong pencapaian target keberlanjutan Perusahaan.

The determination of the Board of Directors' remuneration is also directly linked to the achievement of corporate KPIs that include sustainability indicators, including the ESG Shadow Rating and Risk Maturity Index (RMI). Consequently, remuneration reflects not only financial performance but also the contribution of the Board of Directors in driving the achievement of the Company's sustainability targets.

Prosedur Penetapan Remunerasi Anggota Dewan Komisaris Dan Direksi [GRI 2-20]

Procedures for Determining the Compensation of Members of the Board of Commissioners and the Board of Directors



Struktur Remunerasi Dewan Komisaris dan Direksi [GRI 2-20]

Remuneration of the Board of Commissioners and Board of Directors Structure

Struktur remunerasi Dewan Komisaris dan Direksi mengacu kepada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 adalah sebagai berikut:

1. Gaji
2. Tunjangan
3. Fasilitas
4. Tantiem/Insentif Kinerja/Insentif Khusus; dan
5. LTI (*Long Term Incentive*).

Yang rinciannya terdapat pada Laporan Tahunan.

The remuneration structure of the Board of Commissioners and the Board of Directors referencing Minister of SOEs Regulation No. PER-3/MBU/03/2023 is as follows:

1. Salary
2. Allowances
3. Facilities
4. Tantiem/Performance Incentive/Special Incentive; and
5. LTI (*Long Term Incentive*).

The details of which are contained in the Annual Report.

Pengungkapan Indikator untuk Penetapan Remunerasi Direktur Utama dan Perhitungan Remunerasi Bagi Dewan Komisaris dan Anggota Direksi Lainnya

Disclosure of Indicators for Determining the Remuneration of the President Director and the Remuneration Calculation for the Board of Commissioners and Other Members of the Board of Directors

Mengacu pada Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023, gaji Direksi menjadi variabel utama sebagai perhitungan besaran gaji/honorarium bagi Dewan Komisaris dan Anggota Direksi selain Direktur Utama. Besaran remunerasi bagi Dewan Komisaris dan Direksi, dalam hal ini gaji Direktur Utama sebagai variabel utama, ditetapkan dengan mempertimbangkan beberapa faktor di bawah ini:

1. Skala usaha;
2. Kompleksitas usaha; dan
3. Kondisi dan kemampuan keuangan Perusahaan.

Saat ini Perusahaan tidak menerapkan mekanisme penarikan kembali (*clawback*) atas kompensasi yang telah diterima oleh anggota Dewan Komisaris maupun Direksi.

Referencing Minister of SOEs Regulation No. PER-3/MBU/03/2023, the salary of the Board of Directors serves as the primary variable for calculating the salary/honorarium amount for the Board of Commissioners and members of the Board of Directors other than the President Director. The remuneration amount for the Board of Commissioners and the Board of Directors, in this case with the President Director's salary as the primary variable, is determined by considering several factors below:

1. Business scale
2. Business complexity; and
3. The Company's financial condition and capabilities

Currently, the Company does not implement a clawback mechanism for compensation received by members of the Board of Commissioners or the Board of Directors.

KEBERAGAMAN KOMPOSISI DEWAN KOMISARIS DAN DIREKSI

DIVERSITY OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS COMPOSITION

Perusahaan memandang keberagaman komposisi Dewan Komisaris dan Direksi sebagai salah satu faktor penting dalam mendukung efektivitas fungsi pengawasan dan pengelolaan Perusahaan. Keberagaman tersebut diyakini mampu mendorong terciptanya proses pengambilan keputusan yang lebih objektif, komprehensif, dan berkualitas melalui hadirnya berbagai perspektif, pengalaman, kompetensi, serta latar belakang yang berbeda dalam jajaran organ Perusahaan. Dengan komposisi yang beragam, Perusahaan dapat memperkuat kualitas diskusi strategis, meningkatkan kemampuan adaptasi terhadap dinamika bisnis, serta menghasilkan kebijakan yang lebih tepat dan berorientasi pada keberlanjutan usaha.

Meskipun Perusahaan belum memiliki kebijakan tertulis secara khusus mengenai keberagaman komposisi Dewan Komisaris dan Direksi, proses penyusunan dan pengangkatan anggota organ perusahaan tetap mempertimbangkan aspek kompetensi, pengalaman profesional, keahlian, integritas, serta keberagaman sudut pandang yang relevan dengan kebutuhan dan strategi bisnis Perusahaan. Pendekatan tersebut dilakukan untuk memastikan bahwa setiap keputusan strategis dapat diambil secara matang, independen, dan selaras dengan kepentingan jangka panjang Perusahaan maupun para pemangku kepentingan.

Dewan Komisaris SUCOFINDO memiliki satu anggota perempuan dari total lima anggota, yaitu Wiwin Fitriana yang menjabat sebagai Komisaris. Sementara komposisi Dewan Komisaris dan Direksi SUCOFINDO tidak menyertakan perwakilan pemangku kepentingan eksternal secara langsung. Aspirasi dan kepentingan pemangku kepentingan disampaikan melalui mekanisme RUPS dan proses pelibatan pemangku kepentingan yang dilaksanakan secara konsisten.

The Company views the diversity in the composition of the Board of Commissioners and the Board of Directors as an important factor in supporting the effectiveness of corporate oversight and management functions. This diversity is believed to drive the creation of a more objective, comprehensive, and high-quality decision-making process through the presence of various perspectives, experiences, competence, and differing backgrounds within the Company's organs. With a diverse composition, the Company can strengthen the quality of strategic discussions, enhance adaptability to business dynamics, and generate more precise policies that are oriented toward sustained business growth.

Although the Company does not yet have a specific written policy regarding the diversity in the composition of the Board of Commissioners and the Board of Directors, the formulation and appointment process of members of the corporate organs consistently consider aspects of competence, professional experience, expertise, integrity, and a diversity of viewpoints relevant to the Company's needs and business strategies. This approach is taken to ensure that every strategic decision can be made maturely, independently, and in alignment with the long-term interests of the Company and its stakeholders.

The Board of Commissioners of SUCOFINDO has one female member out of a total of five members, namely Wiwin Fitriana, who serves as Commissioner. Meanwhile, the composition of the Board of Commissioners and the Board of Directors of SUCOFINDO does not directly include representatives of external stakeholders. Stakeholder aspirations and interests are conveyed through the GMS mechanism and stakeholder engagement processes implemented consistently.

Komposisi Dewan Komisaris dan Direksi [GRI 2-9]

Composition of the Board of Commissioners and Board of Directors

Nama Name	Jabatan Position	Jenis Kelamin Gender	Usia Age	Pendidikan Terakhir Educational Background	Keahlian Area of Expertise
Moga Simatupang	Komisaris Utama President Commissioner	Laki-laki Male	57 Tahun Years Old	S-1, Manajemen Perekonomian Negara, STIA - LAN Bachelor's Degree in State Economic Management, STIA - LAN	Manajemen Management
Zainal Abidin	Komisaris Independen Independent Commissioner	Laki-laki Male	46 Tahun Years Old	S-2, Manajemen, Universitas Mercu Buana, Jakarta Master's Degree (S-2) in Management, Universitas Mercu Buana, Jakarta	Manajemen Management
Mahatma Gandhi	Komisaris Independen Independent Commissioner	Laki-laki Male	59 Tahun Years Old	S-1, Teknik Kimia Bachelor's Degree (S-1) in Chemical Engineering	Manajemen Management
Faisal Saimima	Komisaris Independen Independent Commissioner	Laki-laki Male	48 Tahun Years Old	STIE Yayasan Administrasi Indonesia STIE Yayasan Administrasi Indonesia	Manajemen Management
Wiwini Fitriana	Komisaris Commissioner	Perempuan Female	54 Tahun Years Old	STIE Kerjasama STIE Kerjasama	Bisnis dan Marketing Business and Marketing
Sandy Pasambuna	Direktur Utama President Director	Laki-laki Male	58 Tahun Years Old	S-2, Teknik Perminyakan UPN "Veteran" Yogyakarta Master's Degree in Petroleum Engineering, UPN "Veteran" Yogyakarta	Teknik Engineering
Agus Permadi	Direktur Komersial Commercial Director	Laki-laki Male	56 Tahun Years Old	S-1, Teknik Sipil, Universitas Winaya Mukti Bachelor's Degree in Civil Engineering, Universitas Winaya Mukti	Manajemen Management
Dani Pramantyo	Direktur Operasi Operations Director	Laki-laki Male	55 Tahun Years Old	S-1, Teknik Kimia, Universitas Gadjah Mada Bachelor's Degree (S-1) in Chemical Engineering, Universitas Gadjah Mada	Inspeksi Teknik dan Manajemen Mutu Technical Inspection and Quality Management
David Sidjabat	Direktur Keuangan Finance Director	Laki-laki Male	52 Tahun Years Old	MBA in Finance and Marketing, Georgia State University, Atlanta, USABA in Accounting, University of Indonesia, Jakarta MBA in Finance and Marketing, Georgia State University, Atlanta, USA BA in Accounting, University of Indonesia, Jakarta	Manajemen & SDM Management & HR
Budi Utomo	Direktur Sumber Daya Manusia Human Resources Director	Laki-laki Male	47 Tahun Years Old	<ul style="list-style-type: none"> S-2, MSc in Environmental Technology and Management, The JGSEE – King Master's Degree, MSc in Environmental Technology and Management, The JGSEE – King Mongkut's University of Technology – Thornburi (KMUTT) Mongkut's University of Technology Thonburi (KMUTT) BSc in Agroindustrial Technology, IPB BSc in Agroindustrial Technology, IPB University 	Manajemen & Ekonomi Hijau Management & Green Economy

BENTURAN KEPENTINGAN [GRI 2-11, 2-15]

CONFLICT OF INTEREST



Perusahaan menerapkan pengelolaan benturan kepentingan sebagai bagian dari komitmen terhadap tata kelola yang bersih dan akuntabel. Setiap anggota Dewan Komisaris dan Direksi wajib mengungkapkan hubungan keuangan, keluarga, maupun pengurusan yang berpotensi menimbulkan benturan kepentingan dengan Perusahaan.

Berdasarkan penelaahan yang dilakukan, seluruh anggota Dewan Komisaris dan Direksi SUCOFINDO per 31 Desember 2025 tidak memiliki hubungan keuangan, keluarga, maupun pengurusan dengan sesama anggota Dewan Komisaris, Direksi, maupun Pemegang Saham Perusahaan. Dengan demikian, seluruh anggota organ tata kelola Perusahaan dapat menjalankan fungsi dan tanggung jawabnya secara independen, objektif, dan bebas dari pengaruh kepentingan pihak lain.

The Company implements conflict of interest management as part of its commitment to clean and accountable governance. Every member of the Board of Commissioners and the Board of Directors is required to disclose financial, familial, or management relationships that have the potential to create a conflict of interest with the Company.

Based on the review conducted, all members of the Board of Commissioners and the Board of Directors of SUCOFINDO as of 31 December 2025 do not have any financial, familial, or management relationships with fellow members of the Board of Commissioners, the Board of Directors, or the Company's Shareholders. Consequently, all members of the Company's governance organs can execute their functions and responsibilities independently, objectively, and free from the influence of other parties' interests.

Rincian hubungan afiliasi masing-masing anggota Dewan Komisaris dan Direksi dapat dilihat pada tabel berikut.

The details of the affiliation relationships of each member of the Board of Commissioners and the Board of Directors can be seen in the following table.

Hubungan Afiliasi Dewan Komisaris dan Direksi [GRI 2-9]

Affiliation Relationships of the Board of Commissioners and Board of Directors

Nama Name	Jabatan Position	Hubungan Keuangan dengan Financial Relationship with					
		Dewan Komisaris Board of Commissioners		Direksi Board of Directors		Pemegang Saham Shareholders	
		Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No
Moga Simatupang	Komisaris Utama President Commissioner		✓		✓		✓
Zainal Abidin	Komisaris Independen Independent Commissioner		✓		✓		✓
Mahatma Gandhi	Komisaris Independen Independent Commissioner		✓		✓		✓
Faisal Saimima	Komisaris Independen Independent Commissioner		✓		✓		✓
Wiwin Fitriana	Komisaris Commissioner		✓		✓		✓
Sandy Pasambuna	Direktur Utama President Director		✓		✓		✓
Agus Permadi	Direktur Komersial Commercial Director		✓		✓		✓
Dani Pramantyo	Direktur Operasi Operations Director		✓		✓		✓
David Sidjabat	Direktur Keuangan Finance Director		✓		✓		✓
Budi Utomo	Direktur Sumber Daya Manusia Human Resources Director		✓		✓		✓

Hubungan Keuangan dengan Financial Relationship with						Hubungan Pengurusan Management Relationship	
Dewan Komisaris Board of Commissioners		Direksi Board of Directors		Pemegang Saham Shareholders			
Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No
	✓		✓		✓		✓
	✓		✓		✓		✓
	✓		✓		✓		✓
	✓		✓		✓		✓
	✓		✓		✓		✓
	✓		✓		✓		✓
	✓		✓		✓		✓
	✓		✓		✓		✓
	✓		✓		✓		✓
	✓		✓		✓		✓
	✓		✓		✓		✓

EVALUASI KINERJA DEWAN KOMISARIS DAN DIREKSI

PERFORMANCE EVALUATION OF THE BOARD OF COMMISSIONERS AND DIRECTORS

Evaluasi Kinerja Dewan Komisaris [GRI 2-18]

Performance Evaluation of the Board of Commissioners

Evaluasi kinerja Dewan Komisaris dilakukan satu kali dalam setahun bersamaan dengan penyelenggaraan RUPS Tahunan, berdasarkan *Key Performance Indicator* (KPI) yang telah ditetapkan oleh RUPS. Proses evaluasi dilakukan secara internal oleh Pemegang Saham tanpa melibatkan pihak penilai independen eksternal. Hasil evaluasi kinerja Dewan Komisaris dalam menjalankan fungsi pengawasan dan pemberian nasihat kepada Direksi dilaporkan kepada RUPS Tahunan sebagai bagian dari Laporan Tahunan Perusahaan.

Kriteria evaluasi kinerja Dewan Komisaris antara lain meliputi:

1. Pencapaian kinerja beserta target-targetnya dan disetujui oleh RUPS/Menteri/Pemegang Saham setiap tahun;
2. Tingkat kehadirannya dalam Rapat Dewan Komisaris maupun rapat dengan komite-komite yang ada;
3. Kontribusinya dalam proses pengawasan Perusahaan;
4. Keterlibatannya dalam penugasan-penugasan tertentu;
5. Ketaatan terhadap peraturan perundang-undangan yang berlaku serta kebijakan Perusahaan.

Hasil penilaian kinerja setiap anggota Dewan Komisaris secara individu menjadi salah satu faktor yang dipertimbangkan oleh Pemegang Saham dalam memberhentikan dan/atau menunjuk kembali anggota Dewan Komisaris yang bersangkutan. Hasil evaluasi ini juga berfungsi sebagai alat untuk menilai sekaligus meningkatkan efektivitas kinerja Dewan Komisaris. Sementara itu, hasil evaluasi terhadap kinerja Dewan Komisaris baik secara kolektif maupun kinerja individu masing-masing anggotanya merupakan bagian yang tidak terpisahkan dari skema kompensasi dan pemberian insentif bagi para anggota Dewan Komisaris.

The evaluation of the Board of Commissioners' performance is conducted once a year concurrently with the holding of the Annual GMS, based on the Key Performance Indicators (KPIs) established by the GMS. The evaluation process is carried out internally by the Shareholders without involving an external independent assessment party. The results of the Board of Commissioners' performance evaluation in executing oversight functions and providing advice to the Board of Directors are reported to the Annual GMS as part of the Company's Annual Report.

The performance evaluation criteria for the Board of Commissioners include, among others:

1. The performance achievement along with the targets, as approved annually by the GMS/Minister/Shareholders;
2. The attendance rate in Meetings of the Board of Commissioners as well as meetings with existing committees;
3. Contribution to the Company's oversight process;
4. Engagement in specific assignments;
5. Compliance with prevailing laws and regulations as well as Company policies.

The individual performance assessment results of each member of the Board of Commissioners serve as one of the factors considered by the Shareholders in dismissing and/or reappointing the respective member of the Board of Commissioners. This evaluation result also functions as a tool to assess and simultaneously enhance the performance effectiveness of the Board of Commissioners. Meanwhile, the performance evaluation results of the Board of Commissioners, both collectively and individually for each member, constitute an inseparable part of the compensation and incentive schemes for the members of the Board of Commissioners.

Secara umum, Dewan Komisaris SUCOFINDO telah berhasil memenuhi target KPI tahun 2025 dengan rincian sebagai berikut:

In general, the Board of Commissioners of SUCOFINDO successfully achieved its 2025 KPI targets, with details as follows:

No.	Program Kerja Work Program	Target 2025 2025 Target		Realisasi 2025 2025 Realization	
		KPI	Bobot Weight	KPI	Bobot Weight
I. Aspek Pengawasan & Pemberian Nasihat Oversight & Advisory Aspects					
1	Menyusun Rencana Kerja dan Anggaran serta KPI Dewan Komisaris Tahun 2025 Formulate the 2025 Work Plan and Budget, as well as the Key Performance Indicators (KPIs) of the Board of Commissioners.	1 Dokumen Document	6	1 Dokumen Document	6
2	Memberikan tanggapan/rekomendasi kepada Pemegang Saham terhadap Provide responses/recommendations to the Shareholders regarding				
	a. Rencana Kerja dan Anggaran Perusahaan The Company's Work Plan and Budget	1 Surat Letter	5	1 Surat Letter	5
	b. Laporan Tahunan Perusahaan (<i>Audited</i>) The Company's Annual Report (<i>Audited</i>)	1 Surat Letter	5	1 Surat Letter	5
	c. Analisis Kinerja Triwulan Perusahaan The Company's Quarterly Performance Analysis	3 Surat Letters	15	3 Surat Letters	15
3	Persetujuan/Tanggapan tertulis Dewan Komisaris atas usulan aksi korporasi oleh Direksi Written Approvals/Responses of the Board of Commissioners regarding proposed corporate actions by the Board of Directors	100%	10	100%	10

No.	Program Kerja Work Program	Target 2025 2025 Target		Realisasi 2025 2025 Realization	
		KPI	Bobot Weight	KPI	Bobot Weight
4	Rapat Dewan Komisaris Meetings of the Board of Commissioners				
	a. Jumlah Rapat dan Tersedianya Risalah Rapat Number of Meetings and Availability of Meeting Minutes	12	12	26	26
	b. Kehadiran Rapat Meeting Attendance	100%	10	100%	10
5	Monitoring tindak lanjut hasil temuan audit internal/eksternal (KAP, SPI, GCG) Monitoring the follow-up on internal/external audit findings (KAP, SPI, GCG)	3 Dokumen Documents	6	3 Dokumen Documents	6
6	Kunjungan kerja Dewan Komisaris Work visits of the Board of Commissioners	12 Kali Times	6	8 Kali Times	4
II. Aspek Pelaporan Reporting Aspect					
1	Laporan Kinerja Direksi oleh Dewan Komisaris atas pemenuhan portal ITMS Report on the Performance of the Board of Directors by the Board of Commissioners regarding compliance with the ITMS portal	3 Dokumen Documents	5	3 Dokumen Documents	5
2	Laporan pengawasan dan realisasi pelaksanaan KPI Dewan Komisaris Triwulanan Quarterly supervisory and realization reports on the Key Performance Indicators (KPIs) of the Board of Commissioners	3 Laporan Reports	6	3 Laporan Reports	6
3	Laporan Pengawasan Dewan Komisaris Supervisory Report of the Board of Commissioners	1 Laporan Report	10	1 Laporan Report	10
4	Evaluasi Hasil Kinerja KAP Performance Evaluation of the Public Accounting Firm (KAP)	1 Laporan Report	5	1 Laporan Report	5

No.	Program Kerja Work Program	Target 2025 2025 Target		Realisasi 2025 2025 Realization	
		KPI	Bobot Weight	KPI	Bobot Weight
III. Aspek Dinamis/Lain-lain Dynamic / Other Aspects					
1	Peningkatan kompetensi melalui seminar, workshop, dan lain-lain Competency development through seminars, workshops, etc.	5 Kali Times	4	4 Kali Times	3,2

Evaluasi Kinerja Direksi [GRI 2-18]

Performance Evaluation of the Board of Directors

Kriteria evaluasi kinerja Direksi secara kolegal maupun individu berdasarkan usulan Dewan Komisaris kepada RUPS untuk disetujui berdasarkan *Key Performance Indicator* (KPI), antara lain meliputi:

- Penyusunan KPI pada awal tahun dan evaluasi pencapaiannya;
 - Tingkat kehadirannya dalam Rapat Direksi maupun rapat dengan Dewan Komisaris;
 - Kontribusinya dalam aktivitas bisnis Perusahaan;
 - Keterlibatannya dalam penugasan-penugasan tertentu;
 - Komitmentnya dalam memajukan kepentingan Perusahaan;
 - Ketaatan terhadap peraturan perundang-undangan yang berlaku serta kebijakan Perusahaan;
 - Pencapaian target Perusahaan yang tertuang dalam RKAP dan Kontrak Manajemen;
- Kinerja anggota Direksi dievaluasi secara berkala minimal setahun sekali berdasarkan kriteria evaluasi kinerja oleh Dewan Komisaris yang telah disetujui RUPS.
 - Secara umum, kinerja Direksi ditentukan berdasarkan tugas kewajiban yang tercantum dalam peraturan perundang-undangan yang berlaku dan Anggaran Dasar Perusahaan maupun amanat Pemegang Saham. Kriteria evaluasi formal disampaikan secara terbuka kepada Anggota Direksi sejak tanggal pengangkatannya.
 - Hasil evaluasi terhadap kinerja Direksi secara keseluruhan dan kinerja masing-masing Anggota Direksi secara individual merupakan bagian tak terpisahkan dalam skema kompensasi dan pemberian insentif bagi Anggota Direksi.
 - Hasil evaluasi kinerja masing-masing Anggota Direksi secara individual merupakan salah satu dasar pertimbangan bagi Pemegang Saham untuk pemberhentian dan/atau menunjuk kembali Anggota Direksi yang bersangkutan.

The criteria for evaluating the performance of the Board of Directors, both collectively and individually, are proposed by the Board of Commissioners to the GMS for approval based on Key Performance Indicators (KPIs), which include, among others:

- The formulation of KPIs at the beginning of the year and the evaluation of their achievements;
 - Attendance rates in Meetings of the Board of Directors as well as joint meetings with the Board of Commissioners;
 - Contributions to the Company's business activities;
 - Engagement in specific assignments;
 - Commitment to advancing the Company's interests;
 - Compliance with applicable laws and regulations as well as Company policies; and
 - Achievement of Company targets as set forth in the Company's Work Plan and Budget (RKAP) and the Management Contract.
- The performance of the members of the Board of Directors is evaluated periodically, at least once a year, by the Board of Commissioners based on performance evaluation criteria approved by the GMS.
 - In general, the performance of the Board of Directors is determined based on the duties and obligations stipulated in applicable laws and regulations, the Company's Articles of Association, and mandates from the Shareholders. The formal evaluation criteria are disclosed transparently to the members of the Board of Directors from the date of their appointment.
 - The performance assessment results of the Board of Directors as a whole and the individual performance of each member constitute an integral part of the compensation and incentive schemes for the members of the Board of Directors.
 - The individual performance assessment results of each member of the Board of Directors serve as one of the fundamental considerations for the Shareholders regarding the dismissal and/or reappointment of the respective member.

Hasil evaluasi kinerja tersebut merupakan sarana penilaian serta peningkatan efektivitas Direksi. Adapun realisasi pencapaian KPI Direksi tahun 2025 adalah sebagai berikut:

The performance assessment results serve as a mechanism for assessing and enhancing the effectiveness of the Board of Directors. The actual achievement of the Board of Directors' KPIs in 2025 is as follows:

No.	KPI	Satuan Unit	Target RKAP Target	Polaritas Polarity	Bobot Weight		Realisasi Realization	Pencapaian % Achievement %	Realisasi KPI % KPI Realization %
					Sub Sub	Jumlah Total			
1	2	3	4	5	6	7	8	9	
A. Nilai Ekonomi dan Sosial Economic and Social Value									
1	EBITDA	Rp Miliar IDR Billion	846,20	Maximize	11	50	833,74	98,53%	10,84%
2	ROIC >= WACC	%	4,21	Maximize	9		5,57	110,00%	9,90%
3	Net Profit	Rp Miliar IDR Billion	511,80	Maximize	10		515,30	100,68%	10,07%
4	Peningkatan operational excellence melalui efisiensi shared services dari: a. Pengadaan Bersama b. Integrasi Lab dan Kantor Cabang c. Human Capital d. R&D Layanan Jasa Enhancing operational excellence through shared services efficiencies derived from: a. Joint Procurement b. Laboratory and Branch Office Integration c. Human Capital d. Research & Development (R&D) of Commercial Services	Rp Miliar IDR Billion	14,00	Maximize	10		16,06	110,00%	11,00%
5	Kolaborasi dengan pemerintah melalui dukungan program sertifikasi UMK Collaborating with the government by supporting MSE certification programs	Jumlah Total	400,00	Maximize	10		719,00	110,00%	11,00%

No.	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Weight		Realisasi Realization	Pencapaian % Achievement %	Realisasi KPI % KPI Realization %
					Sub Sub	Jumlah Total			
	1	2	3	4	5	6	7	8	9
B. Inovasi Model Bisnis Business Model Innovation									
6	Pelaksanaan inisiatif Transformasi Implementation of Transformation Initiatives	%	100,00	Maximize	5	15	104,00	104,00%	5,20%
7	Pendapatan dari Komersialisasi Jasa Eksisting dan Pengembangan Bisnis Laboratorium (extended lab services) The Commercialization of Existing Services and the Development of Laboratory Business Units (Extended Lab Services)	Rp Miliar IDR Billion	443,00	Maximize	5		460,16	103,87%	5,19%
8	Pendapatan dari Komersialisasi Program Unggulan IDSurvey Tahun 2025 (4 Program) Revenue from the Commercialization of the 2025 IDSurvey Flagship Programs (4 Programs)	Rp Miliar IDR Billion	304,63	Maximize	5		365,50	110,00%	5,50%
C. Kepemimpinan Teknologi Technology Leadership									
9	Implementasi awal single ERP Initial implementation of a single ERP system	Waktu Date	31 Desember 2025	Maximize	6	12	12 Desember 2025	110,00%	6,60%
10	Pendapatan yang berasal dari pengembangan bisnis berbasis digital dan/atau penggunaan teknologi termutakhir Revenue derived from digital-based business development and/or the utilization of cutting-edge technologies	Rp Miliar IDR Billion	44,00	Maximize	6		60,75	110,00%	6,60%

No.	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Weight		Realisasi Realization	Pencapaian % Achievement %	Realisasi KPI % KPI Realization %
					Sub Sub	Jumlah Total			
	1	2	3	4	5	6	7	8	9
D. Peningkatan Investasi Investment Increase									
11	Pendapatan yang berasal dari pengembangan bisnis pada sektor sekunder Revenue derived from business development in the secondary sector	Rp Miliar IDR Billion	60,00	Maximize	5	15	188,14	110,00%	5,50%
12	Go Global - Peningkatan Pendapatan dari pasar luar Indonesia melalui Representatives Offices, Kantor Cabang, Anak Perusahaan di Luar Negeri Go Global – Increasing revenue from markets outside Indonesia through Overseas Representative Offices, Branch Offices, and Foreign Subsidiaries	Rp Miliar IDR Billion	145,00	Maximize	5		147,86	101,98%	5,10%
13	Pelaksanaan ESG Shadow Rating Implementation of the ESG Shadow Rating	Skor Score	30,00	Maximize	5		45,04	110,00%	5,50%
E. Pengembangan Talenta Talent Development									
14	Talent Diversity	%	32,75	Maximize	4	8	35,46	108,27%	4,33%
15	Produktivitas Pegawai Employee Productivity	Rp Miliar/ Pegawai IDR Billion/ Employees	1,18	Maximize	4		1,20	101,81%	4,07%
Jumlah Total					100		106,40%		

TANGGUNG JAWAB PENERAPAN KEBERLANJUTAN [OJK E.1] [GRI 2-9, 2-12, 2-13, 2-16]

SUSTAINABILITY IMPLEMENTATION RESPONSIBILITY

Sesuai fungsi dan wewenangnya, Direksi berperan aktif dalam memastikan integrasi prinsip keberlanjutan pada kebijakan dan pelaksanaan operasional Perusahaan. Komitmen ini diwujudkan melalui keterlibatan langsung Direksi dalam merumuskan strategi keberlanjutan, menetapkan kebijakan dan sasaran ESG, serta memantau implementasi inisiatif keberlanjutan secara berkala, termasuk melalui Rapat Tinjauan Manajemen satu kali dalam setahun yang secara khusus membahas isu-isu keberlanjutan dan perubahan iklim untuk menilai kinerja, mengevaluasi pencapaian, serta menetapkan langkah perbaikan berkelanjutan.

Hasil pemantauan tersebut, mencakup capaian kinerja dan tantangan yang dilaporkan dalam laporan ini, secara rutin dikomunikasikan kepada Dewan Komisaris. Dalam kapasitas pengawasannya, Dewan Komisaris menelaah efektivitas proses manajemen risiko ESG dan pengendalian internal Perusahaan melalui Komite Audit serta Komite Pemantau Risiko. [GRI 2-14]

Seluruh capaian implementasi keberlanjutan, termasuk realisasi ESG *Shadow Rating* dan *Risk Maturity Index* (RMI), selanjutnya dilaporkan kepada Pemegang Saham melalui Laporan *Key Performance Indicators* (KPI) Direksi yang diaudit secara independen oleh Kantor Akuntan Publik. Direksi bertanggung jawab untuk meninjau dan menyetujui informasi yang dilaporkan dalam Laporan Keberlanjutan ini, termasuk penetapan dan pengungkapan topik materialitas sebelum laporan diterbitkan. [GRI 2-14]

Pelaksanaan keberlanjutan secara fungsional mengacu kepada Keputusan Direksi Nomor 20/KD/2025 tanggal 30 Desember 2025 tentang Struktur Organisasi, Tugas Pokok, dan Fungsi Unit Kerja SUCOFINDO. Direksi mendelegasikan tanggung jawab pengelolaan ESG kepada Direktur Keuangan dan Manajemen Risiko yang secara langsung mengawasi penerapan prinsip *Environmental, Social, and Governance* (ESG) serta memastikan aspek keberlanjutan terintegrasi dalam strategi dan kebijakan perusahaan secara menyeluruh. Direktorat ini berperan dalam mengarahkan, memantau, dan mengevaluasi kinerja keberlanjutan guna mendukung tujuan jangka panjang Perusahaan.

In accordance with its functions and authorities, the Board of Directors plays an active role in ensuring the integration of sustainability principles into the Company's policies and operational execution. This commitment is delivered through the direct involvement of the Board of Directors in formulating sustainability strategies, establishing ESG policies and targets, and monitoring the implementation of sustainability initiatives periodically, including through a Management Review Meeting once a year that specifically discusses sustainability and climate change issues to assess performance, evaluate achievements, and determine continuous improvement steps.

The results of this monitoring, including performance achievements and challenges reported in this report, are routinely communicated to the Board of Commissioners. In its oversight capacity, the Board of Commissioners reviews the effectiveness of the Company's ESG risk management processes and internal controls through the Audit Committee and the Risk Monitoring Committee. [GRI 2-14]

All sustainability implementation achievements, including the realizations of the ESG *Shadow Rating* and *Risk Maturity Index* (RMI), are subsequently reported to the Shareholders through the Board of Directors' *Key Performance Indicators* (KPI) Report, which is independently audited by a Public Accounting Firm. The Board of Directors is responsible for reviewing and approving the information reported in this Sustainability Report, including the determination and disclosure of material topics before the report is published. [GRI 2-14]

The functional execution of sustainability references Board of Directors' Decree No. 20/KD/2025 dated 30 December 2025 concerning the Organizational Structure, Main Duties, and Functions of SUCOFINDO's Work Units. The Board of Directors delegates the responsibility for ESG management to the Director of Finance and Risk Management, who directly oversees the implementation of *Environmental, Social, and Governance* (ESG) principles and ensures that sustainability aspects are integrated into the overall corporate strategies and policies. This directorate plays a role in directing, monitoring, and evaluating sustainability performance to support the Company's long-term objectives.

Di bawah koordinasi Direktur, Kepala Divisi Manajemen Risiko dan Keberlanjutan (MRK) bertugas memastikan pengelolaan keberlanjutan terlaksana secara efektif dan berkesinambungan. Kepala Divisi juga bertanggung jawab dalam merumuskan serta mengembangkan program-program keberlanjutan yang mendukung penerapan prinsip ESG, termasuk pengelolaan lingkungan, tanggung jawab sosial, dan tata kelola perusahaan.

Under the coordination of the Director, the Head of the Risk Management and Sustainability (MRK) Division is tasked with ensuring that sustainability management is executed effectively and on an ongoing basis. The Head of Division is also responsible for formulating and developing sustainability programs that support the implementation of ESG principles, including environmental management, social responsibility, and corporate governance.

Selanjutnya, Kepala Bagian Sistem Manajemen dan Keberlanjutan berperan dalam menyusun dan mengembangkan strategi, kebijakan, serta program keberlanjutan perusahaan yang sejalan dengan prinsip-prinsip ESG. Kepala Bagian juga bertanggung jawab untuk mengintegrasikan prinsip keberlanjutan ke dalam strategi bisnis Perusahaan, memantau serta mengevaluasi efektivitas pelaksanaan kebijakan tersebut, dan memastikan koordinasi yang optimal dengan seluruh unit kerja dalam penerapan ESG di aspek operasional, investasi, maupun tata kelola.

Furthermore, the Head of the Management System and Sustainability Department plays a role in formulating and developing corporate sustainability strategies, policies, and programs in alignment with ESG principles. The Head of Department is also responsible for integrating sustainability principles into the Company's business strategies, monitoring and evaluating the effectiveness of such policy implementation, and ensuring optimal coordination with all work units in applying ESG across operational, investment, and governance aspects.

Sebagai pelaksana, Subbagian Keberlanjutan melaksanakan fungsi operasional keberlanjutan dengan lingkup tanggung jawab sebagai berikut:

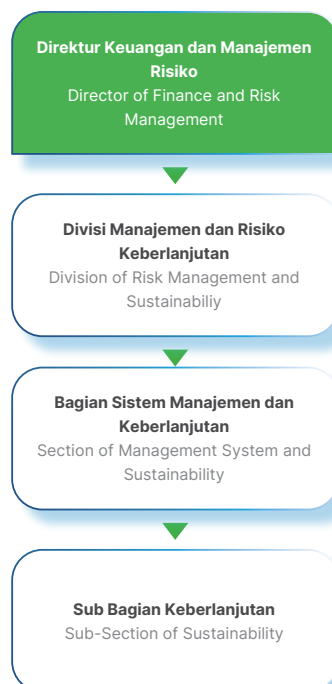
As the executor, the Sustainability Sub-Department carries out operational sustainability functions with the following scope of responsibilities:

- Mengembangkan dan mengkoordinasikan pelaksanaan program keberlanjutan sesuai prinsip ESG.
- Memastikan kepatuhan terhadap standar dan praktik terbaik internasional di bidang keberlanjutan.
- Memantau serta mengevaluasi dampak lingkungan, sosial, dan tata kelola perusahaan.
- Meningkatkan transparansi melalui pelaporan keberlanjutan dan kolaborasi dengan pemangku kepentingan.
- Menumbuhkan dan memperkuat budaya keberlanjutan di seluruh unit kerja perusahaan.

- Developing and coordinating the execution of sustainability programs in accordance with ESG principles.
- Ensuring compliance with international standards and best practices in the field of sustainability.
- Monitoring and evaluating environmental, social, and corporate governance impacts.
- Enhancing transparency through sustainability reporting and collaboration with stakeholders.
- Fostering and strengthening a culture of sustainability across all corporate work units.

Struktur Penanggung Jawab Keberlanjutan [GRI 2-9, 2-13]

Sustainability Governance Structure



PENGEMBANGAN KOMPETENSI KEBERLANJUTAN [OJK E.2] [GRI 2-17]

SUSTAINABILITY COMPETENCY DEVELOPMENT

Sumber daya manusia yang kompeten di bidang keberlanjutan merupakan fondasi penting dalam mewujudkan komitmen ESG Perusahaan. Pemahaman yang memadai di setiap tingkatan organisasi akan dapat mendukung implementasi kebijakan dan strategi keberlanjutan yang telah ditetapkan secara efektif dan konsisten. Maka dari itu, SUCOFINDO terus menginvestasikan pengembangan kompetensi keberlanjutan sebagai prioritas, khususnya bagi manajemen puncak yang memegang peran strategis dalam pengambilan keputusan.

Sepanjang tahun 2025, Dewan Komisaris dan Direksi mengikuti berbagai program pelatihan yang berfokus pada penguatan kapasitas di bidang tata kelola, manajemen risiko, dan keberlanjutan, yang difasilitasi oleh lembaga-lembaga kredibel dalam ekosistem IDSurvey maupun mitra eksternal. Rincian program yang diikuti oleh masing-masing anggota Dewan Komisaris dan Direksi dapat dilihat pada tabel berikut.

Competent human resources in the field of sustainability serve as an important foundation in delivering the Company's ESG commitments. Adequate understanding at every organizational level will support the effective and consistent implementation of established sustainability policies and strategies. Therefore, SUCOFINDO continues to invest in sustainability competence development as a priority, particularly for top management who hold strategic roles in decision-making.

Throughout 2025, the Board of Commissioners and the Board of Directors participated in various training programs focusing on capacity building in the fields of governance, risk management, and sustainability, facilitated by credible institutions within the IDSurvey ecosystem as well as external partners. The details of the programs attended by each member of the Board of Commissioners and the Board of Directors can be seen in the following table.

Pelatihan dan Sertifikasi Keberlanjutan untuk Direksi dan Dewan Komisaris

Sustainability Training and Certification for the Board of Directors and Board of Commissioners

Peserta Participant	Pelatihan/Sertifikasi Training/Certification	Penyelenggara Organizer	Waktu dan Durasi Penyelenggaraan Time and Duration of the Program
Moga Simatupang Dewan Komisaris Board of Commissioners	<i>Business Judgement Rules for Executives Level</i>	IDSurvey Institute	23 Oktober 2025 October 23, 2025
Adi Budiarmo Dewan Komisaris Board of Commissioners	<i>Business Judgement Rules for Executives Level</i>	IDSurvey Institute	23 Oktober 2025 October 23, 2025
Zainal Abidin Dewan Komisaris Board of Commissioners	<i>Business Judgement Rules for Executives Level</i>	IDSurvey Institute	23 Oktober 2025 October 23, 2025
Mahatma Gandhi Dewan Komisaris Board of Commissioners	<i>Business Judgement Rules for Executives Level</i>	IDSurvey Institute	23 Oktober 2025 October 23, 2025
Jobi Triananda Direksi Board of Directors	<i>Business Judgement Rules for Executives Level</i>	IDSurvey Institute	23 Oktober 2025 October 23, 2025
	<i>Toward Golden Indonesia 2025: Risk Management as a Competitive Edge in a Complex World</i>	RAP Learning Center	27 November 2025 November 27, 2025
Darwin Abas Direksi Board of Directors	<i>Business Judgement Rules for Executives Level</i>	IDSurvey Institute	23 Oktober 2025 October 23, 2025
	<i>Toward Golden Indonesia 2025: Risk Management as a Competitive Edge in a Complex World</i>	RAP Learning Center	27 November 2025 November 27, 2025

Peserta Participant	Pelatihan/Sertifikasi Training/Certification	Penyelenggara Organizer	Waktu dan Durasi Penyelenggaraan Time and Duration of the Program
Evi Afiatin Direksi Board of Directors	<i>Chief Risk Office Executives Program</i>	CRMS Indonesia	7 Agustus 2025 August 7, 2025
	<i>Business Judgement Rules for Executives Level</i>	IDSurvey Institute	23 Oktober 2025 October 23, 2025
David Sidjabat Direksi Board of Directors	<i>Business Judgement Rules for Executives Level</i>	IDSurvey Institute	23 Oktober 2025 October 23, 2025
	<i>Toward Golden Indonesia 2025: Risk Management as a Competitive Edge in a Complex World</i>	RAP Learning Center	27 November 2025 November 27, 2025
Budi Utomo Direksi Board of Directors	<i>Business Judgement Rules for Executives Level</i>	IDSurvey Institute	23 Oktober 2025 October 23, 2025
	<i>Toward Golden Indonesia 2025: Risk Management as a Competitive Edge in a Complex World</i>	RAP Learning Center	27 November 2025 November 27, 2025

Selain penguatan kompetensi di level manajemen puncak, SUCOFINDO juga secara aktif meningkatkan kompetensi pegawai atas isu-isu keberlanjutan melalui berbagai program pelatihan dan sertifikasi yang terstruktur. Pada tahun 2025, pelatihan keberlanjutan untuk pegawai mencakup 6 (enam) program utama, yaitu Auditor ISPO (*Indonesia Sustainable Palm Oil*), *Certified Sustainability Report Assurer (CSRA)*, *International Sustainability and Carbon Certification (ISCC)*, *Sustainability Report*, *Sustainable Fisheries*, dan *Sustainability Reporting Specialist*. Program-program ini diikuti oleh pegawai laki-laki maupun perempuan dari berbagai unit kerja, dengan total jam pelatihan yang mencerminkan komitmen Perusahaan dalam membangun kapasitas internal yang kompeten di bidang keberlanjutan.

In addition to strengthening competence at the top management level, SUCOFINDO also actively enhances employee competence on sustainability issues through various structured training and certification programs. In 2025, sustainability training for employees comprised 6 (six) primary programs, namely Auditor ISPO (*Indonesia Sustainable Palm Oil*), *Certified Sustainability Report Assurer (CSRA)*, *International Sustainability and Carbon Certification (ISCC)*, *Sustainability Report*, *Sustainable Fisheries*, and *Sustainability Reporting Specialist*. These programs were attended by both male and female employees from various work units, with total training hours reflecting the Company's commitment to building competent internal capacity in the field of sustainability.

Pelatihan dan Sertifikasi Keberlanjutan untuk Pegawai

Sustainability Training and Certification for Employees

Program Program	Peserta Pegawai Laki-Laki (orang) Male Employee Participants (person)	Peserta Pegawai Perempuan (orang) Female Employee Participants (person)	Jam Pelatihan Training Hours
<i>Auditor Indonesia Sustainable Palm Oil</i>	2	2	96
<i>Certified Sustainability Report Assurer</i>	4	1	80
<i>International Sustainability and Carbon Certification</i>	6	2	196
<i>Sustainability Report</i>	38	28	3.168
<i>Sustainable Fisheries</i>	25	21	368
<i>Sustainability Reporting Specialist</i>	39	29	3.216

PENILAIAN RISIKO ATAS IMPLEMENTASI KEBERLANJUTAN [OJK E.3]

[GRI 2-16]

RISK ASSESSMENT OF SUSTAINABILITY IMPLEMENTATION

SUCOFINDO membangun kerangka manajemen risiko yang mengacu pada ISO 31000 sebagai standar internasional dan Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara. Penetapan Kebijakan Sistem Manajemen Terintegrasi *Environmental, Social, Governance, Risk and Compliance* (ES-GRC) pada tahun 2025 memperluas cakupan kerangka tersebut, menempatkan aspek lingkungan, sosial, dan tata kelola setara dengan risiko finansial dan operasional dalam satu sistem yang terintegrasi. Seluruh proses identifikasi, analisis, evaluasi, dan penanganan risiko dilaksanakan melalui aplikasi *Enterprise Risk Management System* (ERMS) yang mencakup seluruh unit kerja dan anak perusahaan, mencakup pemetaan risiko strategis hingga penetapan toleransi risiko yang proporsional dengan kapasitas organisasi.

Risiko-risiko keberlanjutan seperti dampak lingkungan, perubahan regulasi akibat transisi hijau, dan ekspektasi pemangku kepentingan dikelola secara terstruktur melalui sistem ini. Efektivitasnya diukur melalui *Risk Maturity Index* (RMI) yang pada tahun 2025 mencatatkan skor 3,20, mencerminkan penguatan kematangan manajemen risiko yang didukung oleh koordinasi antar lini dalam model tiga garis pertahanan (*three lines model*) serta peningkatan kompetensi organ pengelola risiko secara berkelanjutan.

Risiko ESG yang teridentifikasi membawa dampak nyata terhadap kelangsungan bisnis Perusahaan. Kegagalan mengelola dampak lingkungan operasional berpotensi mengakibatkan sanksi regulasi, pencabutan izin, hingga kerusakan reputasi. Pelanggaran hak pekerja, penolakan masyarakat, atau praktik diskriminasi internal dapat memicu konflik, menurunkan produktivitas, dan membuka peluang litigasi. Di sisi tata kelola, ketidakpatuhan terhadap prinsip transparansi dan integritas bisnis berdampak langsung pada kemampuan Perusahaan memenangkan tender, khususnya dari pelanggan internasional yang mewajibkan pemenuhan kriteria ESG. Pengelolaan risiko ESG yang efektif dengan demikian bukan kewajiban semata, tetapi instrumen strategis untuk mempertahankan daya saing di tengah regulasi dan ekspektasi pasar yang terus berkembang.

SUCOFINDO builds its risk management framework by referencing ISO 31000 as an international standard and Minister of SOEs Regulation No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises. The establishment of the Environmental, Social, Governance, Risk and Compliance (ES-GRC) Integrated Management System Policy in 2025 expands the scope of this framework, placing environmental, social, and governance aspects on par with financial and operational risks within a single integrated system. All risk identification, analysis, evaluation, and mitigation processes are executed through the Enterprise Risk Management System (ERMS) application that covers all work units and subsidiaries, encompassing strategic risk mapping through to the determination of risk tolerance proportional to the organization's capacity.

Sustainability risks such as environmental impacts, regulatory changes due to the green transition, and stakeholder expectations are managed in a structured manner through this system. Its effectiveness is measured through the Risk Maturity Index (RMI), which recorded a score of 3.20 in 2025, reflecting the strengthening maturity of risk management supported by coordination between lines in the three lines model alongside the continuous enhancement of risk management organ competence.

Identified ESG risks bring tangible impacts to the Company's business continuity. Failure to manage operational environmental impacts has the potential to result in regulatory sanctions, permit revocations, and reputational damage. Violations of labor rights, community rejection, or internal discriminatory practices can trigger conflicts, decrease productivity, and open avenues for litigation. On the governance side, non-compliance with the principles of transparency and business integrity directly impacts the Company's ability to win tenders, particularly from international customers that mandate the fulfillment of ESG criteria. Effective ESG risk management is consequently not merely an obligation, but a strategic instrument to maintain competitiveness amid evolving regulations and market expectations.

Pada level operasional, Cabang Semarang menjadi contoh konkret bagaimana risiko perubahan iklim dikelola secara langsung. Curah hujan ekstrem, kenaikan permukaan laut, dan perubahan ketinggian muka tanah telah diidentifikasi sebagai ancaman yang berpotensi mengganggu operasional secara signifikan, dengan estimasi potensi kehilangan pendapatan hingga Rp498 juta per bulan. Perusahaan merespons dengan melakukan relokasi laboratorium dan optimalisasi pemanfaatan gedung lama sebagai langkah mitigasi konkret terhadap intensifikasi risiko iklim tersebut.

At the operational level, the Semarang Branch serves as a concrete example of how climate change risks are managed directly. Extreme rainfall, sea-level rise, and land subsidence have been identified as threats that potentially disrupt operations significantly, with an estimated potential revenue loss of up to IDR 498 million per month. The Company responded by relocating laboratories and optimizing the utilization of the old building as a concrete mitigation step against the intensification of these climate risks.

Peristiwa Risiko Risk Events	Dampak Impacts	Pengendalian Risiko Risk Controls
Risiko Sosial Social Risks		
Kecelakaan kerja yang berdampak pada masyarakat sekitar lokasi operasi Occupational accidents impacting communities near operational sites	<ul style="list-style-type: none"> Cedera pihak ketiga dan tuntutan hukum Third-party injuries and legal claims 	<ul style="list-style-type: none"> Penerapan SOP SMK3 dan pelatihan/ sosialisasi K3 secara berkala Implementation of OHS Management System (SMK3) SOPs and regular OHS training/awareness
	<ul style="list-style-type: none"> Kerusakan reputasi perusahaan Reputational damage to the Company 	<ul style="list-style-type: none"> Asuransi tanggung gugat pihak ketiga Third-party liability insurance
		<ul style="list-style-type: none"> Komunikasi publik melalui fungsi Hubungan Masyarakat Public communication through Public Relations function Koordinasi P2K3 di seluruh kantor pusat dan cabang OHS Committee (P2K3) coordination across all offices and branches
Kelangkaan kompetensi pegawai di bidang-bidang spesifik Shortage of employee competencies in specific fields	<ul style="list-style-type: none"> Peningkatan biaya operasional akibat ketergantungan pada subkontraktor dan tenaga ahli eksternal Increased operational costs due to reliance on subcontractors and external specialists 	<ul style="list-style-type: none"> Penggunaan sumber daya bersama antar unit kerja dan entitas <i>holding</i> Shared resource utilization across work units and holding entities
	<ul style="list-style-type: none"> Penurunan kualitas layanan kepada pelanggan Decline in service quality to customers 	<ul style="list-style-type: none"> Program pelatihan dan lisensi pegawai sesuai kebutuhan pasar Employee training and license programs aligned with market needs Pengembangan talent pool melalui program ODP Talent pool development through ODP program

Peristiwa Risiko Risk Events	Dampak Impacts	Pengendalian Risiko Risk Controls
Pelanggaran hak pegawai tetap maupun pegawai kontrak Violation of rights of permanent and contract employees	<ul style="list-style-type: none"> Tuntutan hukum dan temuan audit eksternal Legal claims and external audit findings 	<ul style="list-style-type: none"> Penerapan Kode Etik dan Perjanjian Kerja Bersama (PKB) Implementation of Code of Ethics and Collective Labor Agreement (CLA)
	<ul style="list-style-type: none"> Hilangnya kepercayaan pemangku kepentingan Loss of stakeholder trust 	<ul style="list-style-type: none"> Audit internal berkala oleh SPI Periodic internal audits by SPI <i>Whistleblowing System (WBS)</i> Program budaya AKHLAK dan <i>Respectful Workplace Policy (RWP)</i> AKHLAK cultural program and Respectful Workplace Policy (RWP)
Paparan bahan kimia, radiasi, debu, kebisingan, dan kelelahan di lingkungan kerja Exposure to chemicals, radiation, dust, noise, and fatigue in the work environment	<ul style="list-style-type: none"> Sakit atau cedera pegawai Employee illness or injury 	<ul style="list-style-type: none"> Penggunaan Alat Pelindung Diri (APD) sesuai standar Use of Personal Protective Equipment (PPE) per standards
	<ul style="list-style-type: none"> Penurunan produktivitas kerja Decreased work productivity 	<ul style="list-style-type: none"> Supervisi rutin dan SOP/prosedur K3L Regular supervision and OHS/environment SOPs
	<ul style="list-style-type: none"> Peningkatan biaya pengobatan Increased medical costs 	<ul style="list-style-type: none"> Pelatihan dan sosialisasi K3 berkala Regular OHS training and awareness Klinik dan Medical <i>Check-Up</i> rutin Clinic and regular Medical Check-Up Penerapan SMK3 SMK3/OHSMS implementation
Kualitas udara di dalam/luar ruangan kerja melebihi ambang batas Indoor/outdoor air quality at workplace exceeding threshold limits	<ul style="list-style-type: none"> Gangguan sistem pernapasan pegawai Respiratory health issues for employees 	<ul style="list-style-type: none"> Peningkatan budaya kerja aman di seluruh unit Enhancing safe work culture across all units
	<ul style="list-style-type: none"> Penurunan produktivitas dan konsentrasi kerja Decreased productivity and work concentration 	<ul style="list-style-type: none"> Sosialisasi prosedur dan implementasi SMK3 SMK3/OHSMS procedure socialization and implementation Pemantauan kualitas udara secara berkala Periodic air quality monitoring

Peristiwa Risiko Risk Events	Dampak Impacts	Pengendalian Risiko Risk Controls
Risiko Lingkungan Environmental Risks		
<p>Gangguan operasional akibat banjir di kantor cabang atau laboratorium, termasuk risiko di Cabang Semarang akibat kenaikan permukaan laut dan perubahan muka tanah</p> <p>Operational disruptions due to flooding at branch offices or laboratories, including risk at Semarang Branch due to sea level rise and land subsidence</p>	<ul style="list-style-type: none"> Kerusakan peralatan laboratorium dan aset kantor Damage to laboratory equipment and office assets 	<ul style="list-style-type: none"> Pemilihan lokasi fasilitas berdasarkan analisis risiko iklim Facility location selection based on climate risk analysis
	<ul style="list-style-type: none"> Penundaan pelayanan kepada klien Delays in client services 	<ul style="list-style-type: none"> Sistem perlindungan infrastruktur (drainase, elevasi ruang peralatan) Infrastructure protection systems (drainage, equipment room elevation)
	<ul style="list-style-type: none"> Peningkatan biaya perbaikan dan asuransi Increased repair and insurance costs 	<ul style="list-style-type: none"> Prosedur <i>Business Continuity Plan/ Disaster Recovery Plan</i> untuk pemindahan layanan sementara Business Continuity Plan/Disaster Recovery Plan procedures for temporary service relocation
	<ul style="list-style-type: none"> Potensi kehilangan pendapatan hingga Rp498 juta per bulan Potential revenue loss of up to IDR498 million per month 	<ul style="list-style-type: none"> Relokasi laboratorium Semarang sebagai mitigasi risiko iklim Semarang laboratory relocation as climate risk mitigation
<p>Gangguan kegiatan operasional lapangan (inspeksi, pengambilan sampel, pengiriman hasil uji) akibat cuaca ekstrem dan perubahan iklim</p> <p>Disruptions to field operations (inspections, sample collection, test result delivery) due to extreme weather and climate change</p>	<ul style="list-style-type: none"> Penundaan jadwal operasional Delays in operational schedules 	<ul style="list-style-type: none"> SOP kerja aman untuk kondisi cuaca ekstrem Safe work SOPs for extreme weather conditions
	<ul style="list-style-type: none"> Potensi kecelakaan kerja di lapangan Potential workplace accidents in the field 	<ul style="list-style-type: none"> Pelatihan dan sosialisasi petugas lapangan dalam mengelola risiko cuaca Training and awareness for field personnel on weather risk management
	<ul style="list-style-type: none"> Gangguan keselamatan petugas lapangan Field officer safety risks 	<ul style="list-style-type: none"> Integrasi risiko iklim ke dalam risk register perusahaan Integration of climate risks into the Company's risk register
Risiko Hukum, Kepatuhan, dan Reputasi Legal, Compliance, and Reputational Risks		
<p>Ketidakpatuhan terhadap regulasi transisi hijau dan kewajiban pelaporan keberlanjutan nasional</p> <p>Non-compliance with national green transition regulations and sustainability reporting obligations</p>	<ul style="list-style-type: none"> Sanksi administratif, denda, dan pencabutan izin usaha Administrative sanctions, fines, and business license revocation 	<ul style="list-style-type: none"> Pembentukan fungsi ESG di bawah Divisi MRK (KD No. 20/KD/2025) Establishment of ESG function under the MRK Division (KD No. 20/KD/2025)
	<ul style="list-style-type: none"> Hambatan dalam memenangkan tender dari klien internasional yang mensyaratkan kinerja ESG Barriers to winning tenders from international clients requiring ESG performance 	<ul style="list-style-type: none"> Penetapan Kebijakan Sistem Manajemen Terintegrasi ES-GRC (2025) Adoption of the Integrated Management System Policy ES-GRC (2025)
		<ul style="list-style-type: none"> Pelatihan kebijakan karbon nasional National carbon policy training Akreditasi sebagai Lembaga Validasi dan Verifikasi GRK (LVV-005-IDN) Accreditation as GHG Validation and Verification Body (LVV-005-IDN)

Peristiwa Risiko Risk Events	Dampak Impacts	Pengendalian Risiko Risk Controls
Tidak dapat mengikuti tender yang mensyaratkan kinerja ESG dari pelanggan korporasi internasional Inability to participate in tenders requiring ESG performance from international corporate clients	<ul style="list-style-type: none"> Hilangnya peluang proyek strategis Loss of strategic project opportunities 	<ul style="list-style-type: none"> Integrasi ESG ke dalam kebijakan dan SOP operasional Integration of ESG into operational policies and SOPs
	<ul style="list-style-type: none"> Penurunan pendapatan portofolio SERCO Decline in SERCO portfolio revenue 	<ul style="list-style-type: none"> Kolaborasi dengan mitra kerja tersertifikasi hijau Collaboration with green-certified business partners
	<ul style="list-style-type: none"> Melemahnya daya saing di pasar global Weakened competitiveness in the global market 	<ul style="list-style-type: none"> Perluasan portofolio layanan hijau (SERCO, KSP) Expansion of green service portfolio (SERCO, KSP) Penerapan ESG Shadow Rating sebagai KPI perusahaan Implementation of ESG Shadow Rating as a Company KPI

Direksi dan Dewan Komisaris SUCOFINDO memastikan bahwa penerapan Sistem Manajemen Risiko telah berjalan secara memadai, efektif, dan terintegrasi dengan proses bisnis serta pengambilan keputusan strategis Perusahaan. Mengacu pada prinsip-prinsip *Good Corporate Governance* (GCG), seluruh organ pengelola risiko secara konsisten menjalankan proses identifikasi, pengukuran, pemantauan, dan pengendalian terhadap berbagai risiko yang berpotensi memengaruhi pencapaian tujuan Perusahaan.

Dalam menjalankan fungsi pengawasan, Dewan Komisaris yang didukung oleh Komite Audit serta Komite Pemantau Risiko secara berkala menelaah efektivitas penerapan manajemen risiko, pengendalian internal, dan mitigasi risiko yang dijalankan Perusahaan. Berdasarkan hasil pengawasan dan evaluasi bersama Manajemen, Direksi dan Dewan Komisaris berpendapat bahwa Sistem Manajemen Risiko SUCOFINDO telah memadai untuk mendukung pengelolaan usaha secara *prudent*, menjaga keberlangsungan bisnis, serta mendukung pencapaian sasaran strategis di tengah dinamika risiko yang terus berkembang. Perusahaan tetap berkomitmen untuk terus menyempurnakan sistem dan implementasi manajemen risiko agar senantiasa adaptif terhadap perubahan regulasi, kemajuan teknologi, dan peningkatan kompleksitas risiko, terutama terkait ESG di masa mendatang.

The Board of Directors and the Board of Commissioners of SUCOFINDO ensure that the implementation of the Risk Management System has run adequately, effectively, and in an integrated manner with the Company's business processes and strategic decision-making. Referencing the principles of Good Corporate Governance (GCG), all risk management organs consistently execute identification, measurement, monitoring, and control processes against various risks that potentially affect the achievement of the Company's objectives.

In performing oversight functions, the Board of Commissioners, supported by the Audit Committee and the Risk Monitoring Committee, periodically reviews the effectiveness of risk management implementation, internal controls, and risk mitigation executed by the Company. Based on the results of oversight and joint evaluation with Management, the Board of Directors and the Board of Commissioners are of the opinion that the Risk Management System of SUCOFINDO is adequate to support prudent business management, maintain business continuity, and support the achievement of strategic targets amid evolving risk dynamics. The Company remains committed to continuously improving the system and implementation of risk management to remain adaptive to regulatory changes, technological advancements, and increasing risk complexity, particularly concerning ESG in the future.

TANTANGAN DAN MITIGASI PENERAPAN KEBERLANJUTAN [OJK E.5]

SUSTAINABILITY IMPLEMENTATION CHALLENGES AND MITIGATIONS

Dalam menjalankan strategi keberlanjutan, SUCOFINDO menyadari adanya berbagai kemungkinan perubahan situasi dan tantangan, baik dari internal maupun eksternal. Oleh karena itu, strategi keberlanjutan dilaksanakan secara bertahap dan terus dipantau sehingga dapat memenuhi ekspektasi global terhadap pengelolaan aspek-aspek *Environment*, *Social*, dan *Governance*. Berikut merupakan uraian tantangan yang dihadapi oleh Sucofindo beserta mitigasi yang dilakukan.

In implementing its sustainability strategy, SUCOFINDO recognizes the potential for various internal and external changes and challenges. Accordingly, the Company's sustainability strategy is implemented in a phased manner and continuously monitored to ensure alignment with evolving global expectations regarding the management of Environmental, Social, and Governance (ESG) aspects. The following outlines the challenges faced by SUCOFINDO and the mitigation measures undertaken

Tantangan Challenges	Mitigasi Mitigation
Kebijakan dan Pengelolaan Lingkungan Environmental Policy and Management	
Sistem Manajemen Lingkungan berbasis ISO 14001 belum diterapkan secara menyeluruh di seluruh lini operasional, sehingga berpotensi menimbulkan kesenjangan konsistensi antar unit dan wilayah kerja. The ISO 14001-based Environmental Management System has not yet been implemented across all operational lines, resulting in potential inconsistencies among business units and operational areas.	Perusahaan telah menetapkan Kebijakan Sistem Manajemen Terintegrasi yang mencakup aspek ESG dan telah ditandatangani oleh Direksi dan Dewan Komisaris. Sertifikasi ISO 14001 telah diterapkan di Unit Pelayanan Berau, SBU Laboratory, Cabang Sangatta, serta SBU Hulu Migas dan Produk Migas, dan akan diperluas secara bertahap ke area prioritas lainnya. The Company has established an Integrated Management System Policy covering ESG aspects, which has been approved and signed by the Board of Directors and the Board of Commissioners. ISO 14001 certification has been implemented at the Berau Service Unit, Laboratory SBU, Sangatta Branch, and the Upstream Oil & Gas and Petroleum Products SBU, and will be gradually expanded to other priority areas.
Seluruh kebutuhan energi operasional masih bersumber dari energi tidak terbarukan, yang berimplikasi pada peningkatan emisi gas rumah kaca (GRK). All operational energy requirements are still sourced from non-renewable energy, resulting in increased greenhouse gas (GHG) emissions.	Perusahaan menyusun peta jalan transisi energi dan akan melakukan kajian kelayakan serta peningkatan penggunaan energi terbarukan secara bertahap. The Company has developed an energy transition roadmap and will gradually conduct feasibility studies and increase the use of renewable energy.
Ketidakpatuhan pemasok terhadap standar mutu dan lingkungan berpotensi memengaruhi kualitas material pengujian, kinerja laboratorium, dan kepatuhan regulasi lingkungan. Non-compliance by suppliers with quality and environmental standards may affect the quality of testing materials, laboratory performance, and compliance with environmental regulations.	Perusahaan mengintegrasikan aspek risiko lingkungan dalam kajian dan pemetaan pemasok, serta melaksanakan audit kepatuhan lingkungan bagi pemasok berisiko tinggi. The Company integrates environmental risk aspects into supplier assessment and mapping and conducts environmental compliance audits for high-risk suppliers.
Perubahan Iklim Climate Change	
Sistem pencatatan emisi GRK yang belum mencakup seluruh wilayah operasional secara konsisten menghambat pembangunan <i>baseline</i> yang andal untuk penetapan target pengurangan emisi. The GHG emissions recording system has not yet consistently covered all operational areas, limiting the establishment of a reliable baseline for setting emissions reduction targets.	Perusahaan akan memperluas inventarisasi emisi GRK secara bertahap untuk seluruh cakupan operasional, mencakup Lingkup 1, Lingkup 2, dan Lingkup 3, serta menyusun roadmap pengurangan emisi yang selaras dengan <i>Science-based Targets Initiative</i> (SBTi). The Company will gradually expand its GHG emissions inventory across all operational activities, covering Scope 1, Scope 2, and Scope 3 emissions, and develop an emissions reduction roadmap aligned with the Science Based Targets initiative (SBTi).

Tantangan Challenges	Mitigasi Mitigation
<p>Tekanan regulasi terkait transisi rendah karbon, termasuk mekanisme Nilai Ekonomi Karbon dan kewajiban verifikasi GRK, terus meningkat dari regulator dan mitra internasional.</p> <p>Regulatory pressure related to the low-carbon transition, including Carbon Economic Value mechanisms and mandatory GHG verification, continues to increase from regulators and international partners.</p>	<p>Perusahaan telah melakukan pembelian Sertifikat Pengurangan Emisi Gas Rumah Kaca (SPE-GRK) dan mengintegrasikan risiko iklim ke dalam risk register perusahaan, disertai analisis skenario iklim untuk horizon waktu jangka pendek, menengah, dan panjang.</p> <p>The Company has purchased Greenhouse Gas Emission Reduction Certificates (SPE-GRK) and integrated climate risks into the Company's risk register, supported by climate scenario analysis covering short-, medium-, and long-term time horizons.</p>
<p>Risiko fisik perubahan iklim seperti banjir dan cuaca ekstrem berpotensi mengganggu kelangsungan operasional di lokasi yang rentan.</p> <p>Physical climate risks, such as flooding and extreme weather events, have the potential to disrupt operations at vulnerable locations.</p>	<p>Perusahaan mengembangkan strategi mitigasi dan adaptasi risiko iklim fisik yang diintegrasikan ke dalam perencanaan bisnis dan manajemen risiko perusahaan.</p> <p>The Company is developing climate risk mitigation and adaptation strategies that are integrated into its business planning and enterprise risk management processes.</p>
Tanggung Jawab Produk Product Responsibility	
<p>Dari 10 portofolio bisnis, hanya dua yang diklasifikasikan sebagai layanan berkelanjutan, yaitu SERCO dan KSP. Diversifikasi layanan hijau yang terbatas berpotensi menurunkan daya saing dan pendapatan jangka panjang.</p> <p>Of the Company's 10 business portfolios, only two are classified as sustainable services, namely SERCO and KSP. The limited diversification of green services may reduce the Company's long-term competitiveness and revenue growth.</p>	<p>Perusahaan memperluas portofolio layanan hijau secara bertahap, dengan fokus pada sektor energi, transportasi, dan jasa konsultansi ESG yang diselaraskan dengan Rencana Jangka Panjang Perusahaan (RJPP).</p> <p>The Company is gradually expanding its green services portfolio, with a focus on the energy, transportation, and ESG consulting sectors, in alignment with the Company's Long-Term Corporate Plan (RJPP).</p>
<p>Perusahaan belum mengoptimalkan pengembangan layanan untuk mendukung inisiatif keberlanjutan pelanggan, termasuk di segmen pasar karbon dan jasa konsultansi ESG.</p> <p>The Company has not yet fully optimized the development of services to support customers' sustainability initiatives, including those related to the carbon market and ESG consulting services.</p>	<p>Perusahaan memperkuat kapasitas dan kredibilitas sumber daya manusia, menetapkan prioritas layanan keberlanjutan, serta mengembangkan jasa verifikasi dan sertifikasi atas inisiatif keberlanjutan pelanggan. Sebagai langkah konkret, SUCOFINDO telah meraih akreditasi sebagai Lembaga Validasi dan Verifikasi (LVV) GRK dari Komite Akreditasi Nasional (KAN) dengan nomor LVV-005-IDN, yang memungkinkan Perusahaan melayani perdagangan karbon di Sistem Registri Nasional (SRN) dan mendukung agenda dekarbonisasi nasional secara langsung.</p> <p>The Company is strengthening the capabilities and credibility of its human resources, establishing priorities for sustainability services, and developing verification and certification services for customers' sustainability initiatives. As a concrete step, SUCOFINDO has obtained accreditation as a Greenhouse Gas Validation and Verification Body (GHG VVB) from the National Accreditation Committee (KAN) under accreditation number LVV-005-IDN, enabling the Company to provide services for carbon trading under the National Registry System (SRN) and directly support the national decarbonization agenda.</p>

Tantangan Challenges	Mitigasi Mitigation
Pengelolaan Sumber Daya Manusia Human Resources Management	
<p>Penerapan PKB yang tidak merata, kesenjangan remunerasi berbasis gender, serta potensi diskriminasi dan pelecehan di lingkungan kerja berpotensi menimbulkan ketidakharmonisan hubungan industrial yang memengaruhi kualitas dan integritas layanan.</p> <p>Inconsistent implementation of the Collective Labor Agreement (CLA), gender-based remuneration disparities, and the potential for discrimination and harassment in the workplace may lead to industrial relations issues that could affect service quality and integrity.</p>	<p>Perusahaan memastikan remunerasi sesuai PKB dan menjamin hak-hak dasar karyawan, termasuk hak cuti dan jaminan kesehatan. Komitmen non-diskriminasi diterapkan sejak rekrutmen sesuai Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan dan Konvensi ILO. <i>Respectful Workplace Policy</i> (RWP) ditetapkan untuk menjamin lingkungan kerja yang saling menghargai.</p> <p>The Company ensures remuneration in accordance with the Collective Labor Agreement (CLA) and safeguards employees' fundamental rights, including leave entitlements and healthcare benefits. Its commitment to non-discrimination is implemented from the recruitment stage in accordance with Law No. 13 of 2003 on Manpower and ILO Conventions. A Respectful Workplace Policy (RWP) has been established to ensure a workplace built on mutual respect.</p>
<p>Ketidakpatuhan terhadap regulasi ketenagakerjaan berpotensi menimbulkan sanksi hukum dan menurunkan produktivitas kerja.</p> <p>Non-compliance with employment regulations may result in legal sanctions and reduced workforce productivity.</p>	<p>Perusahaan menetapkan usia minimum bekerja 18 tahun, melarang pekerja anak dan kerja paksa, serta memastikan seluruh ketentuan ketenagakerjaan dijalankan sesuai Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan dan Konvensi ILO.</p> <p>The Company has established a minimum working age of 18 years, prohibits child labor and forced labor, and ensures compliance with all employment provisions in accordance with Law No. 13 of 2003 on Manpower and ILO Conventions.</p>
<p>Representasi perempuan di posisi manajerial dan proporsi talenta muda masih perlu ditingkatkan untuk mencerminkan komitmen terhadap <i>Diversity, Equity, and Inclusion</i> (DEI).</p> <p>The representation of women in managerial positions and the proportion of young talent still need to be strengthened to reflect the Company's commitment to Diversity, Equity, and Inclusion (DEI).</p>	<p>Perusahaan akan memperkuat budaya kerja inklusif melalui peningkatan komposisi talenta muda dan representasi perempuan pada posisi manajerial, serta menyediakan fasilitas pendukung bagi pekerja perempuan, termasuk ruang laktasi dan ruang ramah anak.</p> <p>The Company will continue to strengthen an inclusive workplace culture by increasing the proportion of young talent and the representation of women in managerial positions, while providing supporting facilities for female employees, including lactation rooms and child-friendly facilities.</p>
Hak Asasi Manusia Human Rights	
<p>Operasional lintas sektor dan keterlibatan dengan beragam mitra bisnis menciptakan potensi dampak terhadap HAM, baik di lingkup internal maupun dalam rantai nilai yang lebih luas.</p> <p>Operations across multiple sectors and engagement with diverse business partners create potential human rights impacts, both within the Company's operations and across its broader value chain.</p>	<p>Perusahaan akan memperbarui Kebijakan HAM secara komprehensif, mencakup komitmen anti-diskriminasi dan anti-pelecehan, mekanisme pelaporan dan eskalasi, serta prosedur tindakan korektif dan disipliner, yang dikomunikasikan kepada seluruh pemangku kepentingan.</p> <p>The Company will comprehensively update its Human Rights Policy to include commitments to anti-discrimination and anti-harassment, reporting and escalation mechanisms, as well as corrective and disciplinary procedures, which will be communicated to all stakeholders.</p>
<p>Mekanisme uji tuntas HAM yang terstruktur belum sepenuhnya diterapkan ke seluruh rantai nilai, termasuk pemasok dan subkontraktor.</p> <p>A structured human rights due diligence mechanism has not yet been fully implemented throughout the value chain, including suppliers and subcontractors.</p>	<p>Perusahaan akan melaksanakan uji tuntas (<i>due diligence</i>) HAM secara terstruktur, dimulai dari lingkup internal dan diperluas ke pemasok, subkontraktor, dan pelanggan. Hasilnya diintegrasikan ke dalam sistem manajemen risiko internal untuk memastikan efektivitas mitigasi dan remediasi.</p> <p>The Company will implement structured human rights due diligence, beginning with its internal operations and gradually extending to suppliers, subcontractors, and customers. The results will be integrated into the Company's internal risk management system to ensure the effectiveness of mitigation and remediation measures.</p>

Tantangan Challenges	Mitigasi Mitigation
Keselamatan dan Kesehatan Kerja Occupational Health and Safety	
Layanan teknis SUCOFINDO menempatkan karyawan di lingkungan berisiko tinggi, termasuk paparan bahan kimia, listrik, dan radiasi, yang berpotensi menimbulkan kecelakaan kerja dan penyakit akibat kerja. SUCOFINDO's technical services place employees in high-risk working environments, including exposure to chemicals, electricity, and radiation, which may result in occupational accidents and work-related illnesses.	Perusahaan menerapkan SMK3 secara ketat dengan 29 unit kerja tersertifikasi, membentuk P2K3 di seluruh kantor pusat dan cabang, serta menyelenggarakan sosialisasi <i>unsafe action</i> dan <i>unsafe condition</i> yang bersifat wajib bagi seluruh karyawan. The Company implements the Occupational Health and Safety Management System (SMK3) rigorously, with 29 certified work units, has established Occupational Health and Safety Committees (P2K3) across all head office and branch office locations, and conducts mandatory awareness programs on unsafe actions and unsafe conditions for all employees.
Kesiapsiagaan tanggap darurat yang belum merata dan penerapan SMK3 yang belum konsisten di seluruh wilayah berpotensi menimbulkan sanksi regulasi dan dampak reputasi. Uneven emergency preparedness and inconsistent implementation of SMK3 across operational areas may result in regulatory sanctions and reputational impacts.	Perusahaan menyediakan fasilitas kesehatan di kantor pusat, termasuk klinik, dokter, dan <i>Medical Check-Up</i> rutin, serta akan memperluas orientasi HSE kepada seluruh karyawan secara bertahap dan meningkatkan frekuensi <i>Safety Talk</i> dan kampanye keselamatan. The Company provides healthcare facilities at its head office, including a clinic, physicians, and routine Medical Check-Ups (MCUs), and will gradually expand HSE orientation programs for all employees while increasing the frequency of Safety Talks and safety awareness campaigns.
Kepatuhan K3 kontraktor dan mitra kerja lapangan belum sepenuhnya terverifikasi secara sistematis. Compliance with occupational health and safety requirements by contractors and field business partners has not yet been systematically verified.	Perusahaan akan memastikan kepatuhan K3 kontraktor melalui mekanisme pengadaan dan kontrak, serta menyempurnakan pemantauan kinerja K3 melalui evaluasi rencana aksi dan pelaporan yang transparan. The Company will ensure contractors' compliance with occupational health and safety requirements through procurement and contractual mechanisms, while enhancing OHS performance monitoring through action plan evaluations and transparent reporting.
Hubungan Pelanggan Customer Relations	
Ketidakkonsistenan kualitas layanan antar unit akibat penerapan QMS yang belum optimal di seluruh cabang berpotensi menurunkan kepuasan dan loyalitas pelanggan. Inconsistent service quality across business units due to the suboptimal implementation of the Quality Management System (QMS) throughout all branches may reduce customer satisfaction and loyalty.	Perusahaan menerapkan <i>Quality Management System</i> melalui sertifikasi ISO 9001:2015 dan akan memperkuat QMS di seluruh wilayah operasional secara bertahap untuk menjaga keandalan layanan. The Company implements a Quality Management System through ISO 9001:2015 certification and will gradually strengthen QMS implementation across all operational areas to maintain service reliability.
Pemanfaatan data pelanggan yang terbatas dan program retensi yang belum optimal berpotensi menurunkan loyalitas pelanggan dalam jangka panjang. Limited utilization of customer data and suboptimal customer retention programs may reduce long-term customer loyalty.	Perusahaan menyediakan saluran pengaduan yang mudah diakses melalui <i>customer service</i> , <i>hotline</i> , <i>e-mail</i> , dan media sosial. Perusahaan juga mengembangkan sistem CRM berbasis data untuk meningkatkan integrasi informasi pelanggan dan responsivitas layanan. The Company provides easily accessible complaint channels through customer service, a hotline, e-mail, and social media. The Company also continues to develop a data-driven Customer Relationship Management (CRM) system to improve customer information integration and service responsiveness.
Risiko reputasi negatif akibat ketidakakuratan komunikasi hasil uji dan sertifikasi dapat berdampak langsung pada kepercayaan klien. Reputational risks arising from inaccurate communication of testing and certification results may directly affect customer confidence.	Komitmen terhadap perlindungan konsumen selaras dengan Undang-Undang Nomor 8 Tahun 1999 tentang Perlindungan Konsumen. Perusahaan juga mengembangkan layanan digital berbasis IoT, AI, ERP, dan CRM untuk meningkatkan akurasi dan kecepatan layanan. The Company's commitment to consumer protection is aligned with Law No. 8 of 1999 on Consumer Protection. The Company also continues to develop digital services based on IoT, AI, ERP, and CRM technologies to improve service accuracy and responsiveness.

Tantangan Challenges	Mitigasi Mitigation
Keamanan dan Privasi Data Data Security and Privacy	
<p>Pengelolaan data sensitif dari karyawan, pemasok, dan pelanggan menciptakan eksposur terhadap ancaman siber, termasuk <i>phishing</i>, <i>ransomware</i>, dan <i>malware</i>, yang dapat mengakibatkan kebocoran data dan kerusakan reputasi.</p> <p>The management of sensitive data belonging to employees, suppliers, and customers creates exposure to cyber threats, including phishing, ransomware, and malware, which may result in data breaches and reputational damage.</p>	<p>Perusahaan menjalankan <i>Information Security Management System</i> (ISMS) tersertifikasi ISO 27001:2013 yang dikelola oleh Divisi ISB di bawah pengawasan Direktorat Keuangan dan Manajemen Risiko.</p> <p>The Company operates an Information Security Management System (ISMS) certified to ISO 27001:2013, managed by the Information Systems and Business (ISB) Division under the supervision of the Finance and Risk Management Directorate.</p>
<p>Kebijakan dan tata kelola keamanan data yang belum sepenuhnya dipublikasikan mengurangi transparansi dan kepercayaan pemangku kepentingan.</p> <p>Data security policies and governance have not yet been fully disclosed publicly, reducing transparency and stakeholder confidence.</p>	<p>Perusahaan akan merilis kebijakan keamanan data secara publik, membentuk Komite Keamanan Data dan Perlindungan Privasi, serta melaksanakan audit internal dan eksternal secara berkala. Cakupan sertifikasi akan diperluas ke ISO 20000 dan ISO 27701, melengkapi sertifikasi ISO 27001:2013 yang sudah dimiliki.</p> <p>The Company will publicly disclose its data security policy, establish a Data Security and Privacy Protection Committee, and conduct periodic internal and external audits. The certification scope will be expanded to include ISO/IEC 20000 and ISO/IEC 27701, complementing the existing ISO 27001:2013 certification.</p>
<p>Kurangnya kesadaran karyawan terhadap risiko keamanan data berpotensi memperbesar celah keamanan dari faktor manusia.</p> <p>Limited employee awareness of data security risks may increase vulnerabilities arising from human factors.</p>	<p>Perusahaan menyelenggarakan edukasi dan pelatihan keamanan data serta perlindungan privasi secara berkala kepada seluruh karyawan, disertai pemantauan dan evaluasi berkala melalui indeks skor tingkat keamanan dan indeks skor kematangan (<i>maturity</i>) sistem.</p> <p>The Company conducts periodic data security and privacy protection education and training for all employees, supported by regular monitoring and evaluation through security score indices and system maturity indices.</p>
Tata Kelola Perusahaan Corporate Governance	
<p>Tata kelola yang lemah berpotensi menimbulkan pelanggaran hukum, erosi kepercayaan publik terhadap komitmen ESG, serta menghambat operasional dan kinerja keuangan perusahaan.</p> <p>Weak corporate governance may result in legal violations, erode public trust in the Company's ESG commitment, and hinder operational performance and financial results.</p>	<p>Perusahaan menerapkan prinsip <i>Good Corporate Governance</i> (GCG) yang mencakup transparansi, independensi, dan akuntabilitas. Prinsip independensi Dewan Komisaris dan Direksi dijalankan sesuai regulasi pemerintah, dengan pemisahan tegas antara fungsi pengawasan dan pengelolaan melalui sistem dua tingkat.</p> <p>The Company implements the principles of Good Corporate Governance (GCG), including transparency, independence, and accountability. The independence of the Board of Commissioners and the Board of Directors is maintained in accordance with government regulations, with a clear separation between oversight and management functions through a two-tier governance system.</p>
<p>Belum adanya komite khusus di level tertinggi untuk mengawasi isu keberlanjutan menghambat konsistensi implementasi strategi ESG di seluruh lini organisasi.</p> <p>The absence of a dedicated committee at the highest level to oversee sustainability issues may hinder the consistent implementation of the ESG strategy across the organization.</p>	<p>Perusahaan akan membentuk komite khusus di level tertinggi untuk mengawasi dan memimpin agenda keberlanjutan dan ESG, serta melaksanakan <i>double materiality assessment</i> dan memperluas cakupan laporan keberlanjutan dengan assurance pihak ketiga independen.</p> <p>The Company will establish a dedicated committee at the highest governance level to oversee and lead the sustainability and ESG agenda, conduct a double materiality assessment, and expand the scope of its sustainability reporting with assurance provided by an independent third party.</p>
<p>Pengetahuan dan kesadaran terhadap manajemen risiko yang belum merata di seluruh tingkatan organisasi.</p> <p>Uneven knowledge and awareness of risk management across all levels of the organization.</p>	<p>Perusahaan menerapkan <i>Integrated Enterprise Risk Management Framework Model</i> sebagai pedoman pengelolaan risiko di seluruh lini bisnis, serta meningkatkan kesadaran manajemen risiko melalui edukasi dan pelatihan berkala di seluruh tingkatan organisasi.</p> <p>The Company implements an Integrated Enterprise Risk Management Framework Model as the guideline for risk management across all business lines and enhances risk management awareness through regular education and training at all levels of the organization.</p>

Tantangan Challenges	Mitigasi Mitigation
Etika Bisnis Business Ethics	
<p>Risiko korupsi, penyuapan, gratifikasi, penyalahgunaan kewenangan, dan konflik kepentingan dapat muncul akibat ketidakpatuhan karyawan terhadap kode etik perusahaan.</p> <p>Risks of corruption, bribery, gratuities, abuse of authority, and conflicts of interest may arise from employees' non-compliance with the Company's Code of Conduct.</p>	<p>Perusahaan menerbitkan Pedoman Etika Usaha dan Tata Perilaku yang mencakup anti-korupsi, anti-suap, non-diskriminasi, kerahasiaan informasi, benturan kepentingan, pencegahan pencucian uang, serta mekanisme WBS. Kebijakan pengendalian gratifikasi ditetapkan melalui Pedoman Pengendalian Gratifikasi di Lingkungan PT SUCOFINDO (Persero) 16/KD/2021.</p> <p>The Company has established the Code of Business Ethics and Conduct, which covers anti-corruption, anti-bribery, non-discrimination, information confidentiality, conflicts of interest, anti-money laundering, and the Whistleblowing System (WBS). The gratuity control policy is stipulated under the Guidelines on Gratification Control within PT SUCOFINDO (Persero) 16/KD/2021.</p>
<p>Sistem WBS yang dikelola secara internal berpotensi mengurangi objektivitas penanganan laporan dan kepercayaan pelapor.</p> <p>An internally managed Whistleblowing System (WBS) may reduce the objectivity of case handling and whistleblower confidence.</p>	<p>Perusahaan akan menyerahkan pengelolaan WBS kepada pihak ketiga yang independen dan kompeten, serta mempublikasikan evaluasi dan tindak lanjut atas setiap pelanggaran secara rinci dalam laporan keberlanjutan.</p> <p>The Company will appoint an independent and competent third party to manage the Whistleblowing System (WBS) and will disclose detailed evaluations and follow-up actions on each reported violation in its Sustainability Report.</p>
<p>Tuntutan transparansi terhadap keterlibatan politik dan pengeluaran lobi terus meningkat dari regulator dan mitra global.</p> <p>Demands for greater transparency regarding political involvement and lobbying expenditures continue to increase from regulators and global business partners.</p>	<p>Perusahaan akan mengungkapkan laporan pengeluaran aktivitas lobi dan pembiayaan politik setiap tahun, serta melaksanakan resertifikasi dan audit <i>surveillance</i> ISO 37001:2016 tentang Sistem Manajemen Anti-Penyuapan (SMAP) secara berkala.</p> <p>The Company will disclose annual reports on lobbying expenditures and political contributions, and will conduct periodic recertification and surveillance audits of ISO 37001:2016 Anti-Bribery Management System (ABMS).</p>

PELIBATAN PEMANGKU KEPENTINGAN

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

STAKEHOLDER ENGAGEMENT

Kinerja keberlanjutan tidak dapat dibangun secara sepihak. SUCOFINDO meyakini bahwa pemangku kepentingan bukan sekadar penerima informasi, tetapi mitra aktif yang pandangan dan ekspektasinya secara langsung membentuk arah kebijakan dan praktik operasional Perusahaan. Oleh sebab itu, keterlibatan pemangku kepentingan dikelola secara terstruktur dan berkelanjutan sebagai bagian yang tidak terpisahkan dari operasi Perusahaan. Berikut merupakan pendekatan dan topik atau isu utama dari setiap pemangku kepentingan yang telah diidentifikasi Perusahaan.

Sustainability performance cannot be built unilaterally. SUCOFINDO believes that stakeholders are not merely information recipients, but active partners whose views and expectations directly shape the direction of the Company's policies and operational practices. Therefore, stakeholder engagement is managed in a structured and ongoing manner as an inseparable part of the Company's operations. The following is the approach alongside the primary topics or issues of each stakeholder identified by the Company.

Pemangku Kepentingan Stakeholders	Basis Penetapan Basis of Identification	Topik dan Isu Utama Key Topics and Issues	Pendekatan Approach	Frekuensi Pelibatan Frequency of Engagement
Pemegang Saham Shareholders	<ul style="list-style-type: none"> Dependency Responsibility Influence Diverse Perspective 	• Peningkatan kinerja dan nilai perusahaan; Improved company performance and value;	RUPS GMS	Minimal 2 kali setahun At least 2 times a year
		• Kepatuhan regulasi; Regulatory compliance;	Rapat Kerja Work Meeting	2 kali setahun 2 times a year
		• Transparansi dan akuntabilitas tata kelola. Governance transparency and accountability.	Laporan Tahunan dan Keberlanjutan Annual and Sustainability Report	Sekali setahun Once a year
			Kontrak Manajemen Management Contract	Sesuai keperluan As needed
Pemerintah dan Regulator Government and Authority	<ul style="list-style-type: none"> Dependency Responsibility Influence 	• Kepatuhan terhadap peraturan perundang-undangan; Compliance with laws and regulations;	Koordinasi dengan Kementerian dan regulator terkait Coordination with relevant Ministries and regulators	Sesuai keperluan As needed
		• Kontribusi ekonomi melalui pajak; Economic contribution through taxes;	Pembayaran pajak sesuai ketentuan Tax payment in accordance with provisions	Sesuai ketentuan yang berlaku In accordance with applicable regulations
		• Pelaporan emisi GRK. GHG emissions reporting.	Partisipasi dalam program pemerintah Participation in government programs	Sesuai keperluan As needed

Pemangku Kepentingan Stakeholders	Basis Penetapan Basis of Identification	Topik dan Isu Utama Key Topics and Issues	Pendekatan Approach	Frekuensi Pelibatan Frequency of Engagement
Pegawai Employees	<ul style="list-style-type: none"> Dependency Responsibility Tension Influence Diverse Perspective 	<ul style="list-style-type: none"> Kesejahteraan dan jaminan sosial; Employee welfare and social security; 	Perjanjian Kerja Bersama (PKB) Collective Bargaining Agreement (CBA)	Sesuai keperluan As needed
		<ul style="list-style-type: none"> Suasana kerja yang kondusif, sehat, dan aman; Conducive, healthy, and safe working environment; 	Pendidikan dan pelatihan Education and training	Sesuai keperluan As needed
		<ul style="list-style-type: none"> Jenjang karier yang jelas dan non-diskriminatif; Clear and non-discriminatory career path; 	Forum diskusi Discussion forum	Minimal 4 kali setahun At least 4 times a year
		<ul style="list-style-type: none"> Keterlibatan dalam program keberlanjutan. Involvement in sustainability programs. 	Survei keterlibatan pegawai Employee engagement survey	Sekali setahun Once a year
			Survei kepuasan pegawai Employee satisfaction survey	Sekali setahun Once a year
Pelanggan Customers	<ul style="list-style-type: none"> Dependency Responsibility Tension Influence Diverse Perspective 	<ul style="list-style-type: none"> Pelayanan jasa terbaik dan akurat; Best and accurate service quality; 	Saluran komunikasi dan media sosial Communication channels and social media	Sesuai keperluan As needed
		<ul style="list-style-type: none"> Harga yang bersaing; Competitive pricing; 	Survei kepuasan pelanggan Customer satisfaction survey	Sekali setahun Once a year
		<ul style="list-style-type: none"> Kepatuhan standar mutu (ISO 9001); Quality standards compliance (ISO 9001); 	Layanan pelanggan Customer service	Sesuai keperluan As needed
		<ul style="list-style-type: none"> Responsivitas layanan digital; Digital service responsiveness; 		
		<ul style="list-style-type: none"> Perlindungan data pelanggan. Customer data protection. 		

Pemangku Kepentingan Stakeholders	Basis Penetapan Basis of Identification	Topik dan Isu Utama Key Topics and Issues	Pendekatan Approach	Frekuensi Pelibatan Frequency of Engagement
Pemasok Suppliers	<ul style="list-style-type: none"> Dependency Responsibility Influence Diverse Perspective 	<ul style="list-style-type: none"> Kepatuhan terhadap peraturan pengadaan; Procurement regulatory compliance; 	Kontrak dan perjanjian Contracts and agreements	Sesuai keperluan As needed
		<ul style="list-style-type: none"> Pembayaran tepat waktu; Timely payment; 	Supplier Gathering	Sekali setahun Once a year
		<ul style="list-style-type: none"> Proses pengadaan yang objektif dan transparan; Objective and transparent procurement process; 	Penilaian kinerja pemasok Supplier performance appraisal	Setiap proyek selesai Upon completion of each project
		<ul style="list-style-type: none"> Kepatuhan standar lingkungan dan K3 pemasok. Supplier environmental and OHS standards compliance. 	Kuesioner dan survey Questionnaires and surveys Audit kepatuhan lingkungan dan K3 bagi pemasok berisiko tinggi Environmental and OHS compliance audit for high-risk suppliers	Sesuai keperluan As needed Sebelum kontrak dan perjanjian Before contracts and agreements
Masyarakat Community	<ul style="list-style-type: none"> Dependency Responsibility Tension Influence Diverse Perspective 	<ul style="list-style-type: none"> Hubungan yang harmonis; Harmonious relationship; 	Kegiatan TJSL TJSL activities	Sesuai keperluan As needed
		<ul style="list-style-type: none"> Dampak negatif lingkungan yang terkendali; Managed negative environmental impacts; 	Partnership program Program kemitraan	Sesuai keperluan As needed
		<ul style="list-style-type: none"> Akses informasi yang luas dan akurat; Broad and accurate access to information; 	Pelatihan masyarakat Community training	Sesuai keperluan As needed
		<ul style="list-style-type: none"> Kontribusi program TJSL yang terukur Measurable TJSL program contributions. 	Forum diskusi Discussion forum	Sesuai keperluan As needed
Media Massa Mass Media	<ul style="list-style-type: none"> Responsibility Influence Diverse Perspective 	<ul style="list-style-type: none"> Akses informasi yang luas dan akurat; Broad and accurate access to information; 	Doorstop Interview	Tiga kali setahun Three times a year
		<ul style="list-style-type: none"> Transparansi atas capaian kinerja dan inisiatif keberlanjutan perusahaan Transparency on Company performance and sustainability initiatives 	Media Gathering	Sekali setahun Once a year
			Siaran pers Press releases Situs web dan media sosial resmi Perusahaan Company official website and social media	Sesuai keperluan As needed Sesuai keperluan As needed

KODE ETIK

CODE OF CONDUCT

Kode Etik merupakan pedoman perilaku yang menjadi acuan bagi seluruh insan SUCOFINDO dalam menjalankan tugas dan tanggung jawab, berinteraksi di lingkungan kerja, serta membangun hubungan usaha dengan seluruh pemangku kepentingan. Ketentuan mengenai Kode Etik tersebut dituangkan dalam Pedoman Etika Usaha dan Tata Perilaku (*Code of Conduct*) sebagaimana diatur dalam Peraturan Perusahaan No. 2/PP/2021 yang telah disahkan oleh Direktur Utama pada tanggal 31 Desember 2021 dan berlaku efektif sejak 1 Januari 2022.

Pedoman ini menjadi landasan dalam membangun budaya kerja yang profesional, berintegritas, transparan, dan bertanggung jawab di seluruh lingkungan Perusahaan. Penerapan Kode Etik merupakan wujud nyata komitmen SUCOFINDO dalam menerapkan prinsip-prinsip GCG serta memperkuat budaya integritas perusahaan. Melalui implementasi *Code of Conduct*, Perusahaan berupaya memastikan bahwa setiap insan perusahaan menjalankan aktivitas usaha dengan menjunjung tinggi nilai etika, kepatuhan terhadap peraturan perundang-undangan, serta standar perilaku yang berlaku. Dengan demikian, Kode Etik tidak hanya menjadi pedoman perilaku, tetapi juga menjadi fondasi penting dalam mendukung pencapaian visi, misi, dan keberlanjutan usaha SUCOFINDO secara berkelanjutan.

The Code of Conduct serves as a behavioral guideline and a primary reference for all SUCOFINDO personnel in executing their duties and responsibilities, interacting within the workplace, and building business relationships with all stakeholders. Provisions regarding the Code of Conduct are detailed in the Business Ethics and Conduct Guidelines, as regulated under Corporate Regulation Number 2/PP/2021. This regulation was approved by the President Director on December 31, 2021, and became effective on January 1, 2022.

These guidelines form the foundation for building a professional, high-integrity, transparent, and accountable corporate culture throughout the Company. The enforcement of the Code of Conduct is a concrete manifestation of SUCOFINDO's commitment to implementing GCG principles and reinforcing a corporate culture of integrity. Through the implementation of the Code of Conduct, the Company strives to ensure that every individual within the organization conducts business activities by upholding ethical values, compliance with laws and regulations, and applicable behavioral standards. Thus, the Code of Conduct serves not only as a behavioral guide but also as a vital foundation supporting the achievement of SUCOFINDO's vision, mission, and long-term business sustainability.

Tujuan Penerapan Etika Usaha dan Tata Perilaku

Objectives of Implementing Business Ethics and Conduct Guidelines

1. Memberi panduan kepada perusahaan dalam menjalankan kegiatan bisnis sesuai standar etika usaha untuk memenuhi kepentingan seluruh *stakeholders*;
2. Memberi panduan berperilaku bagi insan SUCOFINDO dalam menjalankan tugas dan tanggung jawabnya, memberi pertimbangan dalam menjalankan tugas dan tanggung jawabnya, memberi pertimbangan untuk pengambilan keputusan dan menerapkan akuntabilitas.
1. To provide guidance for the Company in conducting business activities in accordance with ethical standards to fulfill the interests of all stakeholders;
2. To provide behavioral guidelines for SUCOFINDO personnel in executing their duties and responsibilities, offer considerations in carrying out their duties and responsibilities, offer considerations during decision-making processes, and enforce accountability.

Kepatuhan Terhadap Kode Etik Perusahaan

Compliance with the Corporate Code of Conduct

- | | |
|---|--|
| <ol style="list-style-type: none"> 1. Setiap Insan SUCOFINDO wajib mengikuti sosialisasi etika usaha dan tata perilaku, baik sosialisasi melalui tatap muka/<i>morning call</i>, ataupun melalui media elektronik seperti: KM <i>Portal</i>, <i>email</i>, <i>website</i> SUCOFINDO; 2. Setiap Insan SUCOFINDO wajib membaca, memahami dan menerapkan etika usaha dan tata perilaku dalam semua aktivitas Perusahaan; 3. Setiap Insan SUCOFINDO wajib menandatangani Pernyataan Insan SUCOFINDO, dan wajib memperbarui kembali setiap tahunnya; 4. Setiap Insan SUCOFINDO dapat memberi masukan untuk penyempurnaan Pedoman Etika Usaha dan Tata Perilaku kepada <i>Chief Compliance Officer</i>. | <ol style="list-style-type: none"> 1. Every member of SUCOFINDO personnel is required to participate in socialization sessions regarding business ethics and conduct, held either in person/morning calls, or through electronic media such as: the KM Portal, corporate email, and the official SUCOFINDO website; 2. Every member of SUCOFINDO personnel is required to read, understand, and apply the business ethics and conduct principles in all corporate activities; 3. Every member of SUCOFINDO personnel is required to sign the SUCOFINDO Personnel Commitment Statement, which must be renewed annually; 4. Every member of SUCOFINDO personnel may provide constructive input to the Chief Compliance Officer for the continuous improvement of the Business Ethics and Conduct Guidelines. |
|---|--|

Seluruh Insan SUCOFINDO telah menandatangani lembar pernyataan komitmen Kode Etik. SUCOFINDO secara konsisten melakukan sosialisasi Pedoman Etika Usaha dan Tata Perilaku kepada seluruh Insan Perusahaan, Anak Perusahaan, Pemasok, dan Mitra Kerja. Untuk menjangkau mitra internasional, pedoman ini juga disusun dalam versi Bahasa Inggris. Sosialisasi ini bertujuan agar seluruh pihak memahami dan menerapkan prinsip etika perusahaan dalam setiap aktivitas operasional.

All SUCOFINDO personnel, have signed the Code of Conduct commitment statement sheet. SUCOFINDO consistently disseminates and socializes the Business Ethics and Conduct Guidelines to all Company Personnel, Subsidiaries, Suppliers, and Business Partners. To reach international partners, these guidelines are also prepared in an English version. This socialization aims to ensure that all parties understand and apply the company's ethical principles in every operational activity.

SUCOFINDO juga secara berkala melakukan sosialisasi Pedoman Etika Usaha dan Tata Perilaku (*Code of Conduct*). Program sosialisasi tahun 2025 dilakukan pada 21 Januari 2025 dengan mengacu pada Memo DIRKMR 0087/DIRKMR-I/MSR/2025 Perihal Sosialisasi *Code Of Conduct* Tahun 2025, ditujukan agar Insan SUCOFINDO:

SUCOFINDO also periodically conducts socialization programs for the Code of Conduct. The 2025 socialization program was conducted on January 21, 2025, with reference to Memo No. DIRKMR 0087/DIRKMR-I/MSR/2025 regarding the 2025 Code of Conduct Socialization, aimed at ensuring that SUCOFINDO Personnel:

- | | |
|---|---|
| <ol style="list-style-type: none"> 1. Mendapat informasi, memahami, menerapkan dan mematuhi Etika Usaha dan Tata Perilaku dalam tugas/pekerjaan dan kegiatannya mengenai isi Pedoman Etika Usaha dan Tata Perilaku; 2. Menandatangani Pernyataan Insan SUCOFINDO sebagai bukti telah mengikuti sosialisasi. | <ol style="list-style-type: none"> 1. Are informed of, understand, implement, and comply with the Business Ethics and Conduct Guidelines in their respective duties, tasks, and activities; 2. Sign the SUCOFINDO Personnel Statement as proof of their participation in the socialization program. |
|---|---|

Pelanggaran Kode Etik Perusahaan

Violations of the Company's Code of Conduct

Direksi memiliki kewenangan untuk menetapkan tindakan pembinaan, pemberian sanksi disiplin, serta langkah-langkah perbaikan dan pencegahan terhadap pegawai SUCOFINDO yang terbukti melakukan pelanggaran terhadap ketentuan Perusahaan. Pelaksanaan pemberian sanksi tersebut dilakukan sesuai dengan ketentuan yang diatur dalam Peraturan Disiplin Pegawai serta kebijakan dan peraturan perusahaan lainnya yang berlaku, dengan tetap mengedepankan prinsip keadilan, objektivitas, dan akuntabilitas.

Dalam penerapannya, pegawai SUCOFINDO yang diduga atau terbukti melakukan pelanggaran terhadap etika bisnis dan kode perilaku diberikan kesempatan untuk menyampaikan klarifikasi kepada atasan langsungnya sebelum keputusan terkait tindakan pembinaan maupun sanksi disiplin ditetapkan. Mekanisme tersebut dilakukan sebagai bagian dari komitmen Perusahaan dalam menerapkan proses penegakan disiplin yang transparan, profesional, dan menghormati hak-hak pegawai sesuai prinsip Tata Kelola Perusahaan yang Baik.

Sepanjang tahun 2025, terdapat 2 (dua) pelanggaran kode etik yang dilakukan oleh Insan SUCOFINDO.

The Board of Directors holds the authority to determine disciplinary actions, impose sanctions, and implement corrective and preventive measures against any SUCOFINDO employee proven to have violated company regulations. The enforcement of these sanctions is carried out in accordance with the provisions set forth in the Employee Disciplinary Regulations as well as other applicable corporate policies and regulations, while consistently prioritizing the principles of fairness, objectivity, and accountability.

In its implementation, SUCOFINDO employees suspected of or proven to have committed breaches of business ethics and the code of conduct are given the opportunity to provide a clarification to their direct supervisor before any decision regarding disciplinary action or sanctions is finalized. This mechanism is part of the Company's commitment to implementing a transparent, professional disciplinary enforcement process that respects employee rights in line with Good Corporate Governance (GCG) principles.

Throughout 2025, there were 2 (two) cases of code of conduct violations committed by SUCOFINDO Personnel.

KEBIJAKAN ANTI KORUPSI DAN ANTI GRATIFIKASI

ANTI-CORRUPTION AND ANTI-GRATIFICATION POLICY

Anti Korupsi

Anti-Corruption

SUCOFINDO memahami bahwa sebagai lembaga jasa TIC (*Testing, Inspection, and Certification*) yang menjadi rujukan kepercayaan publik, integritas adalah aset yang tidak ternilai. Kebijakan Anti Korupsi SUCOFINDO menetapkan nol toleransi terhadap segala bentuk korupsi, penyuapan, dan gratifikasi dalam setiap aspek operasional Perusahaan sebagai bagian yang tidak terpisahkan dari penerapan GCG dan memastikan seluruh kegiatan usaha berjalan secara profesional, patuh terhadap hukum, dan bebas dari praktik yang bertentangan dengan etika bisnis. **[GRI 3-3]**

Pengelolaan risiko korupsi dilakukan secara sistematis melalui pengkajian risiko terhadap seluruh operasi Perusahaan, dengan mempertimbangkan fungsi-fungsi yang bersentuhan langsung dengan pihak eksternal seperti pengadaan barang dan jasa, pengelolaan kontrak, serta pelayanan kepada pelanggan. Dari hasil pengkajian tersebut, SUCOFINDO mengidentifikasi operasi-operasi tersebut memiliki risiko signifikan terkait korupsi sebagai dasar penetapan prioritas pengendalian. **[GRI 205-1]**

Untuk memitigasi risiko tersebut, SUCOFINDO menerapkan sistem pengendalian berlapis yang mencakup Sistem Manajemen Anti Penyuapan (SMAP) berdasarkan SNI ISO 37001:2016 yang telah bersertifikasi sejak tahun 2020, Pedoman Pengendalian Gratifikasi, serta *Whistleblowing System* (WBS) sebagai sarana pelaporan pelanggaran. Penerapan sistem ini diperkuat melalui audit internal dan eksternal secara berkala, serta sosialisasi dan internalisasi nilai-nilai antikorupsi yang menjangkau seluruh insan SUCOFINDO. SUCOFINDO juga mendukung penuh kebijakan penegakan hukum oleh instansi terkait seperti KPK, Kepolisian, dan Kejaksaan dalam upaya pemberantasan korupsi secara menyeluruh.

Pada tahun 2025, terdapat 1 (satu) insiden korupsi yang dikonfirmasi. Sejalan dengan prinsip nol toleransi yang dianut Perusahaan, setiap insiden korupsi ditindak tegas oleh manajemen dan tidak dibenarkan dalam bentuk maupun keadaan apa pun. Atas insiden yang dikonfirmasi pada tahun 2025 tersebut, manajemen telah mengambil tindakan tegas dan individu yang bersangkutan tidak lagi berstatus sebagai pegawai SUCOFINDO. **[GRI 205-3]**

SUCOFINDO understands that as a TIC (*Testing, Inspection, and Certification*) services company that serves as a benchmark for public trust, integrity is an invaluable asset. SUCOFINDO's Anti-Corruption Policy establishes zero tolerance toward all forms of corruption, bribery, and gratification across all operational aspects of the Company as an inseparable part of GCG implementation, ensuring that all business activities run professionally, legally compliant, and free from practices that conflict with business ethics. **[GRI 3-3]**

Corruption risk management is carried out systematically through risk assessments of all of the Company's operations, taking into consideration functions that directly interact with external parties, such as the procurement of goods and services, contract management, and customer services. Based on the results of the assessment, SUCOFINDO identified these operations as having significant corruption-related risks, which serve as the basis for determining control priorities. **[GRI 205-1]**

To mitigate these risks, SUCOFINDO implements a multi-layered control system that includes the Anti-Bribery Management System (SMAP) based on SNI ISO 37001:2016, which has been certified since 2020; the Gratification Control Guidelines; and the *Whistleblowing System* (WBS) as a violation reporting mechanism. The implementation of this system is strengthened through periodic internal and external audits, alongside the socialization and internalization of anti-corruption values reaching all SUCOFINDO personnel. SUCOFINDO also fully supports law enforcement policies by relevant institutions such as the KPK, the Police, and the Attorney General's Office in efforts to eliminate corruption comprehensively.

In 2025, there was 1 (one) confirmed incident of corruption. In line with the Company's zero-tolerance policy, every incident of corruption is dealt with firmly by management and is not tolerated under any circumstances. Regarding the confirmed incident in 2025, management has taken decisive action, and the individual in question is no longer an employee of SUCOFINDO. **[GRI 205-3]**

Lebih jauh, SUCOFINDO turut berperan sebagai lembaga sertifikasi yang telah diakreditasi oleh Komite Akreditasi Nasional (KAN) untuk sertifikasi SNI ISO 37001:2016 tentang Sistem Manajemen Anti Penyuapan. Peran ganda ini sebagai pelaksana sekaligus lembaga sertifikasi antikorupsi mencerminkan komitmen SUCOFINDO yang melampaui kewajiban regulatif dan menjadikan integritas sebagai bagian dari identitas bisnis Perusahaan.

Identitas ini juga tercermin dalam perilaku seluruh insan SUCOFINDO yang wajib mengutamakan kepentingan Perusahaan di atas kepentingan pribadi maupun golongan, menjunjung tinggi prinsip persaingan usaha yang adil, serta secara aktif mencegah terjadinya benturan kepentingan dalam setiap pengambilan keputusan. Budaya integritas dibangun melalui kepatuhan terhadap kode etik, penguatan Sistem Pengendalian Internal, dan program sosialisasi nilai-nilai antikorupsi yang dilaksanakan secara konsisten di seluruh tingkatan organisasi.

Sepanjang tahun 2025, kebijakan antikorupsi telah dikomunikasikan kepada seluruh anggota Badan Tata Kelola dan pegawai di seluruh wilayah operasi, dengan tingkat pemberitahuan mencapai 100% dari total anggota Badan Tata Kelola dan 100% dari total pegawai. Di samping sosialisasi, program pelatihan antikorupsi juga diikuti oleh 100% anggota Badan Tata Kelola dan 8,89% pegawai. Rincian jumlah dan persentase pihak yang diberitahu dan mengikuti pelatihan antikorupsi dapat dilihat pada tabel berikut.

Furthermore, SUCOFINDO also plays a role as a certification body accredited by the National Accreditation Committee (KAN) for SNI ISO 37001:2016 certification concerning Anti-Bribery Management Systems. This dual role as both an implementer and an anti-corruption certification body reflects SUCOFINDO's commitment that goes beyond regulatory obligations, making integrity a part of the Company's business identity.

This identity is also reflected in the behavior of all SUCOFINDO personnel, who are required to prioritize the Company's interests over personal or group interests, uphold the principles of fair business competition, and actively prevent the occurrence of conflicts of interest in every decision-making process. The culture of integrity is built through compliance with the code of ethics, the strengthening of the Internal Control System, and socialization programs for anti-corruption values implemented consistently across all organizational levels.

Throughout 2025, anti-corruption policies were communicated to all Governance Body members and employees across all operational regions, with communication rates reaching 100% of the total Governance Body members and 100% of the total employees. In addition to socialization, anti-corruption training programs were attended by 100% of Governance Body members and 8.89% of employees. The details of the number and percentage of parties notified of and participating in anti-corruption training can be seen in the following table.

Jumlah dan Persentase Badan Tata Kelola dan Pegawai yang Diberitahu dan Mengikuti Pelatihan Antikorupsi [GRI 205-2]

Number and Percentage of Governance Body Members and Employees Informed of and Trained on Anti-Corruption Policies

Uraian Description	Wilayah Region	Diberitahu Kebijakan Antikorupsi Informed of Anti-Corruption Policy		Mengikuti Pelatihan Antikorupsi Attended Anti-Corruption Training	
		Jumlah Number	Persentase (%) Percentage (%)	Jumlah Number	Persentase (%) Percentage (%)
Badan Tata Kelola Governance Body	Indonesia Indonesia	10	100	10	100
Pegawai Employees		3.069	100	273	8,89

Upaya serupa juga diterapkan kepada mitra bisnis dan pemasok SUCOFINDO sebagai bagian dari rantai nilai yang berintegritas. Dari total 155 pemasok lokal yang bermitra dengan SUCOFINDO pada tahun 2025, seluruhnya telah menerima komunikasi mengenai kebijakan antikorupsi Perusahaan.

Similar efforts are also implemented for SUCOFINDO's business partners and suppliers as part of an integrity-driven value chain. Out of a total of 155 local suppliers partnering with SUCOFINDO in 2025, all have received communications regarding the Company's anti-corruption policies.

Jumlah dan Persentase Pemasok yang Dikomunikasikan Mengenai Kebijakan Antikorupsi [GRI 205-2]

Number and Percentage of Suppliers Communicated on Anti-Corruption Policies

Wilayah Region	Dikomunikasikan Kebijakan Antikorupsi Communicated on Anti-Corruption Policy	
	Jumlah Pemasok Number of Suppliers	Persentase (%) Percentage (%)
Lokal (Indonesia) Local (Indonesia)	155	100
Luar Negeri Overseas	0	0

Anti Gratifikasi

Anti-Gratification

Melalui Keputusan Direksi Nomor 16/KD/2021, SUCOFINDO telah menetapkan Pedoman Pengendalian Gratifikasi sebagai langkah untuk memperkuat integritas dan mencegah potensi pelanggaran. Pedoman ini mencakup pemahaman mengenai gratifikasi, batasan-batasannya, mekanisme pengendalian, prosedur pelaporan, pemantauan, serta sanksi atas pelanggaran yang berkaitan dengan gratifikasi. Pedoman tersebut berlaku bagi seluruh pegawai SUCOFINDO, anak perusahaan, serta pihak eksternal yang menjalin hubungan kerja dengan Perusahaan, sebagai wujud komitmen dalam mewujudkan lingkungan bisnis yang bersih, transparan, dan beretika.

SUCOFINDO membedakan gratifikasi menjadi 2 (dua) kategori yaitu:

- Gratifikasi yang dianggap Suap yang berhubungan dengan dan berlawanan dengan tugas dan kewajiban insan SUCOFINDO dan wajib ditolak dan melaporkannya kepada atasan langsung dan mengisi formulir gratifikasi untuk disampaikan kepada SPI. Hal ini bertujuan untuk menjaga integritas dan citra Perusahaan.
- Gratifikasi yang tidak dianggap suap yang tidak berhubungan dan tidak berlawanan dengan tugas dan kewajibannya, dengan ketentuan sebagai berikut:
 - Berupa benda promosi atau cinderamata, dengan ketentuan:
 - Mencantumkan logo atau nama perusahaan;
 - Batasan nilai perkiraan tidak melebihi Rp1.000.000 (satu juta Rupiah);
 - Tidak berbentuk uang tunai/setara uang tunai atau *voucher*.
 - Berupa hiburan bisnis/kegiatan olahraga yang diterima dengan tujuan Perusahaan yang resmi.
 - Dilakukan dengan dasar tujuan bisnis yang resmi dari Perusahaan seperti jamuan makan, kegiatan olahraga dan seni;
 - Diadakan di tempat yang layak/pantas;
 - Tidak berbentuk uang tunai/setara uang tunai atau *voucher*.

Through Decree of the Board of Directors Number 16/KD/2021, SUCOFINDO established the Gratification Control Guidelines as a proactive step to strengthen integrity and prevent potential violations. These guidelines encompass the definition of gratification, its boundaries, control mechanisms, reporting procedures, monitoring, and sanctions for gratification-related violations. The guidelines apply to all employees of SUCOFINDO, its subsidiaries, and external parties maintaining business relationships with the Company, reflecting a steadfast commitment to realizing a clean, transparent, and ethical business environment.

SUCOFINDO classifies gratification into 2 (two) distinct categories:

- Gratification Deemed as Bribery: Gratification that is related to and conflicts with the duties and obligations of SUCOFINDO personnel. Such gratification must be rejected, reported to the direct supervisor, and documented by completing a gratification form to be submitted to the IAU. This mechanism aims to safeguard the integrity and corporate image of the Company.
- Gratification Not Deemed as Bribery: Gratification that is neither related to nor conflicts with official duties and obligations, subject to the following provisions:
 - Promotional Items or Souvenirs, provided that they:
 - Feature the company logo or name;
 - Have an estimated value not exceeding IDR1,000,000 (one million Rupiah);
 - Are not in the form of cash, cash equivalents, or vouchers.
 - Business Entertainment or Sports Activities received for official and legitimate Corporate purposes.
 - Hospitality extended for legitimate corporate business purposes, such as business dinners, sports events, and cultural/arts activities, provided that they:
 - Are held at an appropriate and reputable venue;
 - Are not in the form of cash, cash equivalents, or vouchers.

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| <p>d. Berupa barang/uang/setara uang dengan ketentuan sebagai berikut:</p> <ul style="list-style-type: none"> i. Diperoleh dari <i>doorprize</i>/hadiah langsung/undian, yang berlaku umum dan tidak terkait kedinasan; ii. Diperoleh karena prestasi akademis atau non akademis dengan biaya sendiri tidak terkait kedinasan; iii. Dalam hal Insan SUCOFINDO menyelenggarakan acara pernikahan, khitanan anak, kelahiran atau yang terkait dengan musibah yang diperoleh dari pihak yang tidak mempunyai benturan kepentingan; iv. Honorarium atau uang transportasi rapat sehubungan dengan kehadiran sebagai peserta atau narasumber, atas hasil pemikiran, masukan, keahlian yang telah diberikan; v. Diperoleh atas kompensasi atas penugasan tambahan sebagai anggota Dewan Komisaris Anak Perusahaan; vi. Diperoleh dari hasil usaha sebagai anggota koperasi dan/atau kompensasi sebagai pengurus koperasi; vii. Diperoleh dari kompensasi atas profesi di luar kedinasan yang tidak terkait dengan tugas pokok dan fungsi, tidak melanggar benturan kepentingan dan Pedoman Etika Usaha dan Tata Perilaku dan dengan ijin tertulis dari atasan langsung. | <p>d. Goods, Cash, or Cash Equivalents, provided that they are:</p> <ul style="list-style-type: none"> i. Obtained from door prizes, direct gifts, or raffles that are open to the general public and unrelated to official duties; ii. Received for academic or non-academic achievements funded at personal expense and unrelated to official duties; iii. Received from parties with no conflict of interest during personal events hosted by SUCOFINDO personnel, such as weddings, circumcisions, births, or family bereavements/misfortunes; iv. Received as honorariums or transport allowances for attending meetings as a participant or speaker, in return for insights, inputs, or expertise provided; v. Obtained as compensation for additional assignments as a member of the Board of Commissioners of a Subsidiary; vi. Obtained from business distributions as a member of the corporate cooperative and/or compensation as an executive of the cooperative; vii. Obtained as compensation for an outside profession unrelated to primary duties and functions, provided it does not violate conflict of interest provisions or the Code of Conduct, and is backed by written permission from the direct supervisor. |
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Mekanisme Pelaporan Pengendalian Gratifikasi

Reporting Mechanism for Gratification Control

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| <ol style="list-style-type: none"> 1. Insan SUCOFINDO harus melaporkan secara tertulis atas Penerimaan Gratifikasi kepada Atasan Langsung atau SPI, dengan cara mengisi formulir Gratifikasi dan melampirkan dokumen yang berkaitan dengan Gratifikasi; 2. Setiap rencana pemberian Gratifikasi yang bersifat kedinasan wajib disampaikan kepada Atasan Langsung, dan pemberian dilakukan setelah mendapat persetujuan secara tertulis dari Atasan; 3. Atasan sebagai perwakilan Manajemen melakukan analisis terhadap sifat pemberian Gratifikasi untuk setiap rencana pemberian yang diajukan, dan memastikan pemberian Gratifikasi tidak melanggar ketentuan Perusahaan dan peraturan perundang-undangan yang berlaku, serta memberi keputusan secara tertulis apakah pemberian tersebut disetujui/tidak disetujui; 4. Atasan melakukan koordinasi dan pemecahan masalah terhadap permintaan Gratifikasi yang mengarah kepada tindak pemerasan/pemaksaan, untuk diambil keputusan dengan tidak melanggar ketentuan Perusahaan dan peraturan perundang-undangan; 5. SPI melakukan konfirmasi langsung atas laporan Gratifikasi kepada penerima yang terkait dengan kejadian penerimaan Gratifikasi, serta meminta data dan informasi kepada Unit Kerja dan/atau Insan SUCOFINDO terkait pemantauan penerapan program pengendalian Gratifikasi; | <ol style="list-style-type: none"> 1. SUCOFINDO personnel must report the receipt of any gratification in writing to their Direct Supervisor or IAU by filling out the Gratification Form and attaching any relevant supporting documents; 2. Any planned corporate-related giving of gratification must be declared to the Direct Supervisor, and the giving shall only proceed after obtaining written approval from the Supervisor; 3. Supervisors, acting as Management representatives, analyze the nature of the proposed gratification for each submission to ensure it does not violate Company regulations or applicable laws, before providing a written decision of approval or disapproval; 4. Supervisors coordinate and resolve issues regarding any requests for gratification that show signs of extortion or coercion, ensuring that decisions do not violate Company policies or applicable laws; 5. IAU conducts direct confirmations on gratification reports with the respective recipients regarding the incident, and requests data and information from Work Units and/or SUCOFINDO personnel to monitor the implementation of the gratification control program; |
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6. SPI memberikan rekomendasi tindak lanjut kepada Direktur Utama apabila terjadi pelanggaran Pedoman Gratifikasi oleh Insan SUCOFINDO;
7. Setiap Insan SUCOFINDO dapat meminta penjelasan atau menyampaikan pertanyaan terkait dengan Gratifikasi kepada Atasan Langsung atau kepada *Chief Compliance Officer* (CCO), atau menyampaikannya melalui *email* ke alamat cco@sucofindo.co.id.

6. IAU provides follow-up recommendations to the President Director if a violation of the Gratification Guidelines is committed by SUCOFINDO personnel;
7. Every member of SUCOFINDO personnel may request clarification or submit inquiries regarding gratification to their Direct Supervisor or the Chief Compliance Officer (CCO), or via email at cco@sucofindo.co.id.

Sosialisasi Kebijakan Gratifikasi

Dissemination and Socialization of the Anti-Gratification Policy

Pedoman pengendalian gratifikasi SUCOFINDO menjelaskan mengenai kebijakan Perusahaan akan penyebaran informasi untuk menjamin seluruh insan SUCOFINDO dan Pemangku Kepentingan yang terkait dapat memahami dan melaksanakan isi dari pedoman tersebut dengan cara:

1. Mencantumkan ketentuan larangan penerimaan, pemberian Gratifikasi (hadiah/fasilitas) pada setiap pengumuman dalam proses pengadaan barang dan jasa dan atau pada kontrak pengadaan barang dan jasa, serta pada surat-surat yang disampaikan kepada pemangku kepentingan atau pihak ketiga lainnya; dan
2. Menugaskan kepada seluruh Unit Kerja dan Anak Perusahaan SUCOFINDO untuk mensosialisasikan pengendalian Gratifikasi secara berkelanjutan kepada seluruh Insan SUCOFINDO dan Pemangku Kepentingan yang berhubungan dengan Insan SUCOFINDO.

Pada tahun 2025, acara sosialisasi Anti Penyuapan telah dilaksanakan kepada penyedia barang dan jasa sebagai bagian dari upaya peningkatan kesadaran, pemahaman, dan komitmen terhadap penerapan prinsip-prinsip anti penyuapan dalam hubungan bisnis. Kegiatan sosialisasi tersebut diselenggarakan secara daring (*online*) pada tanggal 11 Desember 2025 dan diikuti oleh para penyedia eksternal yang bekerja sama dengan perusahaan.

The SUCOFINDO Gratification Control Guidelines outline the Company's information dissemination policy to ensure that all SUCOFINDO personnel and relevant Stakeholders understand and execute the guidelines by:

1. Including clauses prohibiting the receipt and giving of gratification (gifts/facilities) in every procurement announcement, procurement contract, and formal correspondence addressed to Stakeholders or third parties; and
2. Mandating all Work Units and Subsidiaries of SUCOFINDO to conduct continuous socialization on gratification control to all SUCOFINDO personnel and the Stakeholders who interact with them.

In 2025, an Anti-Bribery socialization event was conducted online for external providers of goods and services as part of its efforts to enhance awareness, understanding, and commitment to the implementation of antibribery principles in business relationships. The socialization program was held virtually on December 11, 2025, and was attended by external providers collaborating with the Company.

SISTEM PELAPORAN PELANGGARAN

[GRI 2-25, 2-26]

WHISTLEBLOWING SYSTEM

SUCOFINDO telah menetapkan Pedoman Pelaporan atas Dugaan Penyimpangan (*Whistleblowing System/WBS*) melalui Pedoman *Whistleblowing System* 1/PP/2021 sebagai dasar penerapan mekanisme pelaporan pelanggaran di lingkungan Perusahaan. Dalam rangka menyesuaikan dengan perkembangan kebutuhan organisasi dan penguatan tata kelola perusahaan, pedoman tersebut kemudian diperbarui melalui Dokumen Nomor PDM/SCI-MSR/02 tanggal 11 November 2022. Pedoman WBS tersebut berlaku bagi seluruh pegawai serta pihak-pihak terkait lainnya agar dipahami dan dilaksanakan secara konsisten sebagai bagian dari upaya membangun budaya integritas dan kepatuhan di lingkungan Perusahaan.

Sebagai bentuk komitmen terhadap implementasi sistem pelaporan pelanggaran yang efektif dan berintegritas, Dewan Komisaris dan Direksi SUCOFINDO juga telah menandatangani Pernyataan Komitmen Implementasi WBS pada tanggal 14 Oktober 2022. Komitmen tersebut mencerminkan dukungan penuh manajemen terhadap penerapan mekanisme pelaporan yang transparan, independen, dan akuntabel dalam mendukung penerapan Tata Kelola Perusahaan yang Baik.

Selain melakukan pembaruan kebijakan, Perusahaan juga secara berkala melakukan peninjauan dan evaluasi terhadap efektivitas implementasi WBS guna memastikan bahwa sistem yang diterapkan tetap relevan, responsif, dan mampu mendukung upaya pencegahan serta penanganan dugaan pelanggaran secara optimal. Melalui penguatan sistem WBS tersebut, SUCOFINDO berupaya menciptakan lingkungan kerja yang menjunjung tinggi etika, kepatuhan, dan budaya anti-penyimpangan di seluruh lini organisasi.

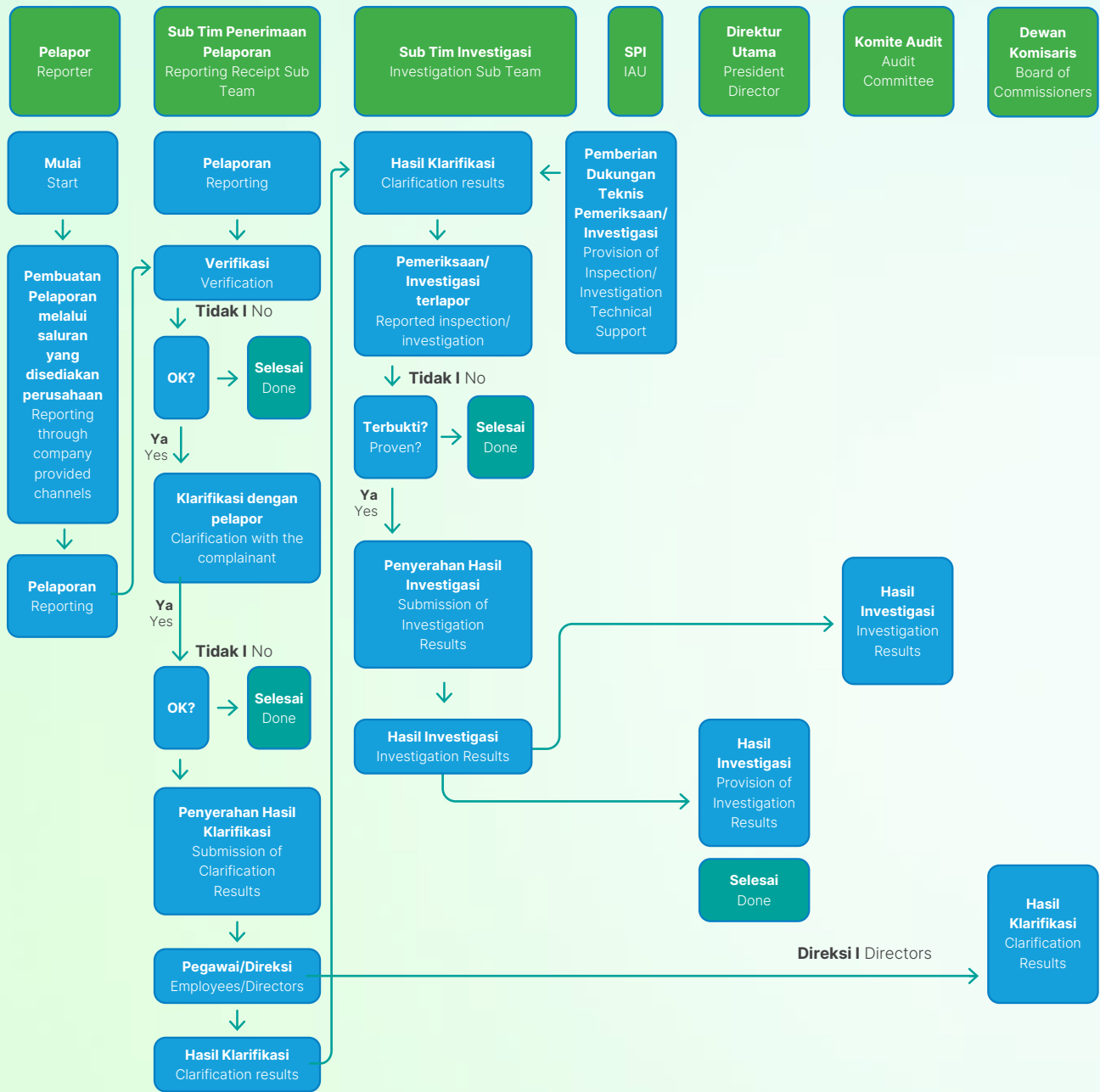
SUCOFINDO has established the Guidelines for Reporting Alleged Fraud (*Whistleblowing System/WBS*) through *Whistleblowing System Guidelines* 1/PP/2021 as the foundation for implementing reporting mechanisms within the company. To align with evolving organizational needs and strengthen corporate governance, these guidelines were subsequently updated through Document Number PDM/SCI-MSR/02 dated November 11, 2022. The WBS guidelines apply to all employees and other related parties to be understood and consistently executed as part of efforts to build a culture of integrity and compliance within the Company.

As a demonstration of commitment to the implementation of an effective and high-integrity whistleblowing system, the Board of Commissioners and the Board of Directors of SUCOFINDO signed the Commitment Statement for WBS Implementation on October 14, 2022. This commitment demonstrates management's full support for transparent, independent, and accountable reporting mechanisms that underpin the implementation of Good Corporate Governance (GCG).

In addition to policy updates, the Company periodically reviews and evaluates the effectiveness of the WBS implementation to ensure that the system remains relevant, responsive, and optimally capable of supporting the prevention and handling of suspected violations. Through these continuous enhancements to the WBS system, SUCOFINDO strives to cultivate a work environment that honors ethics, compliance, and an anti-fraud culture across all lines of the organization.

Mekanisme Penyampaian Laporan [GRI 2-25]

Reporting Submission Mechanism



Media Penyampaian Laporan

Reporting Channels

Perusahaan menyediakan media penyampaian Pelaporan atas dugaan pelanggaran melalui media komunikasi yang ditetapkan sebagai berikut:

The Company provides channels for submitting Reports on Alleged Fraud through corporate-designated communication media, as follows:

Situs Web

Website



<https://wbs.sucofindo.co.id>

Telepon/Whatsapp/SMS

Telephone/Whatsapp/SMS



081222229100

E-mail

E-mail



wbs@sucofindo.co.id

Pelapor

Whistleblowers

Pelaporan atas dugaan pelanggaran dapat disampaikan oleh pihak internal mencakup seluruh insan SUCOFINDO maupun pihak eksternal meliputi pemasok, pelanggan, kreditur, masyarakat dan para pemangku kepentingan lainnya.

Reports on Alleged Fraud may be submitted by both internal and external parties, including all SUCOFINDO Personnel and external stakeholders, comprising suppliers, customers, creditors, the public, and other related stakeholders.

Batasan Pelanggaran

Scope of Violations

Pelaporan yang dapat dilakukan menggunakan infrastruktur WBS mencakup, namun tidak terbatas pada:

1. Pelanggaran terhadap peraturan perundang-undangan, tata kelola perusahaan yang baik, Kebijakan Perusahaan, Standar Operasional Perusahaan, dan Kode Etik;
2. Segala tindak ataupun upaya korupsi, suap, dan gratifikasi;
3. Benturan kepentingan dan penyalahgunaan wewenang;
4. Segala bentuk ataupun upaya kecurangan;
5. Keterlibatan dalam kegiatan organisasi yang dilarang dalam perundang-undangan;
6. Pemalsuan tandatangan, penggelapan, *mark-up*, pencurian dan kerusakan aset perusahaan, dan;
7. Penyalahgunaan narkoba atau substansi terlarang lainnya.

Reports that can be processed through the WBS infrastructure include, but are not limited to:

1. Violations of laws and regulations, Good Corporate Governance (GCG) principles, Company Policies, Standard Operating Procedures (SOPs), and the Code of Conduct;
2. Any act or attempt of corruption, bribery, and illegal gratuities;
3. Conflicts of interest and abuse of authority;
4. Any form or attempt of fraud;
5. Involvement in organizational activities prohibited by law;
6. Forgery of signatures, embezzlement, mark-ups, theft, and damage to corporate assets; and
7. Abuse of narcotics or other prohibited substances.

Perlindungan Bagi Pelapor [GRI 2-26]

Whistleblower Protection

Perusahaan berkomitmen untuk merahasiakan identitas dan melindungi Pelapor yang bersedia mengungkapkan identitasnya dan memiliki itikad/niat yang baik, berupa:

1. Tersedianya fasilitas saluran Pelaporan yang dapat menyamarkan identitas Pelapor.
2. Jaminan kerahasiaan identitas Pelapor.
3. Jaminan keamanan informasi dan perlindungan terhadap tindakan balasan dari Terlapor seperti ancaman keselamatan fisik, teror psikologis, keselamatan keluarga, keselamatan harta, keamanan pekerjaan dan segala bentuk tindakan lain yang mengancam Pelapor.

The Company is committed to maintaining the confidentiality of identity and protecting Whistleblowers who act in good faith and choose to disclose their identity, providing:

1. Reporting channel facilities capable of masking or anonymizing the Whistleblower's identity;
2. Guaranteed confidentiality of the Whistleblower's identity;
3. Guaranteed information security and protection against retaliation from the Reported Party, including threats to physical safety, psychological harassment, safety of family, security of property, job security, and any other forms of retaliatory actions;

4. Perusahaan memberikan bantuan dan perlindungan hukum kepada Pelapor atas tindakan balasan dari Terlapor berupa tuntutan hukum.

4. Legal assistance and protection provided by the Company to the Whistleblower against retaliatory lawsuits from the Reported Party.

Penghargaan bagi Pelapor [GRI 2-26]

Rewards for Whistleblowers

Penghargaan diberikan kepada pelapor yang melaporkan dan terbukti berhasil mencegah terjadinya pelanggaran yang merugikan Perusahaan. Aturan lebih lanjut mengenai kriteria dan besaran penghargaan tersebut diatur dalam Keputusan Direksi.

Rewards are granted to whistleblowers whose reports are verified and successfully prevent or mitigate violations that would otherwise harm the Company. Further regulations regarding the criteria and value of these rewards are governed by a Decree of the Board of Directors.

Sanksi atas Pelaporan Palsu

Sanctions for False Reporting

Apabila laporan yang disampaikan tidak dilandasi itikad baik, tanpa dasar yang jelas, mengandung bukti palsu, fitnah, atau pencemaran nama baik, maka pelapor tersebut dapat dijatuhi sanksi sesuai dengan peraturan yang berlaku.

If a report is submitted in bad faith, lacks a clear basis, or contains false evidence, defamation, or slander, the whistleblower may face sanctions in accordance with applicable regulations.

Rekapitulasi Penerimaan Pengaduan WBS Recapitulation of WBS Complaint Receipts					
No.	Bulan Month	Pelapor dengan Identitas Identified Whistleblower	Pelapor Tanpa Identitas Anonymous Whistleblower	Kategori Penyimpangan Category	Status Status
1	Januari January	0	1	Disiplin Pegawai Employee Discipline	Ditindaklanjuti Tim Investasi Followed up by the Investigation Team
2	Februari February	0	1	Penyimpangan Kecurangan Fraud	Tidak dilanjutkan karena tidak bisa dilakukan klarifikasi Not pursued as clarification could not be obtained
3	Maret March	1	2	Benturan Kepentingan Conflict of Interest	Tidak dilanjutkan karena bukti tidak dilampirkan Not pursued as additional evidence was not provided
				Benturan Kepentingan Conflict of Interest	Tidak dilanjutkan karena bukti tidak dilampirkan Not pursued as additional evidence was not provided
				Benturan Kepentingan Conflict of Interest	Tidak dilanjutkan karena tidak bisa dilakukan klarifikasi Not pursued as clarification could not be obtained
4	April April	0	0	-	-
5	Mei May	0	1	Kecurangan Fraud	Tidak dilanjutkan karena bukti tambahan tidak diberikan Not pursued due to lack of supporting evidence

Rekapitulasi Penerimaan Pengaduan WBS Recapitulation of WBS Complaint Receipts					
No.	Bulan Month	Pelapor dengan Identitas Identified Whistleblower	Pelapor Tanpa Identitas Anonymous Whistleblower	Kategori Penyimpangan Category	Status Status
6	Juni June	0	0	-	-
7	Juli July	0	0	-	-
8	Agustus August	0	1	Kecurangan Fraud	Ditindaklanjuti Tim Investasi Followed up by the Investigation Team
9	September September	0	1	Benturan Kepentingan Conflict of Interest	Tidak dilanjutkan karena tidak bisa dilakukan klarifikasi Not pursued as clarification could not be obtained
10	Oktober October	0	1	Benturan Kepentingan Conflict of Interest	Tidak dilanjutkan karena bukti tambahan tidak diberikan Not pursued due to lack of supporting evidence
11	November November	1	1	Penipuan Fraud	Tidak dilanjutkan karena bukti tambahan tidak diberikan Not pursued due to lack of supporting evidence
				Benturan Kepentingan Conflict of Interest	Ditindaklanjuti Tim Investasi Followed up by the Investigation Team
12	Desember December	0	0	-	-
Jumlah Total		2	9	Ditindaklanjuti: 3 Cases Followed Up: 3	
				Tidak ditindaklanjuti: 8 Cases Not Pursued: 8	

Sosialisasi dan Upaya Peningkatan Kualitas Sistem Pelaporan Pelanggaran

Socialization and Quality Enhancement Efforts for the Whistleblowing System

Perusahaan secara berkelanjutan memperluas penyebaran informasi mengenai keberadaan Sistem Pelaporan Pelanggaran (*Whistleblowing System*) kepada seluruh pegawai melalui tatap muka minimal satu kali setahun. Sementara pemangku kepentingan eksternal dapat mengaksesnya melalui situs web Perusahaan (www.sucofindo.co.id).

The Company continuously expands the dissemination of information regarding the existence of the Whistleblowing System to all employees through face-to-face sessions at least once a year. Meanwhile, external stakeholders can access it through the Company's website (www.sucofindo.co.id).

Menindaklanjuti Surat Edaran Menteri BUMN RI Nomor SE-3/MBU/04/22 tentang Kebijakan Perilaku Saling Menghargai di Lingkungan Kerja (*Respectful Workplace Policy*) di Lingkungan BUMN, fungsi WBS diperluas untuk turut mengakomodasi pelaporan pelanggaran yang berkaitan dengan Kebijakan Perilaku Saling Menghargai (*Respectful Workplace Policy/ RWP*) sejak Juli 2023..

Following up on the Circular Letter of the Minister of State-Owned Enterprises of the Republic of Indonesia No. SE-3/MBU/04/22 concerning the Respectful Workplace Policy in the BUMN Environment, the function of WBS was expanded to also accommodate the reporting of violations related to the Respectful Workplace Policy (RWP), effective from July 2023.

PERKARA HUKUM [GRI 2-27]

LEGAL CASES



Selama periode tahun 2025 (1 Januari 2025 hingga 31 Desember 2025), tidak terdapat sanksi administratif yang dijatuhkan oleh otoritas atau regulator kepada SUCOFINDO.

Pada tahun 2025, terdapat 2 (dua) perkara hukum yang masih dalam proses penyelesaian dan belum memperoleh kekuatan hukum tetap serta 1 (satu) perkara yang telah memperoleh kekuatan hukum tetap pada tahun 2025, yaitu:

During the period of 2025 (January 1, 2025 to December 31, 2025), no administrative sanctions were imposed by any authority or regulator on SUCOFINDO.

In 2025, there are 2 (two) legal cases still in the process of resolution and have not yet obtained permanent legal force, and 1 (one) case that obtained permanent legal force in 2025, namely:

NO	PERKARA CASE	NO. REGISTER PERKARA CASE REGISTRATION NUMBER	PIHAK PARTY	POKOK PERMASALAHAN CORE ISSUE	KETERANGAN REMARKS
1.	Gugatan Perbuatan Melawan Hukum Unlawful Act Lawsuit (Tort)	No. 429/ Pdt.G/2024/PN. Jkt. Brt	<p>PENGGUGAT PLAINTIFF: PT Reka Rumanda Agung Abadi</p> <p>TERGUGAT DEFENDANTS: Yusmani Lizan dan lain-lain (Terdapat 23 Tergugat) Yusmani Lizan, et al. (comprising 23 Defendants)</p> <p>TURUT TERGUGAT CO-DEFENDANTS: Notaris Theresia Lusiati Siti Rahayu dan lain-lain (Terdapat 47 Turut Tergugat) Notary Theresia Lusiati Siti Rahayu, et al. (comprising 47 Co- Defendants)</p> <p>SUCOFINDO sebagai Turut Tergugat XII SUCOFINDO as Co- Defendant XII</p>	<p>A. OBJEK PERKARA: Perbuatan Melawan Hukum</p> <p>B. POKOK GUGATAN: Bahwa Penggugat berdalil perbuatan para Tergugat sebagai Relawan Apartemen City Garden mengakibatkan kerugian pada Penggugat.</p> <p>Posisi SUCOFINDO sebagai Turut Tergugat XII yaitu adanya pengujian kualitas air yang diajukan oleh relawan apartemen city garden kepada SCI. Sampel yang dilakukan pengujian adalah sampel hantaran namun tidak disebutkan nomor sertifikatnya. Air yang dilakukan pengujian ini berasal dari air yg dialirkan ke setiap unit apartemen yang merupakan hasil dari <i>Water Treatment Plan</i> (WTP) yang mana sumber airnya berasal dari sungai dekat apartemen. Pengujian dilakukan karena terdapat keluhan air kotor dan mengakibatkan penyakit kepada penghuni. Akibat hal ini, WTP milik penggugat dilakukan penyegelan oleh Dinas Sumber Daya Air Pemprov DKI dan dilakukan pembongkaran. Hal tersebut mengakibatkan kerugian bagi penggugat sebesar Rp4,7 miliar.</p> <p>A. OBJECT OF THE LAWSUIT Unlawful Act (Tort)</p> <p>B. SUBSTANCE OF THE LAWSUIT The Plaintiff argues that the actions of the Defendants, acting as the City Garden Apartment Volunteers, resulted in financial and material losses for the Plaintiff.</p> <p>SUCOFINDO's Position as Co-Defendant XII: The lawsuit involves water quality testing requested by the City Garden Apartment volunteers from SCI (SUCOFINDO). The tested sample was an inline/delivered water sample; however, the specific certificate number was not disclosed in the claim. The tested water was distributed to each apartment unit from a Water Treatment Plant (WTP) that sources its water from a river near the apartment complex. The testing was conducted following resident complaints regarding contaminated water causing illnesses. As a consequence of these findings, the Plaintiff's WTP was sealed and subsequently dismantled by the Jakarta Provincial Water Resources Office. The Plaintiff claims this resulted in financial losses amounting to IDR4.7 billion.</p>	<p>Putusan Tingkat Pertama First-Instance Judgment: Gugatan Tidak Diterima The lawsuit was declared inadmissible Penggugat mengajukan upaya hukum banding. The Plaintiff has filed an appeal.</p>

NO	PERKARA CASE	NO. REGISTER PERKARA CASE REGISTRATION NUMBER	PIHAK PARTY	POKOK PERMASALAHAN CORE ISSUE	KETERANGAN REMARKS
2	Gugatan Perbuatan Melawan Hukum Unlawful Act Lawsuit (Tort)	No. 253/ Pdt.G/2024/ PN.Jkt.Tim	<p>PENGGUGAT I PLAINTIFF I: PT Superintending Company Of Indonesia (SUCOFINDO)</p> <p>PENGGUGAT II PLAINTIFF II: PT Varuna Tirta Prakasya (Persero)</p> <p>TERGUGAT I DEFENDANT I: PT Luna Daya Sejahtera</p> <p>TERGUGAT II DEFENDANT II: Sdri. Lilik Darwati Setyadjid</p> <p>TERGUGAT III DEFENDANT III: Sdri. Luna Puspita</p> <p>TURUT TERGUGAT I CO-DEFENDANT I: Sdr. Alexander Victorworotikan</p> <p>TURUT TERGUGAT II CO-DEFENDANT II: Sdr. Punov Michael Apituley</p>	<p>A. OBJEK PERKARA: Perbuatan Melawan Hukum</p> <p>B. POKOK GUGATAN: Bahwa Penggugat I dan Penggugat II membentuk kerja sama operasi dengan nama KSO SCI-VTP. KSO SCI-VTP mendapatkan pekerjaan dari Tergugat I untuk melakukan pengiriman kayu akasia.</p> <p>Bahwa pekerjaan pengiriman kayu akasia telah dilaksanakan oleh Para Penggugat namun Tergugat I, tidak melakukan pembayaran kepada Para Penggugat. Tergugat II berdalil pekerjaan yang dilakukan oleh Para Penggugat tidak ada dan merupakan tanggung jawab dari Sdri. Grace Anne Marie (alm). Hal tersebut mengakibatkan kerugian pada Para Penggugat.</p>	<p>Putusan Tingkat Pertama First-Instance Judgment:</p> <p>Gugatan Tidak Diterima The lawsuit was declared inadmissible</p> <p>Putusan Tingkat Banding Appellate Judgment:</p> <p>Menguatkan Putusan Pengadilan Negeri Jakarta Timur. Upheld the decision of the East Jakarta District Court.</p> <p>Putusan Tingkat Kasasi Cassation Judgment:</p> <p>Permohonan Kasasi Ditolak The appeal for cassation was denied</p> <p>Telah berkekuatan hukum tetap Legally binding</p>

NO	PERKARA CASE	NO. REGISTER PERKARA CASE REGISTRATION NUMBER	PIHAK PARTY	POKOK PERMASALAHAN CORE ISSUE	KETERANGAN REMARKS
3	Gugatan Perbuatan Melawan Hukum Unlawful Act Lawsuit (Tort)	No. 461/ Pdt.G/2022/ PN.Jkt.Sel	<p>PENGUGAT PLAINTIFF: Yayasan Forum Komunikasi dan Silaturahmi Purnabakti Sucofindo (FKSPS)</p> <p>TERGUGAT DEFENDANT: PT Superintending Company Of Indonesia</p> <p>TURUT TERGUGAT I CO-DEFENDANT I: Menteri Badan Usaha Milik Negara qq Kementerian Badan Usaha Milik Negara Minister of State- Owned Enterprises qq. Ministry of State- Owned Enterprises</p> <p>TURUT TERGUGAT II CO-DEFENDANT II: Societe Generale De Surveillance Holding S.A (SGS)</p> <p>TURUT TERGUGAT III CO-DEFENDANT III: PT Asuransi Jiwasraya (Persero)</p>	<p>A. OBJEK PERKARA: Perbuatan Melawan Hukum</p> <p>B. POKOK GUGATAN: Bahwa Penggugat berdalil dengan Tergugat menerbitkan Surat perihal Persetujuan Penawaran Restrukturisasi Polis Asuransi Program Tunjangan Hari Tua Karyawan dan Jaminan Hari Tua Karyawan SUCOFINDO dari Asuransi Jiwasraya (Persero) maka telah bertentangan dengan SKD No. 008/KEP-DRU/SDM/1997 tentang Program Tunjangan Hari Tua dan Program Jaminan Hari Tua dan bertentangan dengan peraturan perundangan-undangan yang berlaku.</p> <p>A. OBJECT OF THE LAWSUIT Unlawful Act (Tort)</p> <p>B. SUBSTANCE OF THE LAWSUIT The Plaintiff argued that the Defendant's issuance of a letter regarding the Approval of the Policy Restructuring Offer for SUCOFINDO's Employee Old-Age Allowance Program and Employee Old-Age Benefits Program from Asuransi Jiwasraya (Persero) violated Board Directive (SKD) Number 008/KEP-DRU/SDM/1997. Furthermore, the Plaintiff claimed this action contradicted prevailing laws and regulations.</p>	<p>Putusan Tingkat Pertama First-Instance Judgment: Gugatan Tidak Diterima The lawsuit was declared inadmissible</p> <p>Penggugat mengajukan upaya hukum banding. The Plaintiff has filed an appeal.</p>

07 Kinerja Ekonomi Berkelanjutan

Sustainable Economic Performance





KINERJA LAYANAN DAN KEUANGAN

SERVICE AND FINANCIAL PERFORMANCE

SUCOFINDO menawarkan 142 jasa, dengan 35 diantaranya merupakan jasa keberlanjutan yang termasuk dalam 6 sub portofolio bisnis Perusahaan, yaitu Energi Baru & Terbarukan, Pertanian, *Industry & Consumer Products*, *Eco Framework*, Sertifikasi Sistem Manajemen, dan Analisis Lingkungan. Pada tahun 2025, sebanyak 132 jasa telah terjual, termasuk 33 jasa keberlanjutan. Beberapa layanan jasa yang belum memperoleh permintaan pasar disebabkan adanya dinamika kebutuhan pelanggan sehingga terdapat penyesuaian pada layanan yang tidak lagi relevan.

SUCOFINDO terus melakukan evaluasi portofolio jasa untuk memastikan kesesuaian dengan kebutuhan pasar dan strategi bisnis yang berkelanjutan sejalan dengan strategi RJPP 2025-2029 yang menempatkan ekspansi bisnis hijau, layanan digital, dan laboratorium baru sebagai tiga pilar pengembangan utama, mencerminkan komitmen SUCOFINDO dalam memperkuat perannya sebagai *enabler* transisi menuju ekonomi rendah karbon.

SUCOFINDO offers 142 services, with 35 of these being sustainability services included within the Company's 6 business sub-portfolios, namely New & Renewable Energy, Agriculture, Industry & Consumer Products, Eco Framework, Management System Certification, and Environmental Analysis. In 2025, a total of 132 services were sold, including 33 sustainability services. Several services that have not received market demand are due to dynamics in customer needs, resulting in adjustments to services that are no longer relevant.

SUCOFINDO continues to evaluate its service portfolio to ensure alignment with market needs and a sustainable business strategy, in line with the 2025-2029 RJPP strategy, which positions green business expansion, digital services, and new laboratories as the three main development pillars, reflecting SUCOFINDO's commitment to strengthening its role as an enabler of the transition toward a low-carbon economy.

Perbandingan Jasa yang Ditawarkan dan Jasa yang Terjual [OJK F.2, F.3]

Comparison of Services Offered and Services Sold

Uraian Description	Satuan Unit	2025		2024		2023	
		Ditawarkan Offered	Terjual Sold	Ditawarkan Offered	Terjual Sold	Ditawarkan Offered	Terjual Sold
Jumlah jasa Number of services	Jasa Service	142	132	142	129	142	128
Jumlah jasa keberlanjutan Number of sustainability services	Jasa Service	35	33	35	32	35	33

Sepanjang tahun 2025, SUCOFINDO membukukan kinerja keuangan yang positif di tengah dinamika permintaan pasar dan perekonomian nasional yang terus bergerak. Pendapatan usaha mencapai Rp3,86 triliun, tumbuh 4,15% dibandingkan realisasi 2024 sebesar Rp3,70 triliun, yang juga telah tumbuh 21,71% dari Rp3,04 triliun pada 2023. Jasa keberlanjutan menyumbang 24% dari total pendapatan 2025 dengan nilai Rp3.856 miliar. Laba tahun berjalan tercatat sebesar Rp515,30 miliar, sedikit di bawah realisasi 2024 sebesar Rp532,51 miliar, namun jauh melampaui realisasi 2023 sebesar Rp401,38 miliar.

Throughout 2025, SUCOFINDO recorded positive financial performance amid the dynamics of market demand and the national economy, which continued to move. Operating revenue reached IDR 3.86 trillion, growing 4.15% compared to the 2024 figure of IDR 3.70 trillion, which had also grown 21.71% from IDR 3.04 trillion in 2023. Sustainability services contributed 24% of total 2025 revenue, valued at IDR 3,856 billion. Net income for the year was recorded at IDR 515.30 billion, slightly below the 2024 figure of IDR 532.51 billion, but far exceeding the 2023 figure of IDR 401.38 billion.

Perbandingan Target dan Kinerja Keuangan [OJK F.2, F.3]

Comparison of Financial Targets and Performance

Uraian Description	Satuan Unit	2025		2024		2023	
		Target	Realisasi Realization	Target	Realisasi Realization	Target	Realisasi Realization
Pendapatan Revenue	Rp Juta Million IDR	3.774.300	3.856.470	3.791.250	3.702.638	3.452.800	3.042.644
Pendapatan dari Jasa Keberlanjutan Revenue from sustainability services	Rp Juta Million IDR	915.758	922.474	793.490	689.424	576.926	566.826
Laba Tahun Berjalan Profit for the Year	Rp Juta Million IDR	511.800	515.299	475.806	532.512	430.211	401.381

SUCOFINDO menempatkan keberlanjutan sebagai peluang strategis yang terus dikembangkan. Melalui portofolio layanan keberlanjutan yang semakin beragam, SUCOFINDO berperan aktif membantu klien di berbagai sektor industri dalam memenuhi standar keberlanjutan yang diakui secara nasional dan internasional, sekaligus mendukung pencapaian target pembangunan rendah karbon Indonesia.

Salah satu tonggak penting dalam perjalanan ini adalah akreditasi SUCOFINDO sebagai Lembaga Validasi dan Verifikasi (LVV) Gas Rumah Kaca (GRK) dari Komite Akreditasi Nasional (KAN) dengan nomor LVV-005-IDN. Melalui akreditasi ini, SUCOFINDO dapat melayani kegiatan validasi dan verifikasi perusahaan dalam perdagangan karbon di Sistem Registri Nasional (SRN), membantu klien melakukan dekarbonisasi, dan mendukung agenda pembangunan rendah karbon nasional secara langsung dan terukur.

Layanan keberlanjutan SUCOFINDO dikelompokkan ke dalam enam sub portofolio bisnis, yaitu Energi Baru dan Terbarukan, Pertanian, Inco, *Eco Framework*, Sertifikasi Sistem Manajemen, serta Analisis Lingkungan. Keenam sub portofolio ini menaungi rangkaian jasa yang dirancang untuk mendukung pencapaian sejumlah target Tujuan Pembangunan Berkelanjutan, dengan cakupan layanan dan keterkaitannya terhadap SDGs sebagaimana disajikan pada tabel berikut.

SUCOFINDO positions sustainability as a strategic opportunity that continues to be developed. Through an increasingly diverse sustainability service portfolio, SUCOFINDO plays an active role in helping clients across various industry sectors meet sustainability standards recognized both nationally and internationally, while also supporting the achievement of Indonesia's low-carbon development targets.

One important milestone in this journey is SUCOFINDO's accreditation as a Greenhouse Gas (GHG) Validation and Verification Body (LVV) from the National Accreditation Committee (KAN) with registration number LVV-005-IDN. Through this accreditation, SUCOFINDO is able to serve corporate validation and verification activities in carbon trading within the National Registry System (SRN), help clients carry out decarbonization, and support the national low-carbon development agenda directly and measurably.

SUCOFINDO's sustainability services are grouped into six business sub-portfolios, namely New and Renewable Energy, Agriculture, Inco, *Eco Framework*, Management System Certification, and Environmental Analysis. These six sub-portfolios encompass a range of services designed to support the achievement of a number of Sustainable Development Goals targets, with the scope of services and their linkages to the SDGs presented in the following table.

Layanan Keberlanjutan SUCOFINDO [OJK F.2, F.3]

SUCOFINDO Sustainability Services

Sektor Prioritas Priority Sectors	Layanan Keberlanjutan Sustainability Services	Dukungan terhadap SDGs Support for the SDGs
Energi Baru dan Terbarukan New and Renewable Energy	<ul style="list-style-type: none"> Sampling dan Analisis di Bidang EBT (Gas Metana, Shale Gas, Panas Bumi dan lainnya) Sampling and Analysis in the EBT Sector (Methane Gas, Shale Gas, Geothermal, and Others) Verifikasi dan Inspeksi Peralatan dan Instalasi di Bidang EBT (Energi Baru dan Terbarukan) Verification and Inspection of Equipment and Installations in the EBT (New and Renewable Energy) Sector Konsultasi di Bidang EBT (Energi Baru dan Terbarukan) Consulting Services in the EBT (New and Renewable Energy) Sector 	 SDG 7.2 Meningkatkan pangsa energi terbarukan dalam bauran energi global Increase the share of renewable energy in the global energy mix;
		 SDG 7.3 Melakukan perbaikan efisiensi energi di tingkat global sebanyak dua kali lipat Double the global rate of improvement in energy efficiency;
		 SDG 13.2 Mengintegrasikan tindakan antisipasi perubahan iklim ke dalam kebijakan, strategi, dan perencanaan nasional Integrate climate change measures into national policies, strategies, and planning.
Pertanian Agriculture	<ul style="list-style-type: none"> Inspeksi dan Audit Komoditas Pangan dan Pertanian Inspection and Audit of Food and Agricultural Commodities Audit Kelayakan Penanganan Hewan Ternak dan Kemamputelusuran Feasibility Audit of Livestock Handling and Traceability Inspeksi dan verifikasi Produk Kehutanan Inspection and Verification of Forestry Products Penyusunan Studi Kelayakan Proyek Pertanian dan Penilaian Kinerja Usaha Preparation of Agricultural Project Feasibility Studies and Business Performance Assessment Penilaian Kinerja Usaha Pertanian Agricultural Business Performance Assessment Audit Kapabilitas dan Kapasitas Pabrik Plant Capability and Capacity Audit Verifikasi Kesesuaian terhadap Persyaratan Tertentu Bidang Agribisnis Conformity Verification Against Specific Requirements in the Agribusiness Sector Layanan Pemastian Pendukung Komoditas Agribisnis dan Komoditas Perdagangan Assurance Support Services for Agribusiness Commodities and Trade Commodities 	 SDG 2.3 Menggandakan produktivitas pertanian dan pendapatan produsen pangan skala kecil; Double the agricultural productivity and incomes of small-scale food producers;
		 SDG 2.4 Menjamin sistem produksi pangan yang berkelanjutan dan menerapkan praktik pertanian tangguh yang memperkuat kapasitas adaptasi terhadap perubahan iklim; Ensure sustainable food production systems and implement resilient agricultural practices that strengthen capacity for adaptation to climate change;
		 SDG 15.2 Meningkatkan pengelolaan hutan secara berkelanjutan, menghentikan deforestasi, dan merestorasi hutan yang terdegradasi. Promote the sustainable management of forests, halt deforestation, and restore degraded forests.

Sektor Prioritas Priority Sectors	Layanan Keberlanjutan Sustainability Services	Dukungan terhadap SDGs Support for the SDGs
Industry & Consumer Product (Inco)	<ul style="list-style-type: none"> Inspeksi Produk Konsumen Consumer Product Inspection Inspeksi Produk Industri Industrial Product Inspection Inspeksi Pra-Pengapalan (CISS/VPTI/PCA/VOC/IVS) Pre-Shipment Inspection (CISS/VPTI/PCA/VOC/IVS) Audit Kapabilitas dan Kapasitas Pabrik Plant Capability and Capacity Audit Layanan Pendukung Rantai Pasok Supply Chain Support Services Keberlanjutan Berbasis <i>Corporate Social Responsibility</i> (CSR) Sustainability Based on Corporate Social Responsibility (CSR) 	 <p>SDG 12.6 Mendorong perusahaan untuk mengadopsi praktik berkelanjutan dan mengintegrasikan informasi keberlanjutan dalam siklus pelaporan. Encourage companies to adopt sustainable practices and integrate sustainability information into their reporting cycle.</p>
	<ul style="list-style-type: none"> Validasi dan Verifikasi Pernyataan Lingkungan (Gas Rumah Kaca/GRK, Analisis Jejak Air/Water Footprint, <i>Green Bond</i>, <i>Eco Label</i>, Analisis Daur Hidup/LCA, Kinerja Lingkungan, dan <i>Environmental Social Governance</i>/ESG) Validation and Verification of Environmental Statements (Greenhouse Gas/GHG, Water Footprint Analysis, Green Bond, Eco Label, Life Cycle Analysis/LCA, Environmental Performance, and Environmental Social Governance/ESG) Audit Energi Industri dan Bangunan Gedung Energy Audit for Industry and Buildings Verifikasi Sistem Refrigerasi Ruangan dan Pendingin Verification of Room Refrigeration and Cooling Systems Sertifikasi <i>Green Port</i> Green Port Certification Perencanaan Air Bersih dan Limbah (WWTP, WTP, Audit Air, dan Kajian Teknis Instalasi Air Bersih dan Limbah) Clean Water and Wastewater Planning (WWTP, WTP, Water Audit, and Technical Studies of Clean Water and Wastewater Installations) Kajian Perencanaan dan Pengelolaan <i>Reduce-Reuse-Recycle-Recovery</i> (Limbah B3 dan Non-B3) dan Ekonomi Sirkular Study on Reduce-Reuse-Recycle-Recovery Planning and Management (Hazardous and Non-Hazardous Waste) and Circular Economy Kajian, Audit Lingkungan dan <i>Monitoring</i> Pengelolaan Lingkungan Terpadu Study, Environmental Audit, and Integrated Environmental Management Monitoring Analisis Mengenai Dampak Lingkungan (AMDAL), UKL-UPL, <i>Environmental Social Impact Assessment</i>/ESIA, <i>Environmental Baseline Analysis</i>/EBA, <i>Environmental Risk Assessment</i>/ERA Environmental Impact Assessment (AMDAL), UKL-UPL, Environmental Social Impact Assessment/ESIA, Environmental Baseline Analysis/EBA, Environmental Risk Assessment/ERA 	 <p>SDG 6.3 Meningkatkan kualitas air dengan mengurangi polusi dan meminimalkan pelepasan bahan kimia berbahaya; Improve water quality by reducing pollution and minimizing the release of hazardous chemicals;</p>  <p>SDG 12.4 Mencapai pengelolaan bahan kimia dan semua jenis limbah yang ramah lingkungan di sepanjang siklus hidupnya; Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle;</p>  <p>SDG 12.5 Mengurangi produksi limbah melalui pencegahan, pengurangan, daur ulang, dan penggunaan kembali; Reduce waste generation through prevention, reduction, recycling, and reuse;</p>  <p>SDG 13.2 Mengintegrasikan tindakan antisipasi perubahan iklim ke dalam kebijakan, strategi, dan perencanaan nasional. Measures into national policies, strategies, and planning.</p>
Eco Framework		

Sektor Prioritas Priority Sectors	Layanan Keberlanjutan Sustainability Services	Dukungan terhadap SDGs Support for the SDGs
Sertifikasi Sistem Manajemen Management System Certification	<ul style="list-style-type: none"> Kajian dan Audit Sistem Manajemen Pengamanan Study and Audit of Security Management Systems Sertifikasi Sistem Manajemen (ISO 14001, ISO 50001, ISO 45001, ISO 28001, ISO 37000, dll.) Management System Certification (ISO 14001, ISO 50001, ISO 45001, ISO 28001, ISO 37000, etc.) Audit Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) dan Turunannya, serta Sistem Manajemen Keamanan Pertambangan (SMKP) Audit of Occupational Health and Safety Management Systems (SMK3) and Its Derivatives, as well as Mining Safety Management Systems (SMKP) Sertifikasi Hijau (Bangunan dan Industri) Green Certification (Buildings and Industry) Sertifikasi <i>Green Building</i> Green Building Certification Sertifikasi Keberlanjutan (ISPO, SVLK dan turunannya) Sustainability Certification (ISPO, SVLK, and Its Derivatives) 	 SDG 8.8 Melindungi hak-hak tenaga kerja dan mempromosikan lingkungan kerja yang aman dan terjamin bagi semua pekerja; Protect labor rights and promote safe and secure working environments for all workers;
		 SDG 9.4 Meningkatkan infrastruktur dan industri agar berkelanjutan dengan peningkatan efisiensi sumber daya dan adopsi teknologi industri bersih; Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource use efficiency and greater adoption of clean industrial technologies;
		 SDG 12.6 Mendorong perusahaan untuk mengadopsi praktik berkelanjutan dan mengintegrasikan informasi keberlanjutan dalam siklus pelaporan; Encourage companies to adopt sustainable practices and integrate sustainability information into their reporting cycle;
		 SDG 13.2 Mengintegrasikan tindakan antisipasi perubahan iklim ke dalam kebijakan, strategi, dan perencanaan nasional. Integrate climate change measures into national policies, strategies, and planning.
Analisis Lingkungan Environmental Analysis	<ul style="list-style-type: none"> <i>Sampling</i>, Analisis, dan <i>Monitoring</i> Kualitas Air Permukaan, Air Konsumsi, Air Limbah, termasuk Air Laut Sampling, Analysis, and Monitoring of Surface Water, Drinking Water, and Wastewater Quality, Including Seawater <i>Sampling</i>, Analisis, dan <i>Monitoring</i> Kualitas Udara Ambien, <i>Indoor Air Quality</i>, Kebisingan, dan Emisi serta Kajiannya Sampling, Analysis, and Monitoring of Ambient Air Quality, Indoor Air Quality, Noise, and Emissions, and Related Studies <i>Sampling</i> dan Analisis Limbah Padat, B3, Tanah Terkontaminasi, dan Kajiannya Sampling and Analysis of Solid Waste, Hazardous Waste, Contaminated Soil, and Related Studies <i>Sampling</i> dan Analisis Biologi Lingkungan, Mikrobiologi, dan Kajiannya, termasuk Produk Bakteri Sampling and Analysis of Environmental Biology, Microbiology, and Related Studies, Including Bacterial Products 	 SDG 3.9 Mengurangi secara signifikan jumlah kematian dan kesakitan akibat bahan kimia berbahaya serta pencemaran udara, air, dan tanah; Substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination;
		 SDG 6.3 Meningkatkan kualitas air dengan mengurangi polusi dan meminimalkan pelepasan bahan kimia berbahaya; Improve water quality by reducing pollution and minimizing the release of hazardous chemicals;
		 SDG 12.4 Mencapai pengelolaan bahan kimia dan semua jenis limbah yang ramah lingkungan di sepanjang siklus hidupnya. Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle.

INVESTASI UNTUK KEBERLANJUTAN

[OJK F.3]

INVESTMENTS FOR SUSTAINABILITY

Komitmen SUCOFINDO terhadap keberlanjutan tercermin dari alokasi investasi yang terus meningkat dari tahun ke tahun. Investasi untuk keberlanjutan tumbuh dari Rp2,12 miliar pada 2023 menjadi Rp4,26 miliar pada 2024, mencerminkan keseriusan SUCOFINDO dalam membangun kapabilitas teknis dan kompetensi sumber daya manusia di bidang layanan hijau, termasuk penguatan tenaga ahli untuk validasi dan verifikasi GRK, audit energi, dan sertifikasi lingkungan.

Pertumbuhan investasi ini sejalan dengan strategi RJPP 2025–2029 yang menempatkan *Green Business* sebagai salah satu dari tiga pilar pertumbuhan utama, dengan target pasar mencapai Rp2,9 triliun pada 2029 dan *Compound Annual Growth Rate* (CAGR) di atas 15%.

SUCOFINDO's commitment to sustainability is reflected in its steadily increasing investment allocation over the years. Investment for sustainability increased from IDR2.12 billion in 2023 to IDR4.26 billion in 2024, demonstrating SUCOFINDO's strong commitment to enhancing technical capabilities and human capital competencies in green services, including strengthening expertise in GHG validation and verification, energy audits, and environmental certification.

This investment growth is aligned with the Company's 2025–2029 Long-Term Corporate Plan (RJPP), which identifies Green Business as one of its three key growth pillars, targeting a market potential of IDR2.9 trillion by 2029 and a Compound Annual Growth Rate (CAGR) exceeding 15%.

DISTRIBUSI NILAI EKONOMI

ECONOMIC VALUE DISTRIBUTION

Sepanjang 2025, SUCOFINDO berhasil menghasilkan total nilai ekonomi langsung sebesar Rp4,02 triliun, meningkat 3,87% dibandingkan tahun 2024. Nilai ini bersumber dari tiga komponen utama, yaitu pendapatan operasional sebesar Rp3,86 triliun yang tumbuh 4,15% dari tahun sebelumnya, bagian laba ventura bersama dengan PT Surveyor Indonesia sebesar Rp117,85 miliar dalam skema *profit sharing* 50:50, serta pendapatan lain-lain bersih sebesar Rp48,59 miliar yang meningkat signifikan dari Rp19,45 miliar pada 2024, didorong terutama oleh bunga deposito berjangka dan keuntungan selisih kurs.

Dari total nilai yang dihasilkan, sebesar Rp3,79 triliun didistribusikan kepada pemangku kepentingan melalui berbagai saluran. Porsi terbesar diserap oleh beban pokok pendapatan sebesar Rp2,90 triliun yang mencakup beban pegawai langsung, beban operasional, beban fasilitas, tenaga ahli, penyusutan, dan perjalanan dinas. Beban umum dan administrasi tercatat Rp445,04 miliar, sementara beban pemasaran dan beban pengembangan masing-masing sebesar Rp27,79 miliar dan Rp13,27 miliar.

Kontribusi SUCOFINDO kepada negara pada 2025 mencapai Rp388,04 miliar, terdiri dari pajak penghasilan bersih Rp122,04 miliar dan dividen Rp266,00 miliar. Kenaikan dividen yang signifikan dibandingkan Rp89,05 miliar pada 2024 mencerminkan komitmen SUCOFINDO sebagai BUMN dalam mendistribusikan nilai kepada negara sebagai pemegang saham seiring pertumbuhan kinerja bisnis yang konsisten. Kontribusi kepada masyarakat melalui program CSR dan TJSL BUMN tercatat sebesar Rp12,80 miliar, konsisten dengan realisasi 2024 sebesar Rp12,76 miliar.

Nilai ekonomi yang ditahan pada 2025 tercatat sebesar Rp236,51 miliar, menurun dari Rp430,71 miliar pada 2024. Penurunan ini merupakan konsekuensi langsung dari kenaikan pembayaran dividen yang hampir tiga kali lipat dibandingkan tahun sebelumnya, bukan karena pelemahan kinerja bisnis. Nilai yang ditahan ini digunakan sebagai modal pengembangan bisnis, mendukung pelaksanaan inisiatif strategis dalam RJPP 2025-2029 termasuk ekspansi bisnis hijau, penguatan kapabilitas laboratorium, dan pengembangan layanan digital.

Throughout 2025, SUCOFINDO generated a total direct economic value of IDR 4.02 trillion, an increase of 3.87% compared to 2024. This value was derived from three main components: operating revenue of IDR 3.86 trillion, which grew 4.15% from the previous year; a share of profit from the joint venture with PT Surveyor Indonesia of IDR 117.85 billion under a 50:50 profit-sharing scheme; and net other income of IDR 48.59 billion, which increased significantly from IDR 19.45 billion in 2024, driven primarily by time deposit interest and foreign exchange gains.

Of the total value generated, IDR 3.79 trillion was distributed to stakeholders through various channels. The largest portion was absorbed by the cost of revenue at IDR 2.90 trillion, encompassing direct employee costs, operational expenses, facility costs, professional fees, depreciation, and business travel. General and administrative expenses were recorded at IDR 445.04 billion, while marketing expenses and development expenses amounted to IDR 27.79 billion and IDR 13.27 billion, respectively.

SUCOFINDO's contribution to the state in 2025 reached IDR 388.04 billion, consisting of net income tax of IDR 122.04 billion and dividends of IDR 266.00 billion. The significant increase in dividends compared to IDR 89.05 billion in 2024 reflects SUCOFINDO's commitment as a state-owned enterprise to distributing value to the state as shareholder, in line with consistent business performance growth. Contributions to the community through CSR and BUMN TJSL programs were recorded at IDR 12.80 billion, consistent with the 2024 realization of IDR 12.76 billion.

Retained economic value in 2025 was recorded at IDR 236.51 billion, down from IDR 430.71 billion in 2024. This decline is a direct consequence of dividend payments that nearly tripled compared to the previous year, rather than any weakening in business performance. The retained value is deployed as capital for business development, supporting the implementation of strategic initiatives under the 2025-2029 RJPP, including green business expansion, laboratory capability enhancement, and digital service development.

Nilai Ekonomi yang Dihasilkan dan Didistribusikan [GRI 201-1]

Economic Value Generated and Distributed

Keterangan Description	Satuan Unit	2025	2024	2023
NILAI EKONOMI DIPEROLEH ECONOMIC VALUE GENERATED				
Pendapatan Operasional Operating Revenue	Rp Juta Million IDR	3.856.470	3.702.638	3.042.644
Bagian Laba Ventura Bersama Share of Profit from Joint Ventures	Rp Juta Million IDR	117.852	151.120	135.031
Pendapatan/(Beban) Lain-lain Bersih Other Income/(Expenses) Net	Rp Juta Million IDR	48.591	19.447	(4.550)
Jumlah Nilai Ekonomi Langsung Dihasilkan Total Direct Economic Value Generated	Rp Juta Million IDR	4.022.913	3.873.205	3.173.125
NILAI EKONOMI YANG DIDISTRIBUSIKAN ECONOMIC VALUE DISTRIBUTED				
Beban Pokok Pendapatan Cost of Revenue	Rp Juta Million IDR	(2.899.481)	(2.715.767)	(2.198.912)
Beban Pemasaran Marketing Expenses	Rp Juta Million IDR	(27.785)	(24.770)	(18.075)
Beban Umum dan Administrasi General and Administrative Expenses	Rp Juta Million IDR	(445.040)	(426.565)	(417.022)
Beban Pengembangan Development Expenses	Rp Juta Million IDR	(13.266)	(12.425)	(8.584)
Beban Bunga Pinjaman Loan Interest Expenses	Rp Juta Million IDR	-	-	-
Beban Pajak Penghasilan Bersih Net Income Tax Expenses	Rp Juta Million IDR	(122.041)	(161.166)	(129.150)
Pengeluaran untuk Pemerintah (Dividen) Payments to Government (Dividends)	Rp Juta Million IDR	(265.996)	(89.047)	(76.808)
Pengeluaran untuk Masyarakat (CSR & TJSL BUMN) Payments to Community (CSR & SOE TJSL)	Rp Juta Million IDR	(12.796)	(12.759)	(14.086)
Jumlah Nilai Ekonomi yang Didistribusikan Total Economic Value Distributed	Rp Juta Million IDR	(3.786.405)	(3.442.499)	(2.862.637)
Jumlah Nilai Ekonomi yang Ditahan Total Economic Value Retained	Rp Juta Million IDR	236.508	430.706	310.488

PENGADAAN BERKELANJUTAN

SUSTAINABLE PROCUREMENT

SUCOFINDO menerapkan prinsip pengadaan berkelanjutan sebagai bagian dari komitmen Perusahaan terhadap tata kelola yang bertanggung jawab dan pengelolaan rantai pasok yang berintegritas. Prinsip ini diwujudkan melalui Pedoman Umum Pengadaan Barang dan/atau Jasa dengan Nomor Dokumen PDM/SCI-PUMA/001 yang telah mengalami revisi ke-11 pada 4 Maret 2026, mencerminkan komitmen SUCOFINDO untuk terus menyempurnakan tata kelola pengadaan sesuai dengan perkembangan regulasi dan kebutuhan operasional.

Pedoman pengadaan SUCOFINDO mengutamakan transparansi, efisiensi, dan akuntabilitas dalam setiap proses seleksi pemasok. Terdapat 3 (tiga) metode pengadaan utama yang diterapkan secara konsisten, yaitu pembelian langsung untuk kebutuhan rutin bernilai kecil, seleksi langsung dengan mengundang minimum 3 (tiga) pemasok yang terdaftar dalam Daftar Pemasok Jasa dan Barang (DPJB), serta tender terbuka dan terbatas untuk pengadaan bernilai besar. Setiap metode dirancang untuk memastikan kompetisi yang sehat, mencegah konflik kepentingan, dan menghasilkan nilai terbaik bagi Perusahaan.

Mekanisme pengadaan SUCOFINDO juga mengatur secara ketat kondisi penunjukan langsung, yang hanya diperbolehkan dalam kondisi khusus seperti keadaan darurat, kebutuhan yang bersifat sangat spesifik, atau apabila pemasok adalah sesama BUMN, anak perusahaan, atau perusahaan terafiliasi Danantara. Ketentuan ini memastikan bahwa setiap keputusan pengadaan dapat dipertanggungjawabkan dan bebas dari praktik yang berpotensi menimbulkan benturan kepentingan.

Dari perspektif keberlanjutan, seluruh pemasok SUCOFINDO diwajibkan menandatangani Pakta Integritas sebagai komitmen terhadap etika bisnis, anti-korupsi, dan anti-penyuapan. Proses evaluasi pemasok juga mencakup penilaian terhadap kepatuhan terhadap regulasi yang berlaku, termasuk aspek lingkungan dan sosial untuk pemasok yang pekerjaannya bersinggungan dengan risiko tinggi. Ke depan, sesuai dengan *Sustainability Blueprint* SUCOFINDO, integrasi kriteria ESG dalam seleksi dan evaluasi pemasok akan terus diperkuat secara bertahap, dengan target penambahan vendor baru yang terverifikasi sesuai kriteria ESG setiap tahunnya.

SUCOFINDO applies the principles of sustainable procurement as part of the Company's commitment to responsible governance and integrity-driven supply chain management. This principle is realized through the General Procurement Guidelines for Goods and/or Services under Document Number PDM/SCI-PUMA/001, which underwent its 11th revision on March 4, 2026, reflecting SUCOFINDO's commitment to continuously refining its procurement governance in line with regulatory developments and operational needs.

SUCOFINDO's procurement guidelines prioritize transparency, efficiency, and accountability in every supplier selection process. Three main procurement methods are applied consistently: direct purchase for routine low-value requirements; direct selection by inviting a minimum of three suppliers registered in the Goods and Services Supplier List (DPJB); and open and limited tender for high-value procurement. Each method is designed to ensure healthy competition, prevent conflicts of interest, and deliver the best value for the Company.

SUCOFINDO's procurement mechanism also strictly governs the conditions for direct appointment, which is only permitted under special circumstances such as emergency situations, highly specific requirements, or where the supplier is a fellow state-owned enterprise, subsidiary, or Danantara-affiliated company. These provisions ensure that every procurement decision is accountable and free from practices that could give rise to conflicts of interest.

From a sustainability perspective, all SUCOFINDO suppliers are required to sign an Integrity Pact as a commitment to business ethics, anti-corruption, and anti-bribery. The supplier evaluation process also encompasses an assessment of compliance with applicable regulations, including environmental and social aspects for suppliers whose work involves high-risk exposure. Going forward, in accordance with SUCOFINDO's *Sustainability Blueprint*, the integration of ESG criteria in supplier selection and evaluation will continue to be progressively strengthened, with annual targets for adding new vendors verified against ESG criteria.

Pelibatan Pemasok Lokal

Local Supplier Engagement

SUCOFINDO memprioritaskan kerja sama dengan pemasok lokal yang beroperasi di Indonesia sebagai bagian dari komitmen terhadap pengembangan ekonomi domestik dan pemberdayaan pelaku usaha dalam negeri. Pada tahun 2025, seluruh (100%) pemasok yang bekerja sama dengan SUCOFINDO merupakan pemasok lokal, dengan persentase pembayaran kepada pemasok lokal mencapai 100% dari total pengadaan.

Komitmen terhadap pemasok lokal ini merupakan bagian dari strategi keberlanjutan rantai pasok SUCOFINDO yang berorientasi pada penciptaan dampak ekonomi yang nyata di tingkat lokal. Dengan mengutamakan pemasok yang beroperasi di Indonesia, SUCOFINDO turut berkontribusi pada penguatan kapasitas industri nasional, penyerapan tenaga kerja lokal, dan efisiensi rantai pasok yang lebih responsif terhadap kebutuhan operasional Perusahaan di seluruh wilayah Indonesia.

SUCOFINDO prioritizes collaboration with local suppliers operating in Indonesia as part of its commitment to domestic economic development and the empowerment of local businesses. In 2025, all (100%) of SUCOFINDO's suppliers were local suppliers, with payments to local suppliers accounting for 100% of total procurement.

This commitment to local suppliers forms part of SUCOFINDO's sustainability supply chain strategy, oriented toward creating tangible economic impact at the local level. By prioritizing suppliers operating in Indonesia, SUCOFINDO contributes to strengthening national industry capacity, absorbing local employment, and building a more operationally responsive supply chain across all of SUCOFINDO's regions throughout Indonesia.

Pelibatan Pemasok Lokal [GRI 204-1]

Local Supplier Engagement

Keterangan Description	2025	2024*	2023*
Jumlah Pemasok Lokal Number of Local Suppliers	155	87	59
Jumlah Seluruh Pemasok Total Number of Suppliers	155	87	60
Persentase Jumlah Pemasok Lokal terhadap Total Percentage of Local Suppliers to Total	100,00%	100,00%	98,33%
Persentase Pembayaran kepada Pemasok Lokal terhadap Total Percentage of Payments to Local Suppliers to Total	100,00%	100,00%	98,33%

Keterangan | Note:

*) Disajikan ulang

*) Restated

08 Kinerja Lingkungan

Environmental Performance





KINERJA LINGKUNGAN

ENVIRONMENTAL PERFORMANCE

Sebagai perusahaan *Testing, Inspection, and Certification* (TIC) yang beroperasi di 29 kantor cabang, 37 unit pelayanan, dan 73 laboratorium yang tersebar di seluruh Indonesia, dampak lingkungan langsung SUCOFINDO bersumber dari konsumsi energi operasional, emisi gas rumah kaca dari aktivitas perkantoran dan mobilisasi lapangan, pengelolaan limbah laboratorium, serta penggunaan air di seluruh fasilitas. Meskipun skala dampak lingkungan langsung SUCOFINDO relatif rendah dibandingkan industri manufaktur atau ekstraktif, Perusahaan menyadari tanggung jawabnya untuk mengelola setiap dampak tersebut secara sistematis, transparan, dan konsisten dari tahun ke tahun.

Pengelolaan lingkungan SUCOFINDO didasarkan pada Kebijakan Sistem Manajemen Terintegrasi yang mencakup aspek *Environment, Social, and Governance* (ESG) dan telah ditandatangani oleh Direksi dan Dewan Komisaris. Kerangka operasional pengelolaan lingkungan mengacu pada standar ISO 14001 yang telah diterapkan sejak 2012 dan saat ini mencakup Unit Pelayanan Berau, SBU Laboratory, Cabang Sangatta, serta SBU Hulu Migas dan Produk Migas, dengan rencana perluasan bertahap ke seluruh wilayah operasional prioritas.

Di sisi lain, peran SUCOFINDO untuk lingkungan hidup tidak berhenti pada pengelolaan dampak internal. Sebagai *enabler* keberlanjutan berbagai industri di Indonesia, SUCOFINDO turut berkontribusi pada perbaikan kinerja lingkungan klien melalui layanan keberlanjutan (*green services*) yang mencakup audit energi, verifikasi dan validasi emisi GRK, pemantauan kualitas air dan udara, sertifikasi lingkungan, serta evaluasi PROPER. Dengan demikian, dampak lingkungan positif SUCOFINDO melampaui batas operasional sendiri dan menjangkau rantai nilai industri yang dilayaninya.

As a Testing, Inspection, and Certification (TIC) company operating across 29 branch offices, 37 service units, and 73 laboratories spread throughout Indonesia, SUCOFINDO's direct environmental impacts stem from operational energy consumption, greenhouse gas emissions from office activities and field mobilization, laboratory waste management, and water use across all facilities. Although the scale of SUCOFINDO's direct environmental impact is relatively low compared to the manufacturing or extractive industries, the Company recognizes its responsibility to manage each of these impacts in a systematic, transparent, and consistent manner from year to year.

SUCOFINDO's environmental management is grounded in the Integrated Management System Policy covering Environmental, Social, and Governance (ESG) aspects, which has been signed by the Board of Directors and Board of Commissioners. The operational framework for environmental management refers to the ISO 14001 standard, which has been implemented since 2012 and currently covers the Berau Service Unit, the SBU Laboratory, the Sangatta Branch, and the Upstream Oil & Gas and Oil & Gas Products SBU, with plans for phased expansion to all priority operational areas.

Beyond internal impact management, SUCOFINDO's role in environmental stewardship extends further. As a sustainability enabler for various industries in Indonesia, SUCOFINDO also contributes to improving clients' environmental performance through green services encompassing energy audits, GHG emission verification and validation, water and air quality monitoring, environmental certification, and PROPER evaluation. In this way, SUCOFINDO's positive environmental impact extends beyond its own operational boundaries and reaches across the industrial value chains it serves.

BIAYA UNTUK LINGKUNGAN [OJK F.5]

ENVIRONMENTAL EXPENDITURE

SUCOFINDO mengalokasikan anggaran khusus untuk berbagai kegiatan pengelolaan lingkungan, mencakup pemantauan kualitas air limbah dan air sungai, pengelolaan sampah domestik dan limbah B3, program penghijauan lingkungan sebagai bagian dari TJSL, serta jasa pengelolaan limbah oleh pihak ketiga berizin.

Pada 2025, total biaya lingkungan yang direalisasikan mencapai Rp786,59 juta, naik signifikan dari Rp186,84 juta pada tahun sebelumnya, terdiri dari biaya perizinan lingkungan Rp231,12 juta di Cabang Banjarmasin, biaya pengelolaan limbah Rp360 juta, dan biaya pelestarian keanekaragaman hayati termasuk penanaman pohon sebesar Rp195,47 juta. Perseroan menyadari realisasi biaya ini belum mencerminkan total biaya lingkungan di seluruh wilayah operasional SUCOFINDO. Ke depan, SUCOFINDO berkomitmen untuk memperluas cakupan pencatatan biaya lingkungan ke seluruh cabang dan unit pelayanan sebagai bagian dari peningkatan transparansi pelaporan kinerja lingkungan.

Biaya Lingkungan [OJK F.4]

Environmental Expenditure

SUCOFINDO allocates a dedicated budget for various environmental management activities, encompassing wastewater and river water quality monitoring, domestic waste and hazardous waste management, environmental greening programs as part of its CSR initiatives, and waste management services by licensed third parties.

In 2025, total realized environmental expenditure reached IDR 786.59 million, a significant increase from IDR 186.84 million in the previous year, comprising environmental permitting costs of IDR 231.12 million at the Banjarmasin Branch, waste management costs of IDR 360 million, and biodiversity conservation costs, including tree planting, of IDR 195.47 million. The Company acknowledges that this expenditure realization does not yet reflect total environmental costs across all of SUCOFINDO's operational areas. Going forward, SUCOFINDO is committed to expanding the scope of environmental cost recording to all branches and service units as part of its efforts to enhance transparency in environmental performance reporting.

Keterangan Description	Jumlah (Rp) Total (IDR)	
	2025	2024
Biaya perizinan lingkungan Environmental permitting expenditure	231.119.272	14.228.000
Biaya pengelolaan limbah Waste management expenditure	360.000.000	84.000.000
Biaya pelestarian keanekaragaman hayati, termasuk penanaman pohon Biodiversity conservation, including tree planting expenditure	195.473.423	88.608.500
Jumlah Total	786.592.695	186.836.500

PENGUNAAN MATERIAL YANG RAMAH LINGKUNGAN [OJK F.5]

ENVIRONMENTALLY FRIENDLY MATERIALS USAGE

SUCOFINDO mengintegrasikan prinsip keberlanjutan dalam pemilihan dan penggunaan material operasional sebagai bagian dari upaya nyata mengurangi dampak lingkungan dari kegiatan Perusahaan. Pada lingkup perkantoran, SUCOFINDO menggunakan kertas bersertifikasi lingkungan untuk berbagai keperluan komunikasi internal dan secara paralel mengoptimalkan digitalisasi guna menekan penggunaan kertas. Seluruh penerangan juga telah menggunakan lampu LED yang lebih hemat listrik, tahan lama, dan lebih mudah didaur ulang dibandingkan lampu konvensional.

Penerapan prinsip ini masih menghadapi keterbatasan pada aktivitas laboratorium yang memerlukan material teknis dan spesifik, sebagian besar berupa bahan kimia seperti reagen, yang hingga saat ini belum memiliki alternatif yang lebih ramah lingkungan. SUCOFINDO terus mengeksplorasi opsi pengganti yang lebih aman bagi lingkungan tanpa mengurangi mutu dan keandalan hasil layanan. Keterbatasan serupa juga terdapat pada pencetakan hasil uji laboratorium yang dilakukan melalui kerja sama dengan PERURI (Percetakan Uang Republik Indonesia), yang hingga tahun pelaporan belum menggunakan material ramah lingkungan atau daur ulang dalam proses produksinya sesuai pengungkapan pada Laporan Keberlanjutan PERURI tahun 2024.

SUCOFINDO integrates sustainability principles into the selection and use of operational materials as part of its concrete efforts to reduce the environmental impact of the Company's activities. Within the office environment, SUCOFINDO uses environmentally certified paper for various internal communication purposes, while in parallel optimizing digitalization to reduce paper use. All lighting has also been converted to LED bulbs, which are more energy efficient, longer lasting, and easier to recycle than conventional bulbs.

The application of this principle still faces limitations in laboratory activities that require specific technical materials, mostly in the form of chemicals such as reagents, for which a more environmentally friendly alternative is not yet available. SUCOFINDO continues to explore safer substitute options for the environment without compromising the quality and reliability of its service results. A similar limitation exists in the printing of laboratory test results, which is carried out in cooperation with PERURI (Percetakan Uang Republik Indonesia), which as of the reporting year has not yet used environmentally friendly or recycled materials in its production process, as disclosed in PERURI's 2024 Sustainability Report.

PENGELOLAAN ENERGI

ENERGY MANAGEMENT

SUCOFINDO menggunakan energi untuk menopang seluruh aktivitas operasional, mulai dari penerangan dan pendingin ruangan di kantor dan laboratorium, pengoperasian peralatan pengujian, hingga mobilisasi kendaraan dinas untuk layanan inspeksi lapangan.

Sumber energi yang digunakan SUCOFINDO terdiri dari listrik PLN dan bahan bakar fosil. Listrik PLN yang dikonsumsi seluruh fasilitas operasional SUCOFINDO secara tidak langsung mengandung bauran energi terbarukan sesuai komposisi bauran energi PLN, meskipun SUCOFINDO belum secara khusus membeli *Renewable Energy Certificate* (REC) untuk memastikan seluruh listrik yang dikonsumsi berasal dari sumber terbarukan. Sementara itu, bahan bakar fosil yang digunakan terdiri dari bensin untuk kendaraan operasional, solar untuk genset sebagai cadangan pasokan listrik, dan gas LPG untuk kebutuhan operasional laboratorium.

SUCOFINDO menyadari ketergantungan ini berdampak langsung pada jejak karbon operasional perusahaan, dan karenanya Perusahaan mengelola konsumsi energi secara bertanggung jawab melalui kebijakan efisiensi yang diterapkan secara konsisten di seluruh unit kerja.

Pada tahun 2025, total konsumsi energi SUCOFINDO tercatat sebesar 28.206,07 GJ, meningkat dibandingkan tahun sebelumnya. Peningkatan ini bersumber terutama dari konsumsi listrik PLN yang mencapai 4.697.614,14 kWh atau setara 16.911,41 GJ. Selain itu, konsumsi energi berasal dari bahan bakar fosil, yaitu bensin sebesar 166.160 liter (5.801,08 GJ), solar sebesar 152.502 liter (5.490,07 GJ), dan gas LPG sebesar 76 kilogram (3,51 GJ). Dengan dasar penggunaan energi tersebut, intensitas energi SUCOFINDO pada 2025 tercatat sebesar 0,007 GJ per juta rupiah pendapatan dan 9,110 GJ per pegawai.

SUCOFINDO uses energy to support all operational activities, ranging from lighting and air conditioning in offices and laboratories, operation of testing equipment, to the mobilization of company vehicles for field inspection services.

SUCOFINDO's energy sources consist of PLN electricity and fossil fuels. PLN electricity consumed across all of SUCOFINDO's operational facilities indirectly contains a renewable energy mix in accordance with PLN's energy mix composition, although SUCOFINDO has not yet specifically purchased Renewable Energy Certificates (RECs) to ensure that all electricity consumed originates from renewable sources. Meanwhile, fossil fuels used consist of gasoline for operational vehicles, diesel for generators as backup power supply, and LPG gas for laboratory operational needs.

SUCOFINDO recognizes that this dependence has a direct impact on the Company's operational carbon footprint, and accordingly manages energy consumption responsibly through efficiency policies applied consistently across all work units.

In 2025, SUCOFINDO's total energy consumption amounted to 28,206.07 GJ, an increase compared to the previous year. This increase was driven primarily by electricity consumption from PLN, which reached 4,697,614.14 kWh, equivalent to 16,911.41 GJ. Energy consumption also came from fossil fuels, consisting of 166,160 liters of gasoline (5,801.08 GJ), 152,502 liters of diesel (5,490.07 GJ), and 76 kilograms of LPG (3.51 GJ). Based on this energy use, SUCOFINDO's energy intensity in 2025 stood at 0.007 GJ per million rupiah of revenue and 9.110 GJ per employee.

Pemakaian Energi dan Intensitasnya [OJK F.6, F.7]

Energy Consumption and Intensity

Keterangan Description	Satuan Unit	2025	2024	2023
Listrik PLN PLN Electricity	kWh	4.697.614,14	13.496.845	8.477.155,37
	GJ	16.911,41	48.588,64	30.517,76
Energi Tidak Terbarukan Non-Renewable Energy				
Bensin Fuel	Liter	166.160	677.303	432.430
	GJ	5.801,08	22.358,71	17.382,66
Solar Diesel	Liter	152.502	644.198	3.550
	GJ	5.490,07	23.015,75	8.676,66
LPG	Kg	76	14.030	5.218,00
	GJ	3,51	687,47	260,60
Jumlah Penggunaan Energi Total Energy Consumption	GJ	28.206,07	94.651,57	27.693,11
Intensitas Energi Energy Intensity				
Pendapatan Revenue	Rp Juta Million IDR	3.856.470	3.702.638	3.042.644
Jumlah Pegawai Number of Employees	Orang Person	3.096	3.009	2.982
Intensitas Energi Berbasis Pendapatan Energy Intensity Based on Revenue	GJ/Rp Juta GJ/Million	0,007	0,0256	0,0091
Intensitas Energi Berbasis Pegawai Energy Intensity Based on Employees	GJ/Orang GJ/Person	9,110	31,456	9,289

Upaya dan Pencapaian Efisiensi Energi dan Penggunaan Energi Terbarukan

Energy Efficiency and Renewable Energy Utilization Efforts and Achievements

SUCOFINDO menjalankan kebijakan efisiensi energi secara konsisten sebagai bagian dari komitmen operasional berkelanjutan. Untuk efisiensi listrik, penggunaan lampu LED telah diterapkan sejak 2017 di seluruh fasilitas perkantoran. Operasional penerangan dan pendingin ruangan diatur secara bertahap mulai pukul 17.30 WIB, dengan pemadaman menyeluruh setelah pukul 19.00 WIB kecuali area koridor dan satu unit *lift* pada Kantor Pusat.

Untuk efisiensi BBM, SUCOFINDO mengoptimalkan pelaksanaan rapat secara daring guna mengurangi kebutuhan perjalanan dinas, didukung oleh perawatan kendaraan berkala agar efisiensi pembakaran bahan bakar tetap terjaga. Ke depan, sesuai *Sustainability Blueprint* dan RJPP 2025–2029, SUCOFINDO akan menyusun *roadmap* transisi energi terbarukan dengan target implementasi bertahap mulai 2027, mencakup kajian kelayakan dan penetapan *baseline* konsumsi energi sebagai dasar penetapan target pengurangan.

SUCOFINDO consistently implements energy efficiency policies as part of its ongoing operational commitment. For electricity efficiency, LED lighting has been applied since 2017 across all office facilities. Lighting and air conditioning operations are managed in phases beginning at 17.30 Western Indonesia Time, with a complete shutdown after 19.00 Western Indonesia Time, except for corridor areas and one elevator unit at the Head Office.

For fuel efficiency, SUCOFINDO optimizes the conduct of meetings online to reduce business travel requirements, supported by periodic vehicle maintenance to sustain fuel combustion efficiency. Going forward, in accordance with the Sustainability Blueprint and the 2025–2029 RJPP, SUCOFINDO will develop a renewable energy transition roadmap with targets for phased implementation beginning in 2027, encompassing a feasibility study and the establishment of an energy consumption baseline as the foundation for setting reduction targets.



PENGELOLAAN EMISI GRK

GHG EMISSIONS MANAGEMENT

Emisi gas rumah kaca dikelola secara sistematis oleh SUCOFINDO sebagai bagian dari komitmen terhadap operasional yang bertanggung jawab terhadap iklim. Dampak negatif aktual dari emisi operasional SUCOFINDO meliputi kontribusi terhadap peningkatan konsentrasi GRK atmosfer, yang selaras dengan risiko perubahan iklim. Untuk memitigasi dampak ini, SUCOFINDO menjalankan kebijakan efisiensi energi secara konsisten, memperluas cakupan inventarisasi emisi secara bertahap, dan melakukan pembelian SPE-GRK sebagai mekanisme *offset* atas emisi yang belum dapat direduksi. Di sisi dampak positif, SUCOFINDO berperan aktif dalam mendukung pencapaian target iklim Indonesia melalui fungsinya sebagai Lembaga Validasi dan Verifikasi (LVV) GRK yang terakreditasi KAN dengan nomor LVV-005-IDN, yang memungkinkan SUCOFINDO membantu pelaku industri memverifikasi dan melaporkan pengurangan emisi mereka secara kredibel dalam ekosistem perdagangan karbon nasional. Komitmen kebijakan terkait emisi GRK tercantum dalam Kebijakan Sistem Manajemen Terintegrasi yang telah ditandatangani Direksi dan Dewan Komisaris, dengan Divisi Manajemen Risiko dan Keberlanjutan (MRK) sebagai fungsi koordinator pelaksanaan dan pelaporan. **[GRI 3-3]**

Emisi gas rumah kaca (GRK) yang dihasilkan SUCOFINDO bersumber dari tiga cakupan utama. Cakupan 1 terdiri dari emisi langsung dari pembakaran bahan bakar kendaraan operasional dan genset. Cakupan 2 terdiri dari emisi tidak langsung dari konsumsi listrik PLN di seluruh fasilitas operasional. Cakupan 3 terdiri dari emisi tidak langsung lainnya, khususnya dari perjalanan dinas menggunakan pesawat udara.

Inventarisasi emisi gas rumah kaca SUCOFINDO disusun dalam satuan ton karbon dioksida ekuivalen (Ton CO₂e), dengan faktor emisi mengacu pada Peraturan Menteri ESDM dan Pedoman IPCC yang berlaku. Pada tahun 2025, total emisi GRK SUCOFINDO tercatat sebesar 37.981,92 Ton CO₂e, terdiri dari emisi Cakupan 1 dari pembakaran bahan bakar sebesar 7.379,76 Ton CO₂e, emisi Cakupan 2 dari konsumsi listrik PLN sebesar 30.182,27 Ton CO₂e, dan emisi Cakupan 3 dari perjalanan dinas menggunakan pesawat udara sebesar 419,89 Ton CO₂e. Intensitas emisi GRK SUCOFINDO pada 2025 tercatat sebesar 0,0098 Ton CO₂e per juta rupiah pendapatan.

Greenhouse gas emissions are managed systematically by SUCOFINDO as part of its commitment to climate-responsible operations. The actual negative impacts of SUCOFINDO's operational emissions include contributions to the increase in atmospheric GHG concentrations, consistent with climate change risks. To mitigate these impacts, SUCOFINDO consistently implements energy efficiency policies, progressively expands the scope of its emissions inventory, and purchases GHG Emission Reduction Certificates (SPE-GRK) as an offset mechanism for emissions that have not yet been reduced. On the positive impact side, SUCOFINDO plays an active role in supporting Indonesia's climate targets through its function as a KAN-accredited GHG Validation and Verification Body (LVV) under accreditation number LVV-005-IDN, enabling SUCOFINDO to assist industry players in verifying and credibly reporting their emission reductions within the national carbon trading ecosystem. The policy commitment related to GHG emissions is set out in the Integrated Management System Policy signed by the Board of Directors and Board of Commissioners, with the Risk Management and Sustainability Division (MRK) serving as the coordinating function for implementation and reporting. **[GRI 3-3]**

GHG emissions generated by SUCOFINDO originate from three main scopes. Scope 1 consists of direct emissions from fuel combustion in operational vehicles and generators. Scope 2 consists of indirect emissions from PLN electricity consumption across all operational facilities. Scope 3 consists of other indirect emissions, particularly from business travel by air.

SUCOFINDO's greenhouse gas emissions inventory is presented in tons of carbon dioxide equivalent (Ton CO₂e), with emission factors referring to applicable Ministry of Energy and Mineral Resources Regulations and IPCC Guidelines. In 2025, SUCOFINDO's total GHG emissions amounted to 37,981.92 tons of CO₂e, comprising Scope 1 emissions from fuel combustion of 7,379.76 tons of CO₂e, Scope 2 emissions from PLN electricity consumption of 30,182.27 tons of CO₂e, and Scope 3 emissions from business travel by air of 419.89 tons of CO₂e. SUCOFINDO's GHG emission intensity in 2025 stood at 0.0098 tons of CO₂e per million rupiah of revenue.

Emisi GRK yang Dihasilkan dan Intensitas Emisi [OJK F.11] [GRI 305-1, 305-2, 305-3, 305-4]

GHG Emissions Generated and Emission Intensity

Keterangan Description	Satuan Unit	2025	2024	2023
Cakupan 1 (Scope 1) Scope 1				
Bensin Gasoline	Ton CO ₂ e	3.245,11	1.629	988,91
Solar Diesel	Ton CO ₂ e	4.134,46	1.702	575,79
Gas LPG LPG Gas	Ton CO ₂ e	0,19	38	15,57
Cakupan (Scope 2) Scope 2				
Listrik PLN PLN Electricity	Ton CO ₂ e	30.182,27	11.283,39	8.477,16
Cakupan (Scope 3) Scope 3				
Perjalanan Dinas Pesawat Business Air Travel	Ton CO ₂ e	419,89	1.653,23	427,61
Total Emisi CO₂ yang Dihasilkan Total CO ₂ Emissions Generated	Ton CO₂e	37.981,92	16.306	10.485,04
Pendapatan Revenue	Rp Juta Million IDR	3.856.470	3.702.638	3.042.644
Intensitas Emisi GRK Berbasis Pendapatan GHG Emission Intensity Based on Revenue	Ton CO ₂ e/Rp Juta Ton CO ₂ e/Million IDR	0,0098	0,0035	0,0031

Keterangan:

- Cakupan data emisi meliputi Kantor Pusat, Kantor Cabang (Bandung, Bandar Lampung, Banjarmasin, Batam, Bengkulu, Bontang, Cilegon, Cilacap, Cirebon, Jambi, Jakarta, Kendari, Medan, Padang, Pekanbaru, Pontianak, Semarang, Surabaya, Tarakan, dan Timika), dan Laboratorium SUCOFINDO sehingga pendekatan konsolidasinya adalah kontrol operasional.
- Emisi dihitung dengan mengalikan jumlah liter terhadap faktor emisi yang relevan bagi setiap sumber energi, dengan besaran dihitung dalam satuan kilogram CO₂e dan dikonversi ke satuan ton pada tingkat pelaporan.
- Emisi (Ton CO₂e) = (Kuantitas liter (G) × Faktor Emisi) / 1000
- Faktor emisi Cakupan 1 untuk pembakaran bahan bakar kendaraan operasional dan genset menggunakan faktor emisi untuk
 - Bensin sebesar 2,2882 kg CO₂e/liter,
 - Solar atau diesel sebesar 2,9100 kg CO₂e/liter, dan
 - LPG sebesar 1,4731 kg CO₂e/kg
 berdasarkan metodologi IDSurvey yang mengacu kepada IPCC Guidelines 2006.
- Faktor emisi Cakupan 2 untuk listrik menggunakan faktor emisi jaringan listrik regional per provinsi dengan pendekatan berbasis lokasi (*location-based*), pada kisaran 0,29 hingga 1,77 kg CO₂e/kWh berdasarkan Faktor Emisi Gas Rumah Kaca (GRK) Sistem Interkoneksi Ketenagalistrikan yang diterbitkan tiap tahun oleh Direktorat Jenderal Ketenagalistrikan (Ditjen Gatrik), Kementerian ESDM.
- Faktor emisi Cakupan 3 untuk perjalanan dinas menggunakan pesawat udara sebesar 0,250 kg CO₂e/km ditetapkan sebagai faktor emisi representatif penerbangan domestik yang selaras dengan faktor konversi GRK UK *Government GHG Conversion Factors* yang diterbitkan oleh *Department for Energy Security and Net Zero*, yang secara luas digunakan sebagai acuan pelaporan emisi perjalanan bisnis. <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024>

Notes:

- Emission data coverage includes the SUCOFINDO Head Office, Branch Offices (Bandung, Bandar Lampung, Banjarmasin, Batam, Bengkulu, Bontang, Cilegon, Cilacap, Cirebon, Jambi, Jakarta, Kendari, Medan, Padang, Pekanbaru, Pontianak, Semarang, Surabaya, Tarakan, dan Timika), and Laboratories, with the consolidation approach based on operational control.
- Emissions are calculated by multiplying the quantity in liters by the relevant emission factor for each energy source, with the result calculated in kilograms of CO₂e and converted to tons at the reporting level.
- Emissions (Ton CO₂e) = (Quantity in liters (G) × Emission Factor) / 1000
- Scope 1 emission factors for fuel combustion from operational vehicles and generators use the following emission factors:
 - Gasoline at 2.2882 kg CO₂e/liter,
 - Diesel at 2.9100 kg CO₂e/liter, and
 - LPG at 1.4731 kg CO₂ekg
 based on the IDSurvey methodology, which refers to the IPCC Guidelines 2006.
- Scope 2 emission factors for electricity use regional electricity grid emission factors by province, based on a location-based approach, ranging from 0.29 to 1.77 kg CO₂e/kWh, based on the Greenhouse Gas (GHG) Emission Factors for the Interconnected Electricity System published annually by the Directorate General of Electricity (Ditjen Gatrik), Ministry of Energy and Mineral Resources.
- Scope 3 emission factors for business air travel of 0.250 kg CO₂e/km are set as the representative emission factor for domestic flights, in line with the UK Government GHG Conversion Factors published by the Department for Energy Security and Net Zero, which are widely used as a reference for business travel emissions reporting. <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024>

Sertifikat Pengurangan Emisi GRK

GHG Emissions Reduction Certificates

Selain upaya efisiensi energi yang berkontribusi langsung pada pengurangan emisi operasional, SUCOFINDO mengambil langkah nyata dalam mendukung ekosistem perdagangan karbon nasional melalui pembelian Sertifikat Pengurangan Emisi GRK (SPE-GRK). Sejak tahun 2020, SUCOFINDO telah membeli 5 (lima) SPE-GRK dengan total 2.004 ton CO₂e melalui *platform* Sistem Registri Nasional (SRN) dan IDXCarbon. Sertifikat ini berasal dari proyek-proyek energi bersih dalam negeri yang telah terverifikasi, mencakup pembangkit listrik tenaga panas bumi, gas bumi, dan minihidro. Ke depan, SUCOFINDO akan menyusun *roadmap* pengurangan emisi yang selaras dengan *Science-based Targets Initiative* (SBTi), dengan target reduksi Cakupan 1 sebesar 5% dan Cakupan 2 sebesar 4% per tahun dari *baseline* yang akan ditetapkan pada 2027. **[OJK F.12] [GRI 305-5]**

In addition to energy efficiency measures that directly contribute to reducing operational emissions, SUCOFINDO takes concrete steps in supporting the national carbon trading ecosystem through the purchase of GHG Emission Reduction Certificates (SPE-GRK). Since 2020, SUCOFINDO has purchased 5 SPE-GRK certificates totaling 2.004 tons CO₂e through the National Registry System (SRN) platform and IDXCarbon. These certificates originate from verified domestic clean energy projects, encompassing geothermal, natural gas, and mini-hydropower plants. Going forward, SUCOFINDO will develop an emission reduction roadmap aligned with the Science-based Targets Initiative (SBTi), with annual reduction targets of 5% for Scope 1 and 4% for Scope 2 from a baseline to be established in 2027. **[OJK F.12] [GRI 305-5]**

Sertifikat Pengurangan Emisi GRK Indonesia **[OJK F.12] [GRI 305-5]**

Indonesia GHG Emissions Reduction Certificates

Tahun Year	Proyek SPEI SPEI Projects	Nomor SRN SRN Number	Jenis SPEI Type of SPEI	Jumlah SPEI (tCO ₂ e) Total SPEI (tCO ₂ e)
2020	Proyek Lahendong Unit 5 & Unit 6 PT Pertamina Geothermal Energy Tbk	ID 14464	Indonesia Technology Based Solution Authorized Renewable Energy (IDTBSA-RE)	200
2021	Konversi Dari Pembangkit <i>Single Cycle</i> Menjadi <i>Combined Cycle (Add On)</i> PLTGU Grati Blok 2	ID 22454	Indonesia Technology Based Solution Authorized (IDTBSA)	312
2021	Pengoperasian Pembangkit Listrik Baru Berbahan Bakar Gas Bumi PLTGU Priok Blok 4	ID 17421	Indonesia Technology Based Solution Authorized (IDTBSA)	624

Tahun Year	Proyek SPEI SPEI Projects	Nomor SRN SRN Number	Jenis SPEI Type of SPEI	Jumlah SPEI (tCO ₂ e) Total SPEI (tCO ₂ e)
2022	Pembangunan Pembangkit Listrik Baru Berbahan Bakar Gas Bumi PLTGU Blok 3 PJB Muara Karang	ID 10867	Indonesia Technology Based Solution (IDTBS)	400
2022	Pengoperasian Pembangkit Listrik Tenaga Air Minihidro (PLTM) Gunung Wugul	ID 16887	Indonesia Technology Based Solution Authorized Renewable Energy (IDTBSA-RE)	468
Jumlah Total				2.004

Emisi Lainnya

Other Emissions

SUCOFINDO tidak menghasilkan emisi (*Ozone Depleting Substances/ODS*) dari kegiatan operasionalnya. Sistem pendingin udara yang digunakan di seluruh kantor dan laboratorium SUCOFINDO telah menggunakan refrigeran non-ODS yang tidak mengandung zat perusak lapisan ozon. Pemeliharaan sistem pendingin dilakukan secara berkala oleh teknisi bersertifikat untuk memastikan tidak terjadi kebocoran.

[GRI 305-6]

SUCOFINDO does not generate Ozone Depleting Substances (ODS) emissions from its operational activities. The air conditioning systems used across all SUCOFINDO offices and laboratories utilize non-ODS refrigerants that contain no ozone-depleting substances. Cooling system maintenance is carried out periodically by certified technicians to ensure that no leakage occurs. **[GRI 305-6]**

Kegiatan operasional SUCOFINDO tidak menghasilkan emisi NO_x, SO_x, dan emisi udara signifikan lainnya dalam skala signifikan. Sumber emisi udara dari operasional SUCOFINDO terbatas pada gas buang kendaraan dinas dan genset berbahan bakar solar. Mengingat skala dan karakteristik bisnis jasa TIC yang tidak menjalankan proses produksi maupun pembakaran industri, emisi udara non-GRK dari operasional SUCOFINDO dinilai tidak material untuk dilaporkan secara kuantitatif.

[GRI 305-7]

SUCOFINDO's operational activities do not generate NO_x, SO_x, or other significant air emissions at a material scale. Air emission sources from SUCOFINDO's operations are limited to exhaust gases from company vehicles and diesel-powered generators. Given the scale and nature of the TIC service business, which does not involve any production processes or industrial combustion, non-GHG air emissions from SUCOFINDO's operations are considered not material for quantitative reporting. **[GRI 305-7]**

PENGELOLAAN AIR DAN EFLUEN

WATER AND EFFLUENT MANAGEMENT

SUCOFINDO menggunakan air bersih untuk mendukung berbagai kebutuhan operasional, mencakup kebutuhan domestik perkantoran, pencucian peralatan laboratorium dan kendaraan operasional, serta pemeliharaan area hijau di sekitar fasilitas. Seluruh fasilitas operasional SUCOFINDO berlokasi di kawasan perkotaan sehingga pasokan air utama bersumber dari jaringan Perusahaan Daerah Air Minum (PDAM), dilengkapi dengan air tanah melalui sumur dalam (*deep well*) sebagai sumber pendukung yang penggunaannya dilakukan secara terbatas.

SUCOFINDO menerapkan prinsip efisiensi air di seluruh fasilitas operasional guna mengurangi tekanan terhadap ketersediaan sumber daya air. Upaya ini diwujudkan melalui kampanye penggunaan air secara bijak kepada seluruh karyawan, pemantauan berkala terhadap jaringan pipa dan instalasi air, serta penanganan cepat atas kebocoran atau kerusakan yang ditemukan. Kebijakan ini diterapkan tidak hanya di kantor pusat, tetapi juga di seluruh unit pelayanan dan kantor cabang di berbagai wilayah.

Pada 2025, total pengambilan air SUCOFINDO mencapai 203.346 m³, lebih tinggi secara signifikan dibandingkan 2024. Peningkatan ini didominasi oleh pengambilan air PDAM yang naik menjadi 191.668 m³ (94,26% dari total), sementara penggunaan air tanah justru menurun menjadi 11.678 m³ (5,74% dari total) dibandingkan 19.164 m³ (18,94%) pada tahun sebelumnya. Pergeseran komposisi ini mencerminkan bahwa penambahan penggunaan air berasal dari PDAM, sejalan dengan komitmen Perusahaan dalam mendukung kelestarian sumber daya air di wilayah operasionalnya. Di sisi lain, seluruh air limbah yang dihasilkan dari kegiatan perkantoran dan laboratorium diolah terlebih dahulu melalui Instalasi Pengolahan Air Limbah (IPAL) sebelum dibuang ke saluran umum, memastikan kualitas air buangan memenuhi baku mutu lingkungan yang ditetapkan regulasi. [OJK F.14]

SUCOFINDO uses clean water to support various operational needs, encompassing domestic office requirements, laboratory equipment washing and operational vehicles, and maintenance of green areas surrounding its facilities. All of SUCOFINDO's operational facilities are located in urban areas, so the primary water supply is sourced from the Regional Drinking Water Company (PDAM) network, supplemented by groundwater through deep wells as a supporting source used on a limited basis.

SUCOFINDO applies water efficiency principles across all operational facilities to reduce pressure on water resource availability. This is realized through campaigns promoting wise water use among all employees, periodic monitoring of piping networks and water installations, and prompt handling of any leaks or damage identified. This policy is applied not only at the head office, but also across all service units and branch offices throughout various regions.

In 2025, SUCOFINDO's total water withdrawal reached 203,346 m³, a significant increase compared to 2024. This increase was driven primarily by PDAM water withdrawal, which rose to 191,668 m³ (94.26% of the total), while groundwater use declined to 11,678 m³ (5.74% of the total), down from 19,164 m³ (18.94%) in the previous year. This shift in composition reflects that the increase in water use stemmed from PDAM water, in line with the Company's commitment to supporting the sustainability of water resources in its operational areas. Meanwhile, all wastewater generated from office and laboratory activities is treated through a Wastewater Treatment Plant (WWTP) prior to discharge into public drainage systems, ensuring that the quality of discharged water meets the environmental quality standards established by applicable regulations. [OJK F.14]

Air [OJK F.8,F.13]

Water

Keterangan Description	Satuan Unit	2025	2024	2023
Air Tanah Groundwater	m ³	11.678	19.164	32.690
Air PDAM PDAM Water	m ³	191.668	81.994	2.617.283
Jumlah Penggunaan Air Total Water Usage	m ³	203.346	101.158	2.649.973

PENGELOLAAN LIMBAH [OJK F.14] [GRI 306-2]

WASTE MANAGEMENT

Sebagai perusahaan TIC yang mengoperasikan lebih dari 73 laboratorium di seluruh Indonesia, pengelolaan limbah merupakan aspek kinerja lingkungan yang paling material bagi SUCOFINDO. Limbah yang dihasilkan terdiri dari dua kategori utama, yaitu limbah Bahan Berbahaya dan Beracun (B3) yang bersumber dari kegiatan laboratorium, serta limbah domestik non-B3 berupa sampah organik dan anorganik dari kegiatan perkantoran di seluruh unit operasional. Dampak negatif potensial pencemaran lingkungan, termasuk kontaminasi tanah dan badan air dapat terjadi apabila limbah kimia laboratorium tidak ditangani sesuai standar yang berlaku. Komitmen kebijakan terkait pengelolaan limbah tercantum dalam Kebijakan Sistem Manajemen Terintegrasi, dengan koordinasi pelaksanaan di bawah Divisi Manajemen Risiko dan Keberlanjutan (MRK) dan unit K3L di seluruh wilayah operasional. [GRI 3-3]

Limbah laboratorium sebagian besar berasal dari bahan kimia organik dan anorganik yang digunakan sebagai media uji, termasuk dari kegiatan pemeriksaan halal yang mencakup sampel makanan, minuman, kosmetik, obat-obatan, hingga produk biologi dan rekayasa genetik. Bahan-bahan ini bersifat sekali pakai, dikategorikan sebagai limbah B3 setelah digunakan, dan tidak dapat didaur ulang maupun digunakan kembali. Pengelolaannya dilakukan melalui pemilahan sejak sumber, penyimpanan di Tempat Penyimpanan Sementara (TPS) Limbah B3 berizin, pelabelan dan pencatatan manifes, serta penyerahan kepada pihak pengolah dan pengangkut yang memiliki izin resmi dari Kementerian Lingkungan Hidup.

Seluruh pengelolaan limbah mengacu pada ketentuan peraturan perundang-undangan yang berlaku, meliputi Peraturan Pemerintah Nomor 22 Tahun 2021 tentang Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup, Peraturan Menteri LHK Nomor 6 Tahun 2021 tentang Tata Cara dan Persyaratan Pengelolaan Limbah B3, serta Peraturan Menteri LHK Nomor 9 Tahun 2024 tentang Pengelolaan Sampah yang Mengandung B3. Limbah non-B3 dikelola melalui pemilahan sampah organik dan anorganik, dengan pengangkutan oleh pihak ketiga yang ditunjuk untuk pemanfaatan akhir.

As a TIC company operating more than 73 laboratories throughout Indonesia, waste management is the most material environmental performance aspect for SUCOFINDO. The waste generated consists of two main categories: Hazardous and Toxic Material (B3) waste originating from laboratory activities, and non-hazardous domestic waste in the form of organic and inorganic waste from office activities across all operational units. Potential negative impacts of environmental pollution, including soil and water body contamination, may occur if laboratory chemical waste is not handled in accordance with applicable standards. The policy commitment related to waste management is set out in the Integrated Management System Policy, with implementation coordination under the Risk Management and Sustainability Division (MRK) and the OHS and Environment (K3L) units across all operational areas. [GRI 3-3]

Laboratory waste largely originates from organic and inorganic chemicals used as testing media, including from halal inspection activities covering food, beverage, cosmetic, pharmaceutical, and biological and genetically engineered product samples. These materials are single-use, categorized as B3 waste after use, and cannot be recycled or reused. Their management is carried out through segregation at source, storage at licensed Temporary Hazardous Waste Storage Facilities (TPS B3), labeling and manifest recording, and handover to processors and transporters holding official permits from the Ministry of Environment.

All waste management refers to applicable laws and regulations, encompassing Government Regulation No. 22 of 2021 on the Implementation of Environmental Protection and Management, Minister of Environment and Forestry Regulation No. 6 of 2021 on Procedures and Requirements for Hazardous Waste Management, and Minister of Environment and Forestry Regulation No. 9 of 2024 on the Management of Waste Containing Hazardous Materials. Non-hazardous waste is managed through the segregation of organic and inorganic waste, with collection by appointed third parties for final utilization.

Limbah yang Dihasilkan Berdasarkan Jenis [OJK F.13] [GRI 306-1, 306-3]

Waste Generated by Type

			Volume Limbah (dalam Ton) Waste Volume (in Tons)
No	Jenis Limbah Type of Waste	Aktivitas Sumber Source Activity	2025
Limbah B3 Hazardous Waste			
1	Minyak Pelumas Bekas Used Lubricating Oil	Operasional Laboratorium Laboratory Operations	0,30
2	Aki Bekas Used Batteries		0,40
3	Limbah Laboratorium Laboratory Waste		37,68
4	Kemasan Bekas Used Packaging	Operasional Laboratorium dan Inspeksi Laboratory and Inspection Operations	17,16
5	Lampu TL bekas dan Limbah Elektronik Used Fluorescent Lamps and Electronic Waste	Kegiatan Perkantoran Office Activities	0,03
6	Bahan Kimia Kedaluwarsa Expired Chemicals	Operasional Laboratorium dan Inspeksi Laboratory and Inspection Operations	0,29
7	Kain Majun Bekas Used Cleaning Rags	Operasional Laboratorium Laboratory Operations	0,06
8	Tinta Printer Bekas Used Printer Ink	Kegiatan Perkantoran Office Activities	0,03
9	Limbah Terkontaminasi B3 Hazardous Substances-Contaminated Waste	Operasional Laboratorium dan Inspeksi Laboratory and Inspection Operations	33.847,98
10	Sludge IPAL WWTP Sludge	Instalasi Pengolahan Air Limbah Wastewater Treatment Plant	940,00
Jumlah Limbah B3 Total Hazardous Waste			34.843,53
Limbah Non-B3 Non-Hazardous Waste			
1	Sampah Organik Organic Waste	Kegiatan Perkantoran dan Operasional Office and Operational Activities	2,10
2	Sampah Non-organik Non-organic Waste		2,12
3	Sampah Kertas Paper Waste	Kegiatan Perkantoran Office Activities	1,32
Jumlah Limbah Non-B3 Total Non-Hazardous Waste			5,62

Upaya Mengurangi Limbah [OJK F.14] [GRI 306-2]

Waste Reduction Efforts

SUCOFINDO berkomitmen menerapkan pengelolaan limbah secara bertanggung jawab, mulai dari upaya pengurangan pada sumbernya hingga penanganan akhir sesuai dengan regulasi yang berlaku. Prinsip *Reduce* dijalankan secara konsisten, antara lain melalui pengendalian penggunaan kertas dengan mengoptimalkan digitalisasi. Namun, jika pencetakan diperlukan, efisiensi tetap diupayakan melalui pemeriksaan naskah sebelum cetak, pencetakan bolak-balik, dan pemanfaatan sisi kosong kertas bekas. Sejak 1 April 2023, SUCOFINDO juga menerapkan kebijakan pengurangan limbah plastik melalui Memorandum Direktur Utama yang melarang penggunaan botol air sekali pakai, *styrofoam*, alat makan plastik, dan kantong plastik di seluruh aktivitas kerja dan kegiatan internal, serta mendorong penggunaan *tumbler* dan tas guna ulang. Bersamaan dengan upaya tersebut, SUCOFINDO melakukan pemisahan limbah berdasarkan jenisnya, baik limbah B3 maupun limbah non-B3 organik, anorganik, dan kertas, melalui penyediaan tempat limbah terpisah di seluruh area operasional. Seluruh limbah yang dihasilkan kemudian diangkut oleh pihak ketiga berizin secara berkala untuk dikirimkan ke pembuangan akhir sesuai dengan regulasi yang berlaku.

Ke depan, SUCOFINDO akan memperluas sistem inventarisasi limbah ke seluruh wilayah operasional secara bertahap untuk memastikan seluruh timbulan limbah tercatat, dipantau, dan dilaporkan secara akurat dan komprehensif, serta mempertimbangkan penerapan penggunaan kembali (*reuse*) dan daur ulang (*recycle*) limbah non-B3 agar dapat menciptakan manfaat secara sirkular.

SUCOFINDO is committed to responsible waste management, from source reduction efforts through to final treatment in accordance with applicable regulations. The *Reduce* principle is consistently applied, including through controlling paper usage by optimizing digitalization. However, where printing is necessary, efficiency is still pursued through document review prior to printing, double-sided printing, and utilizing the blank side of used paper. Since April 1, 2023, SUCOFINDO has also implemented a plastic waste reduction policy through a President Director's Memorandum prohibiting the use of single-use water bottles, styrofoam, plastic cutlery, and plastic bags across all work activities and internal events, while encouraging the use of tumblers and reusable bags. Alongside these efforts, SUCOFINDO segregates waste by type, covering both hazardous (B3) waste and non-hazardous organic, inorganic, and paper waste, through the provision of separate waste bins across all operational areas. All waste generated is subsequently collected periodically by licensed third parties for delivery to final disposal in accordance with applicable regulations.

Going forward, SUCOFINDO will progressively expand its waste inventory system across all operational areas to ensure that all waste generated is accurately and comprehensively recorded, monitored, and reported, and will also consider implementing the reuse and recycling of non-hazardous waste to create circular benefits.

Jenis Limbah Type of Waste	Limbah yang Dikirimkan ke Pembuangan Akhir [GRI 306-5] Waste Directed to Disposal				
	Berdasarkan Pengerjaan Pembuangan Based on Disposal Operations			Berdasarkan Lokasi Based on Location	
	Pembakaran Incineration	Penimbunan Landfilling	Pembuangan lainnya Other Disposal Operations	Di tempat On-site	Di luar Off-site
Limbah B3 Hazardous Waste					
Minyak Pelumas Bekas Used Lubricating Oil			0,30		0,30
Aki Bekas Used Batteries			0,40		0,40
Limbah Laboratorium Laboratory Waste			37,68		37,68
Kemasan Bekas Used Packaging			17,16		17,16

Jenis Limbah Type of Waste	Limbah yang Dikirimkan ke Pembuangan Akhir [GRI 306-5] Waste Directed to Disposal				
	Berdasarkan Pengerjaan Pembuangan Based on Disposal Operations			Berdasarkan Lokasi Based on Location	
	Pembakaran Incineration	Penimbunan Landfilling	Pembuangan lainnya Other Disposal Operations	Di tempat On-site	Di luar Off-site
Lampu TL bekas dan Limbah Elektronik Used Fluorescent Lamps and Electronic Waste			0,03		0,03
Bahan Kimia Kedaluwarsa Expired Chemicals			0,29		0,29
Kain Majun Bekas Used Cleaning Rags			0,06		0,06
Tinta Printer Bekas Used Printer Ink			0,03		0,03
Limbah Terkontaminasi B3 Hazardous Substances-Contaminated Waste			33.847,98		33.847,98
Sludge IPAL WWTP Sludge			940,00		940,00
Limbah Non-B3 Non-Hazardous Waste					
Sampah Organik Organic Waste			2,10		2,10
Sampah Non-organik Non-organic Waste			2,12		2,12
Sampah Kertas Paper Waste			1,32		1,32
Jumlah Limbah Non-B3 Total Non-Hazardous Waste			5,62		5,62

Keterangan:

Note:

Limbah yang dikirimkan ke pembuangan akhir berdasarkan lokasi: di tempat berarti dalam wilayah operasional SUCOFINDO, sementara di luar melalui kerja sama dengan pihak ketiga berizin.

Waste directed to final disposal based on location: on-site refers to Sucofindo's operational areas, while off-site is managed through cooperation with licensed third parties.

DUKUNGAN UNTUK KEANEKARAGAMAN HAYATI [OJK F.9, F.10]

SUPPORT FOR BIODIVERSITY

Sampai akhir 2025, tidak terdapat kantor dan laboratorium operasional SUCOFINDO yang berlokasi di dekat kawasan konservasi atau wilayah dengan keanekaragaman hayati tinggi di luar kawasan konservasi. Dengan demikian, tidak ditemukan dampak negatif yang signifikan terhadap keanekaragaman hayati akibat kegiatan operasional Perusahaan. Meskipun demikian, SUCOFINDO memberi perhatian terhadap pelestarian keanekaragaman hayati sebagai bentuk dari tanggung jawab lingkungan yang lebih luas. Perusahaan meyakini bahwa keberlanjutan ekosistem, mencakup flora, fauna, mikroorganisme, serta proses ekologis yang membentuk lingkungan hidup merupakan fondasi bagi ketahanan pangan, ekonomi, dan sumber daya genetik untuk generasi mendatang.

Sebagai wujud nyata dari komitmen ini, SUCOFINDO menjalankan Program TJSL Penghijauan dan Pelestarian Lingkungan. Pada 2025, dana sebesar Rp195,47 juta dialokasikan untuk rehabilitasi kawasan hutan *mangrove* di Desa Pantai Bahagia, Muara Gembong, Kabupaten Bekasi, melalui penanaman 5.000 bibit *mangrove* jenis *Rhizophora* dan *Avicennia* yang memiliki potensi penyerapan karbon serta berfungsi mencegah abrasi pantai.

Mengingat lokasi rehabilitasi berada di kawasan pesisir yang rawan banjir, program ini tidak berhenti pada penanaman, melainkan diperluas pada penguatan kelembagaan lokal dan peningkatan literasi masyarakat agar pemanfaatan *mangrove* dapat berlangsung secara berkelanjutan. Bekerja sama dengan Balai Perhutanan Sosial Perhutani dan Yayasan Indonesia Hijau, SUCOFINDO memberikan pelatihan kepada masyarakat sekitar agar dapat mengolah hasil *mangrove* menjadi keripik, sirup, dan anyaman. Hal ini menjadikan ekosistem *mangrove* memberikan nilai ekonomi tanpa mengurangi fungsi ekologisnya.

By the end of 2025, none of SUCOFINDO's operational offices and laboratories were located in proximity to conservation areas or areas of high biodiversity outside conservation zones. Accordingly, no significant negative impacts on biodiversity attributable to the Company's operational activities were identified. Nevertheless, SUCOFINDO gives particular attention to biodiversity conservation as an expression of its broader environmental responsibility. The Company believes that ecosystem sustainability, encompassing flora, fauna, microorganisms, and the ecological processes that shape the living environment, forms the foundation for food security, economic resilience, and genetic resources for future generations.

As a concrete manifestation of this commitment, SUCOFINDO carries out the CSR Greening and Environmental Conservation Program. In 2025, funds amounting to IDR 195.47 million were allocated for the rehabilitation of mangrove forest areas in Pantai Bahagia Village, Muara Gembong, Bekasi Regency, through the planting of 5,000 mangrove seedlings of the *Rhizophora* and *Avicennia* species, which have carbon absorption potential and serve to prevent coastal abrasion.

Given that the rehabilitation site is located in a coastal area prone to flooding, this program does not stop at planting, but is expanded to strengthen local institutions and improve community literacy so that the use of mangroves can take place sustainably. In cooperation with the Perhutani Social Forestry Center and Yayasan Indonesia Hijau, SUCOFINDO provides training to surrounding communities so that they can process mangrove products into chips, syrup, and woven crafts. This gives the mangrove ecosystem economic value without reducing its ecological function.

PENGADUAN MASALAH LINGKUNGAN HIDUP [OJK F.16]

ENVIRONMENTAL GRIEVANCE

SUCOFINDO menyediakan mekanisme pengaduan terkait isu lingkungan hidup sebagai bagian dari komitmen terhadap transparansi dan akuntabilitas operasional. Pengaduan dapat disampaikan melalui berbagai saluran yang tersedia, termasuk telepon, surat, dan *e-mail* oleh seluruh pemangku kepentingan. Setiap laporan yang masuk ditindaklanjuti oleh unit atau divisi terkait sesuai dengan prosedur penanganan pengaduan yang berlaku.

Sepanjang tahun 2025, tidak terdapat pengaduan lingkungan yang diterima oleh SUCOFINDO. Tidak adanya pengaduan ini mencerminkan efektivitas pengelolaan dampak lingkungan operasional yang telah dijalankan, termasuk pengelolaan limbah B3 melalui pihak ketiga berizin, pengoperasian IPAL, serta penerapan prinsip ramah lingkungan dalam kegiatan perkantoran sehari-hari.

SUCOFINDO provides a grievance mechanism for environmental issues as part of its commitment to operational transparency and accountability. Grievances may be submitted through various available channels, including telephone, mail, and email, by all stakeholders. Every report received is followed up by the relevant unit or division in accordance with applicable grievance handling procedures.

Throughout 2025, no environmental grievances were received by SUCOFINDO. The absence of grievances reflects the effectiveness of the operational environmental impact management that has been carried out, including hazardous waste management through licensed third parties, operation of the Wastewater Treatment Plant (IPAL), and the application of environmentally friendly principles in day-to-day office activities.



09 Kinerja Sosial

Social Performance





SUCOFINDO



KINERJA SOSIAL

SOCIAL PERFORMANCE

Kinerja sosial SUCOFINDO mencerminkan komitmen Perusahaan dalam mengelola dampak kebijakan dan operasionalnya secara bertanggung jawab, mulai dari membangun hubungan kerja yang adil dan aman bagi ribuan pegawai di wilayah operasional, menghadirkan program TJSL yang terukur dampaknya bagi komunitas, hingga memastikan layanan pengujian, inspeksi dan sertifikasi (TIC) yang diberikan kepada pelanggan memenuhi standar kualitas, integritas, dan kepercayaan tertinggi

SUCOFINDO's social performance reflects the Company's commitment to responsibly managing the impacts of its policies and operations, from building fair and safe working relationships for thousands of employees across operational areas, to delivering CSR programs with measurable community impact, to ensuring that the testing, inspection, and certification (TIC) services provided to clients meet the highest standards of quality, integrity, and trust.

Sumber Daya Manusia yang Kompeten [GRI 3-3]

Competent Human Capital

Perjanjian Kerja Bersama [GRI 2-30]

Collective Bargaining Agreement

Hubungan industrial yang sehat adalah fondasi dari lingkungan kerja yang bermartabat. SUCOFINDO memandang serikat pekerja sebagai mitra strategis dalam menjaga keseimbangan hak dan kewajiban antara Perusahaan dan seluruh pegawai. SUCOFINDO menjamin kebebasan setiap Pegawai untuk berserikat, membentuk, atau menjadi anggota serikat pekerja, sekaligus melindungi hak mereka yang memilih untuk tidak bergabung. Prinsip ini diwujudkan secara konkret melalui Perjanjian Kerja Bersama (PKB) yang disusun melalui proses perundingan bipartit antara manajemen dan serikat pekerja yang diakui, sebelum disahkan dan didaftarkan kepada Kementerian Ketenagakerjaan Republik Indonesia.

PKB yang berlaku ditetapkan melalui perundingan antara SUCOFINDO dengan Serikat Pekerja Sucofindo (SPS), yang telah terdaftar pada Dinas Tenaga Kerja dan Transmigrasi Kota Jakarta Selatan dengan Nomor Bukti Pencatatan 486/V/P/XII/2006 sejak 20 Desember 2006. PKB ditandatangani pada 29 Juni 2022, dan telah terdaftar serta memperoleh kekuatan hukum berdasarkan Keputusan Direktur Jenderal Pembinaan Hubungan Industrial dan Jaminan Sosial Tenaga Kerja No.KEP.4/HI.00.01/00.0000.220726001/B/VIII/2022 tanggal 16 Agustus 2022. Sesuai ketentuan Pasal 76 ayat (1) PKB, perjanjian ini berlaku selama dua tahun terhitung sejak 31 Mei 2022, yang diperpanjang secara otomatis setiap tahunnya jika tidak ada perubahan.

PKB berlaku dan mengikat bagi seluruh Pegawai Tetap maupun Pegawai Tidak Tetap, tanpa memandang keanggotaan serikat pekerja. Ketentuan ini ditegaskan dalam Pasal 76 ayat (5) PKB, yang menyatakan bahwa perjanjian berlaku bagi seluruh pegawai, baik yang menjadi anggota Serikat Pekerja SUCOFINDO maupun yang bukan anggota serikat pekerja.

Healthy industrial relations are the foundation of a dignified work environment. SUCOFINDO regards labor unions as strategic partners in maintaining the balance of rights and obligations between the Company and all employees. SUCOFINDO guarantees every employee the freedom to unionize, establish, or become a member of a labor union, while equally protecting the rights of those who choose not to join. This principle is concretely realized through the Collective Labor Agreement (PKB), developed through a bipartite negotiation process between management and recognized labor unions, before being ratified and registered with the Ministry of Manpower of the Republic of Indonesia.

The applicable PKB was established through negotiations between SUCOFINDO and the Sucofindo Workers' Union (SPS), which has been registered with the South Jakarta Manpower and Transmigration Office under Registration Certificate No. 486/V/P/XII/2006 since December 20, 2006. The PKB was signed on June 29, 2022, and has been registered and given legal force under the Decree of the Director General of Industrial Relations Development and Social Security of Manpower No.KEP.4/HI.00.01/00.0000.220726001/B/VIII/2022 dated August 16, 2022. In accordance with Article 76 paragraph (1) of the PKB, this agreement is valid for two years from May 31, 2022, automatically renewed annually if no changes are made.

The PKB applies to and is binding upon all Permanent Employees and Non-Permanent Employees, regardless of union membership. This provision is affirmed in Article 76 paragraph (5) of the PKB, which states that the agreement applies to all employees, whether members of the SUCOFINDO Workers' Union or not.

Adapun dua serikat pekerja yang diakui Perusahaan per 31 Desember 2025 adalah Serikat Pekerja Sucofindo (SPS) dan Serikat Pekerja Para Profesional Sucofindo (SP3S). SPS beranggotakan 173 Pegawai Tetap dan 54 Pegawai Tidak Tetap, dengan total 227 (7,31%) anggota. SP3S beranggotakan 1.316 Pegawai Tetap dan 299 Pegawai Tidak Tetap, dengan total 1.615 (52,03%) anggota. Dari total 3.104 Pegawai Tetap dan Pegawai Tidak Tetap SUCOFINDO per 31 Desember 2025, terdapat 1.262 (40,66%) pegawai yang tidak tergabung dalam serikat pekerja mana pun. Meskipun demikian, mereka tetap terlindungi dan mendapatkan hak yang setara berdasarkan PKB yang berlaku.

Substansi PKB mencakup keseluruhan aspek hubungan kerja, mulai dari hak dan kewajiban para pihak, mekanisme pengupahan dan remunerasi, ketentuan cuti dan istirahat, jaminan pemeliharaan kesehatan, hingga perlindungan K3 (Keselamatan dan Kesehatan Kerja). PKB juga mengatur mekanisme penyelesaian perselisihan hubungan industrial secara musyawarah, serta menetapkan bahwa setiap peraturan pelaksanaan yang merupakan penjabaran lebih lanjut dari PKB, sepanjang menyangkut hak dan kewajiban pegawai wajib dirundingkan dan disepakati terlebih dahulu antara Perusahaan dan serikat pekerja sebelum ditetapkan.

Kesempatan yang Setara [OJK F.18]

Providing Equal Opportunity

SUCOFINDO meyakini bahwa keunggulan organisasi dibangun di atas sumber daya manusia yang diperlakukan dengan adil dan bermartabat. Komitmen terhadap kesetaraan kesempatan adalah cerminan dari nilai-nilai Perusahaan yang memperlakukan setiap individu tanpa memandang gender, agama, etnis, disabilitas atau latar belakang lainnya. Prinsip ini diterapkan sejak tahap awal rekrutmen, di mana setiap proses seleksi dijalankan berdasarkan kompetensi, kualifikasi, dan kebutuhan unit kerja secara objektif. Prinsip yang sama berlanjut dalam seluruh siklus manajemen pegawai, mencakup penempatan, penilaian kinerja, pengembangan kompetensi, hingga peluang promosi. Kebijakan ini selaras dengan Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan, Konvensi ILO No. 111/1958 tentang Diskriminasi dalam Pekerjaan dan Jabatan, serta Panduan Kesetaraan dan Non Diskriminasi di Tempat Kerja yang diterbitkan oleh Kementerian Tenaga Kerja dan Transmigrasi RI. [GRI 3-3]

The two labor unions recognized by the Company as of December 31, 2025 are the Sucofindo Workers' Union (SPS) and the Sucofindo Professional Workers' Union (SP3S). SPS has 173 Permanent Employees and 54 Non-Permanent Employees as members, totaling 227 (7.31%) members. SP3S has 1,316 Permanent Employees and 299 Non-Permanent Employees as members, totaling 1,615 (52.03%) members. Of the total 3,104 Permanent and Non-Permanent Employees of SUCOFINDO as of December 31, 2025, there are 1,262 (40.66%) employees who are not affiliated with any labor union. Nevertheless, they remain equally protected and entitled to the same rights under the applicable PKB.

The substance of the PKB covers the entirety of the employment relationship, from the rights and obligations of the parties, remuneration and compensation mechanisms, leave and rest entitlements, healthcare maintenance guarantees, to OHS (Occupational Health and Safety) protection. The PKB also governs the mechanism for resolving industrial relations disputes through deliberation, and stipulates that any implementing regulations that further elaborate the PKB, in so far as they concern employee rights and obligations must first be negotiated and agreed upon between the Company and the labor unions before being established.

SUCOFINDO believes that organizational excellence is built upon human resources treated with fairness and dignity. The commitment to equal opportunity is a reflection of the Company's values, which treat every individual without regard to gender, religion, ethnicity, disability, or any other background. This principle is applied from the earliest stages of recruitment, where every selection process is conducted on the basis of competencies, qualifications, and work unit needs in an objective manner. The same principle continues throughout the entire employee management cycle, encompassing placement, performance appraisal, competency development, and promotion opportunities. This policy is aligned with Law No. 13 of 2003 on Manpower, ILO Convention No. 111/1958 on Discrimination in Respect of Employment and Occupation, and the Equality and Non-Discrimination in the Workplace Guidelines issued by the Ministry of Manpower and Transmigration of the Republic of Indonesia. [GRI 3-3]

Perusahaan juga memastikan bahwa perekrutan pegawai memperhatikan batasan umur sesuai Undang-Undang Ketenagakerjaan No. 13 Tahun 2003, yaitu 18 tahun selaras dengan Undang-Undang No. 20 Tahun 1999 tentang Pengesahan ILO Convention No. 138 mengenai usia minimum kerja, serta Undang-Undang No. 1 Tahun 2000 tentang Pengesahan ILO Convention No. 182 mengenai penghapusan bentuk-bentuk pekerjaan terburuk untuk anak. **[OJK F.19]**

Sebagai tindak lanjut dari Surat Edaran Menteri BUMN No. SE-3/MBU/04/2022, SUCOFINDO menetapkan Kebijakan *Respectful Workplace Policy* (RWP) melalui Keputusan Direksi No. 2/KD/2023. Kebijakan ini bertujuan menciptakan lingkungan kerja yang bebas dari tindakan diskriminatif, agresif, tidak pantas, perundungan, dan segala bentuk pelecehan. Seluruh insan SUCOFINDO diwajibkan menjaga suasana kerja yang menjunjung tinggi rasa saling menghormati, kolaboratif, terbuka, aman, dan setara. Sosialisasi RWP dilakukan melalui ID Survey *Sharing Series* dengan fokus pada produktivitas di lingkungan kerja yang saling menghargai, serta video edukatif dan materi induksi bagi pegawai baru. Konsistensi SUCOFINDO dalam menjalankan prinsip kesetaraan dan non-diskriminasi menghasilkan capaian tidak terdapatnya satu pun insiden diskriminasi yang terkonfirmasi, sehingga tidak diperlukan tindakan perbaikan terkait isu ini.

Pada tahun 2025, SUCOFINDO mencatat 243 pegawai yang bergabung dan 22 pegawai yang mengakhiri masa tugasnya. Tingkat keluar terjaga pada level sangat rendah ini mencerminkan stabilitas SDM yang solid di seluruh wilayah operasional. Rekrutmen didominasi oleh kelompok usia di bawah 30 tahun (174 orang atau 71,60% dari total pegawai baru), menandakan akselerasi peremajaan SDM yang konsisten dengan arah transformasi bisnis Perusahaan. Dari sisi gender, 153 pegawai laki-laki dan 90 pegawai perempuan bergabung, mencerminkan upaya berkelanjutan SUCOFINDO untuk memperluas rekrutmen dari kelompok perempuan. Secara geografis, Kantor Pusat dan SBU menjadi pusat rekrutmen terbesar, sementara cabang-cabang di Kalimantan dan Sumatra juga mencatat rekrutmen yang aktif seiring kebutuhan pengembangan kapasitas regional. Data selengkapnya disajikan pada tabel berikut.

The Company also ensures that employee recruitment adheres to the minimum age requirements stipulated in Manpower Law No. 13 of 2003, which sets the minimum working age at 18 years, in alignment with Law No. 20 of 1999 on the Ratification of ILO Convention No. 138 concerning the Minimum Age for Admission to Employment, and Law No. 1 of 2000 on the Ratification of ILO Convention No. 182 concerning the Elimination of the Worst Forms of Child Labour. **[OJK F.19]**

As a follow-up to Circular Letter of the Minister of SOEs No. SE-3/MBU/04/2022, SUCOFINDO established the *Respectful Workplace Policy* (RWP) through Board of Directors Decree No. 2/KD/2023. This policy aims to create a work environment free from discriminatory, aggressive, inappropriate, bullying, and all forms of harassment. All SUCOFINDO personnel are required to maintain a work atmosphere that upholds mutual respect, collaboration, openness, safety, and equality. Socialization of the RWP was carried out through the ID Survey *Sharing Series* focusing on productivity in a mutually respectful work environment, as well as educational videos and induction materials for new employees. SUCOFINDO's consistent application of equality and non-discrimination principles resulted in no confirmed incidents of discrimination, and therefore no corrective actions related to this issue were required.

In 2025, SUCOFINDO recorded 243 employees joining and 22 employees completing their service. The retention rate at this very low level reflects solid human resource stability across all operational areas. Recruitment was dominated by employees under the age of 30 (174 persons, or 71.60% of total new hires), signaling consistent acceleration of workforce rejuvenation in line with the direction of the Company's business transformation. By gender, 153 male and 90 female employees joined, reflecting SUCOFINDO's ongoing efforts to broaden recruitment from female candidates. Geographically, the Head Office and SBUs were the largest recruitment centers, while branches in Kalimantan and Sumatra also recorded active recruitment in line with regional capacity development needs. Complete data is presented in the table below.

Tingkat Perputaran Pegawai berdasarkan Jenjang Usia, Jenis Kelamin, dan Wilayah **[GRI 401-1]**

Employee Turnover by Age Range, Gender, and Region

Uraian Description	Pegawai Masuk Employees Joined		Pegawai Keluar Employees Left	
	2025	2024	2025	2024
Berdasarkan Jenjang Usia By Age Range				
< 30 tahun < 30 years old	174	96	8	3
31 - 40 tahun 31 - 40 years old	63	133	11	10

Uraian Description	Pegawai Masuk Employees Joined		Pegawai Keluar Employees Left	
	2025	2024	2025	2024
41 - 50 tahun 41 - 50 years old	6	14	3	1
> 50 tahun > 50 years old	0	0	0	2
Jumlah Total	243	243	22	16
Berdasarkan Jenis Kelamin By Gender				
Laki-laki Male	153	151	15	14
Perempuan Female	90	92	7	2
Jumlah Total	243	243	22	16
Berdasarkan Wilayah By Region				
Kantor Pusat Head Office				
Kantor Pusat Head Office	51	28	4	4
SBU Kantor Pusat Head Office SBU	38	41	10	5
SBU Lab Cibitung Cibitung Lab SBU	14	7	0	1
Jumlah Total	103	76	14	10
Kantor Cabang Branch Offices				
Balikpapan	10	2	0	1
Bandar Lampung	1	8	0	0
Bandung	5	7	0	1
Banjarmasin	6	12	1	0
Batam	3	1	0	0
Batulicin	2	1	1	0
Bekasi	3	3	0	0
Bengkulu	2	1	0	0
Bontang	1	2	2	0
Cilacap	2	1	0	0
Cilegon	4	5	0	0
Cirebon	3	6	0	0
Denpasar	4	1	0	0
Dumai	0	2	0	1
Jakarta	11	29	1	1
Jambi	6	1	0	0

Uraian Description	Pegawai Masuk Employees Joined		Pegawai Keluar Employees Left	
	2025	2024	2025	2024
Kendari	3	0	0	0
Makassar	6	6	0	0
Medan	7	7	0	0
Padang	6	2	0	0
Palembang	7	6	0	0
Pekanbaru	7	5	1	0
Pontianak	6	11	1	0
Samarinda	8	5	1	0
Sangatta	5	3	0	0
Semarang	7	9	0	1
Surabaya	9	18	0	0
Tarakan	3	12	0	0
Timika	3	1	0	0
Jumlah Total	140	167	8	6

Lingkungan Kerja yang Aman dan Sehat

A Decent, Safe and Positive Working Environment

Dalam industri TIC, pegawai SUCOFINDO berinteraksi langsung dengan kondisi lapangan yang beragam seperti laboratorium kimia, fasilitas industri berat, hingga area pertambangan dan migas dengan potensi risiko kerja dalam berbagai wujud yang tidak dapat diabaikan. Kesadaran inilah yang menempatkan pengelolaan K3 lebih dari kewajiban regulasi, melainkan cerminan dari penghargaan Perusahaan terhadap setiap individu yang berkontribusi untuk kemajuan SUCOFINDO. **[GRI 3-3]**

In the TIC industry, SUCOFINDO's employees interact directly with diverse field conditions, from chemical laboratories and heavy industrial facilities to mining and oil and gas areas, carrying work risk potential in various forms that cannot be disregarded. It is this awareness that positions OHS management as more than a regulatory obligation; it is a reflection of the Company's respect for every individual who contributes to SUCOFINDO's progress. **[GRI 3-3]**

Sistem Manajemen K3 **[GRI 403-1, 403-8]**

OHS Management System

SUCOFINDO menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) secara menyeluruh di seluruh unit operasional, mencakup seluruh pegawai tetap, pegawai tidak tetap, maupun tenaga alih daya yang pekerjaannya dan/atau tempat kerjanya dikendalikan oleh Perusahaan. Penerapan SMK3 dijalankan sesuai ketentuan Peraturan Menteri Ketenagakerjaan No. 26 Tahun 2014 dan Peraturan Pemerintah No. 50 Tahun 2012 yang menjadi kerangka sistematis dalam pengelolaan risiko kerja, serta mengacu pada standar internasional ISO 45001:2018 (*Occupational Health and Safety Management System*).

SUCOFINDO implements the Occupational Health and Safety Management System (SMK3) comprehensively across all operational units, covering all permanent employees, non-permanent employees, and outsourced workers whose work and/or workplace is controlled by the Company. The implementation of SMK3 is carried out in accordance with the provisions of Minister of Manpower Regulation No. 26 of 2014 and Government Regulation No. 50 of 2012, which serve as the systematic framework for managing occupational risks, as well as with reference to the international standard ISO 45001:2018 (*Occupational Health and Safety Management System*).

Sistem ini diimplementasikan melalui siklus *Plan-Do-Check-Act* yang berkesinambungan, dengan mekanisme konsultasi dan partisipasi aktif dari seluruh tingkatan pegawai. Penyusunan Rencana K3 melibatkan Ahli K3, Panitia Pembina K3 (P2K3), perwakilan pegawai, dan pemangku kepentingan terkait lainnya, guna memastikan bahwa perspektif lapangan terakomodasi dalam setiap kebijakan dan prosedur K3 yang ditetapkan.

Fungsi K3 dijalankan oleh personel internal yang memiliki kompetensi dan sertifikasi resmi di berbagai bidang keahlian K3, yang diperkuat secara berkala melalui program pelatihan dan sertifikasi. Peningkatan berkelanjutan sistem manajemen K3 dicapai melalui mekanisme audit internal dan eksternal, investigasi insiden, evaluasi hasil penilaian risiko, serta tindak lanjut atas temuan dan rekomendasi yang dihasilkan dari proses-proses tersebut.

Penyediaan fasilitas K3 yang memadai adalah landasan komitmen SUCOFINDO terhadap lingkungan kerja yang aman dan sehat. Seluruh gedung dan lokasi kerja dilengkapi dengan peralatan keselamatan dan antisipasi kondisi darurat, mencakup APAR, Hidran, Kotak P3K, Alat Pelindung Diri, *Sprinkler*, *Smoke Detector*, *Heat Detector*, Jalur Evakuasi, *Safety Sign*, *Assembly Point*, Tandu, Kursi Roda, *Breathing Apparatus*, Baju dan Sepatu Pemadam Kebakaran, Respirator, dan Alat Pembuka Paksa.

Hingga tahun pelaporan, 29 unit kerja telah memperoleh sertifikasi SMK3 dan menjalani audit eksternal oleh Lembaga Audit SMK3 terakreditasi berdasarkan Peraturan Menteri Ketenagakerjaan No. 26 Tahun 2014, Kantor Cabang Kendari tetap menjalankan sistem manajemen K3 yang diaudit secara internal. Data selengkapnya disajikan pada tabel berikut.

This system is implemented through a continuous *Plan-Do-Check-Act* cycle, with mechanisms for consultation and active participation from all levels of employees. The preparation of the OHS Plan involves OHS Experts, the OHS Steering Committee (P2K3), employee representatives, and other relevant stakeholders, to ensure that field-level perspectives are accommodated in every OHS policy and procedure established.

The OHS function is carried out by internal personnel with official competencies and certifications in various OHS areas of expertise, which are periodically reinforced through training and certification programs. Continuous improvement of the OHS management system is achieved through internal and external audit mechanisms, incident investigations, evaluation of risk assessment results, and follow-up actions on findings and recommendations generated from these processes.

The provision of adequate OHS facilities is the cornerstone of SUCOFINDO's commitment to a safe and healthy work environment. All buildings and work locations are equipped with safety and emergency response equipment, including portable fire extinguishers, hydrants, first aid kits, personal protective equipment, sprinklers, smoke detectors, heat detectors, evacuation routes, safety signs, assembly points, stretchers, wheelchairs, breathing apparatus, firefighting suits and boots, respirators, and forcible entry tools.

As of the reporting year, 29 work units have obtained SMK3 certification and undergone external audits by an accredited SMK3 Audit Institution pursuant to Minister of Manpower Regulation No. 26 of 2014, while Kendari Branch continue to implement OHS management systems audited internally. Complete data is presented in the table below.

Hasil Audit K3 [GRI 403-8]

HSE Audit Results

Nama Unit Kerja Work Unit Name	Tingkat Audit Audit Level	Kritikal Critical	Mayor Major	Minor Minor	Skor Akhir Final Score
Kantor Pusat dan SBU Kantor Pusat Head Office and Head Office SBU	Lanjutan Advanced	-	-	11	93,37%
SBU Lab Cibitung dan Kantor Cabang Bekasi Cibitung Lab SBU and Bekasi Branch Office	Lanjutan Advanced	-	-	8	95,18%
Kantor Cabang Branch Offices					
Balikpapan	Lanjutan Advanced	-	-	11	93,37%
Bandar Lampung	Lanjutan Advanced	-	-	11	93,37%
Bandung	Lanjutan Advanced	-	-	13	92,16%

Nama Unit Kerja Work Unit Name	Tingkat Audit Audit Level	Kritikal Critical	Mayor Major	Minor Minor	Skor Akhir Final Score
Banjarmasin	Lanjutan Advanced	-	-	11	93,37%
Batam	Lanjutan Advanced	-	-	13	92,16%
Batulicin	Lanjutan Advanced	-	-	15	90,36%
Bengkulu	Lanjutan Advanced	-	-	11	93,37%
Bontang	Lanjutan Advanced	-	-	12	92,77%
Cilacap	Lanjutan Advanced	-	-	10	93,97%
Cilegon	Lanjutan Advanced	-	-	14	91,56%
Cirebon	Lanjutan Advanced	-	-	9	94,57%
Denpasar	Lanjutan Advanced	-	-	7	95,78%
Dumai	Lanjutan Advanced	-	-	14	91,56%
Jakarta	Lanjutan Advanced	-	-	15	90,96%
Jambi	Transisi Transition	-	-	12	90,16%
Makassar	Lanjutan Advanced	-	-	8	95,18%
Medan	Lanjutan Advanced	-	-	13	92,16%
Padang	Lanjutan Advanced	-	-	11	93,37%
Palembang	Lanjutan Advanced	-	-	15	90,96%
Pekanbaru	Lanjutan Advanced	-	-	9	94,5%
Pontianak	Lanjutan Advanced	-	-	12	92,77%
Samarinda	Lanjutan Advanced	-	-	10	93,97%
Sangatta	Lanjutan Advanced	-	-	7	95,78%
Semarang	Lanjutan Advanced	-	-	11	93,37%
Surabaya	Lanjutan Advanced	-	-	10	93,97%
Tarakan	Lanjutan Advanced	-	-	7	95,78%
Timika	Lanjutan Advanced	-	-	12	92,77%

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

Identifikasi Bahaya, Penilaian Risiko, dan Investigasi Insiden

Perusahaan menerapkan proses Identifikasi, Penilaian, dan Pengendalian Risiko K3L (IPPRK3L) untuk mengidentifikasi bahaya terkait pekerjaan, menilai risiko pada kondisi normal, tidak normal, dan darurat, serta menetapkan hierarki pengendalian untuk mencegah kecelakaan kerja, penyakit akibat kerja, dan dampak lingkungan. Proses ini dilakukan secara rutin sesuai kebijakan dan prosedur yang berlaku serta secara non-rutin ketika terjadi perubahan prosedur operasional, pergantian peralatan, hasil investigasi insiden, atau pengaduan dari pekerja.

Identifikasi bahaya mencakup pemetaan potensi bahaya, dampak, dan aspek lingkungan pada setiap kegiatan. Penilaian risiko dilakukan berdasarkan matriks kemungkinan (*likelihood*) dan keparahan dampak (*severity*) yang telah ditetapkan. Pengendalian risiko diterapkan sesuai hierarki, mulai dari eliminasi, substitusi, rekayasa teknik (*engineering control*), pengendalian administratif, dan yang terakhir penggunaan Alat Pelindung Diri (APD). Hasil pemetaan menunjukkan bahwa pegawai laboratorium yang menangani *safety risk assessment* serta inspektor NDT (*Non-Destructive Testing*) tergolong dalam kelompok risiko tinggi, sehingga Perusahaan menyiapkan APD dengan spesifikasi khusus yang sesuai.

Kualitas proses IPPRK3L dijaga melalui prosedur terdokumentasi, penetapan fungsi QSHE pada setiap pemilik portofolio, pemantauan berkala, dan peningkatan kompetensi personel melalui sosialisasi, pelatihan, dan pembinaan. Hasil IPPRK3L dikomunikasikan melalui HSE *Talk*, HSE *Briefing*, dan *Safety Induction* di seluruh unit kerja.

Pegawai dapat melaporkan bahaya dan kondisi tidak aman melalui sistem pelaporan TTA (Tindakan Tidak Aman) dan KTA (Kondisi Tidak Aman) yang terintegrasi dalam aplikasi SIAP-SAFE (PRO-SHOT). Setiap laporan diverifikasi oleh fungsi QSHE dan ditindaklanjuti oleh pihak berwenang. Perusahaan memastikan pekerja terlindungi sepenuhnya dari segala bentuk pembalasan atas pelaporan yang dilakukan, karena mekanisme pelaporan ini adalah kewajiban dan bagian dari budaya K3 Perusahaan.

Perusahaan juga memberlakukan *Stop Work Authority* (SWA) yang memberikan hak kepada setiap pekerja untuk menghentikan atau meninggalkan pekerjaan apabila ditemukan kondisi yang diyakini tidak aman atau berpotensi menyebabkan kecelakaan kerja atau penyakit akibat kerja. Hak ini diintegrasikan dalam prosedur kerja Perusahaan dan dijamin bebas dari tindak pembalasan, sebagai bagian dari komitmen manajemen terhadap budaya keselamatan yang mendorong pelaporan dan tindakan preventif.

The Company implements a process of OHS&E Risk Identification, Assessment, and Control (IPPRK3L) to identify work-related hazards, assess risks under normal, abnormal, and emergency conditions, and establish a hierarchy of controls to prevent occupational accidents, occupational diseases, and environmental impacts. This process is conducted routinely in accordance with applicable policies and procedures, and non-routinely when changes in operational procedures, equipment replacement, incident investigation results, or worker complaints occur.

Hazard identification covers the mapping of potential hazards, impacts, and environmental aspects for each activity. Risk assessment is conducted based on a likelihood and severity matrix as established. Risk controls are applied according to the hierarchy, starting from elimination, substitution, engineering controls, administrative controls, and finally the use of Personal Protective Equipment (PPE). The mapping results indicate that laboratory employees handling safety risk assessments and NDT (*Non-Destructive Testing*) inspectors fall within the high-risk group, and accordingly the Company provides PPE with special specifications suited to their needs.

The quality of the IPPRK3L process is maintained through documented procedures, the assignment of QSHE functions to each portfolio owner, periodic monitoring, and personnel competency enhancement through awareness sessions, training, and coaching. IPPRK3L results are communicated through HSE *Talks*, HSE *Briefings*, and *Safety Inductions* at all work units.

Employees may report hazards and unsafe conditions through the TTA (Unsafe Action) and KTA (Unsafe Condition) reporting system integrated in the SIAP-SAFE (PRO-SHOT) application. Every report is verified by the QSHE function and followed up by the relevant authority. The Company ensures that workers are fully protected from any form of retaliation for reports made, as this reporting mechanism is both an obligation and a part of the Company's OHS culture.

The Company also enforces *Stop Work Authority* (SWA), which gives every worker the right to stop or leave work if conditions are found to be unsafe or potentially causing occupational accidents or occupational diseases. This right is integrated into the Company's work procedures and is guaranteed to be free from retaliation, as part of management's commitment to a safety culture that encourages reporting and preventive action.

Apabila terjadi insiden, Perusahaan menjalankan proses investigasi yang mencakup identifikasi akar penyebab, penilaian risiko yang berkaitan dengan insiden, penetapan tindakan korektif sesuai hierarki pengendalian, serta penentuan perbaikan yang diperlukan dalam sistem manajemen K3.

In the event of an incident, the Company carries out an investigation process that includes root cause identification, assessment of risks associated with the incident, the establishment of corrective actions in accordance with the hierarchy of controls, and the determination of necessary improvements to the OHS management system.

Layanan Kesehatan Kerja [GRI 403-3]

Occupational Health Services

SUCOFINDO menyediakan layanan kesehatan kerja yang bertujuan melindungi kesehatan pegawai sehubungan dengan lingkungan dan kondisi kerja mereka. Di Kantor Pusat, tersedia klinik dan dokter Hiperkes yang memberikan layanan medis dasar selama jam kerja, termasuk penanganan keluhan kesehatan akibat kerja, konsultasi medis, dan penyelenggaraan *Medical Check Up* (MCU) tahunan bagi seluruh pegawai. MCU dilaksanakan secara berkala untuk memantau kondisi kesehatan pegawai, mendeteksi risiko kesehatan sedini mungkin, dan memastikan tidak ada kondisi kesehatan yang diperburuk oleh lingkungan kerja. Data dan informasi kesehatan yang diperoleh dari layanan kesehatan dan MCU dijaga kerahasiaannya secara ketat dan tidak digunakan sebagai dasar pertimbangan dalam keputusan kepegawaian, promosi, kompensasi, atau perlakuan lain terhadap pekerja.

SUCOFINDO provides occupational health services aimed at protecting employees' health in relation to their work environment and conditions. At the Head Office, a clinic and a Hiperkes (Occupational Health) physician are available to provide basic medical services during working hours, including handling work-related health complaints, medical consultations, and conducting annual Medical Check-Ups (MCU) for all employees. MCUs are conducted periodically to monitor employee health conditions, detect health risks as early as possible, and ensure that no health conditions are worsened by the work environment. Health data and information obtained from health services and MCUs are strictly maintained in confidence and are not used as a basis for consideration in personnel decisions, promotions, compensation, or any other treatment of workers.

Partisipasi dan Konsultasi Pekerja dalam K3 [GRI 403-4]

Worker Participation and Consultation in Occupational Health and Safety

Keterlibatan aktif pekerja dalam pengelolaan K3 dijamin melalui mekanisme yang terstruktur dan formal. P2K3 (Panitia Pembina K3) merupakan forum bipartit resmi yang melibatkan perwakilan manajemen dan perwakilan pekerja dalam pengembangan, implementasi, dan evaluasi sistem manajemen K3. Hingga 31 Desember 2025, P2K3 Kantor Pusat beranggotakan 17 orang terdiri dari 6 perwakilan pekerja dan 11 perwakilan manajemen, telah disahkan oleh Dinas Tenaga Kerja dan Transmigrasi Provinsi DKI Jakarta, dan beroperasi di seluruh kantor cabang SUCOFINDO.

Active employee participation in OHS management is guaranteed through structured and formal mechanisms. The OHS Steering Committee (P2K3) is an official bipartite forum involving management representatives and worker representatives in the development, implementation, and evaluation of the OHS management system. As of December 31, 2025, the Head Office P2K3 has 17 members comprising 6 worker representatives and 11 management representatives, has been ratified by the DKI Jakarta Provincial Manpower and Transmigration Office, and operates across all SUCOFINDO branch offices.

Perusahaan memiliki struktur tata kelola K3 berlapis yang terdiri dari Komite K3L Eksekutif, Komite K3L Direktorat, P2K3, dan Kelompok Kerja (Pokja) sesuai fungsi dan tingkat kewenangannya. Komite-komite ini bertemu secara berkala untuk membahas kinerja, risiko, insiden, program kerja, dan tindak lanjut perbaikan K3. Rekomendasi yang dihasilkan menjadi masukan langsung dalam pengambilan keputusan manajemen.

The Company has a multi-layered OHS governance structure consisting of the Executive OHS&E Committee, the Directorate OHS&E Committee, P2K3, and Working Groups (Pokja) in accordance with their respective functions and levels of authority. These committees meet periodically to discuss performance, risks, incidents, work programs, and OHS improvement follow-up actions. The recommendations generated serve as direct inputs into management decision-making.

Di luar forum formal, partisipasi pegawai dalam K3 juga difasilitasi melalui HSE *Talk*, HSE *Briefing*, akses terhadap *Pro-Safe Library* sebagai media informasi dan edukasi K3, serta mekanisme pelaporan TTA/KTA melalui SIAP-SAFE. Topik K3 juga tercakup dalam PKB 2022–2024 yang telah dirundingkan dan disepakati bersama antara Perusahaan dan serikat pekerja, mencakup hak pegawai atas perlindungan K3 (Pasal 36 dan Bab IX Pasal 55) serta kewajiban timbal balik para pihak.

Beyond formal forums, employees participation in OHS is also facilitated through HSE Talks, HSE Briefings, access to the Pro-Safe Library as an OHS information and education platform, and the TTA/KTA reporting mechanism through SIAP-SAFE. OHS topics are also covered in the 2022–2024 PKB, which was negotiated and mutually agreed upon between the Company and the labor unions, covering employees' rights to OHS protection (Article 36 and Chapter IX Article 55) and the reciprocal obligations of the parties.

Pelatihan K3 [GRI 403-5]

Occupational Health and Safety Training

Kompetensi tim K3 diperkuat melalui program pelatihan dan sertifikasi yang terstruktur dan menyeluruh. Kebutuhan pelatihan diidentifikasi berdasarkan hasil penilaian risiko, evaluasi insiden, dan kebutuhan sertifikasi berdasarkan kepatuhan regulasi.

OHS team competencies are strengthened through structured and comprehensive training and certification programs. Training needs are identified based on risk assessment results, incident evaluations, and certification requirements pursuant to regulatory compliance.

Sepanjang tahun 2025, 18 pegawai laki-laki dan 4 pegawai perempuan mengikuti pelatihan K3 dengan total 384 jam pelatihan, sementara 372 pegawai laki-laki dan 125 pegawai perempuan mengikuti sertifikasi terkait K3 dengan total 47.928 jam sertifikasi. Jenis pelatihan mencakup antara lain:

Throughout 2025, 18 male and 4 female employees attended OHS training with a total of 384 training hours, while 372 male and 125 female employees participated in OHS-related certifications with a total of 47,928 certification hours. Types of training include, among others:

- Ahli K3 Umum,
- Ahli K3 Kimia,
- Ahli K3 Listrik,
- Ahli K3 Kebakaran Level A hingga D,
- Ahli K3 Konstruksi,
- Ahli K3 Lingkungan Kerja,
- Ahli K3 Pesawat Angkat dan Pesawat Angkut,
- Ahli K3 Pesawat Uap dan Bejana Tekan,
- Ahli K3 Elevator dan Eskalator,
- Ahli K3 Pesawat Tenaga dan Produksi,
- Ahli K3L Seismik,
- Auditor SMK3, serta
- Pelatihan P3K dan SMK3.

- General OHS Expert,
- Chemical OHS Expert,
- Electrical OHS Expert,
- Fire OHS Expert Levels A through D,
- Construction OHS Expert,
- Work Environment OHS Expert,
- Lifting and Transportation Equipment OHS Expert,
- Steam and Pressure Vessel OHS Expert,
- Elevator and Escalator OHS Expert,
- Power and Production Equipment OHS Expert,
- Seismic OHS&E Expert,
- SMK3 Auditor, and
- First Aid and SMK3 Training.

Data selengkapnya disajikan pada tabel berikut.

Complete data is presented in the table below.

Pelatihan dan Sertifikasi K3 untuk Pegawai

OHS Training and Certification for Employees

Program Pelatihan Training Program	Peserta Laki-Laki (orang) Male Participants (person)	Peserta Perempuan (orang) Female Participants (person)	Jam Pelatihan Training Hours
Pelatihan Training	18	4	384
Sertifikasi terkait K3 HSE-related Certification	372	125	47.928

Peningkatan Kualitas Kesehatan Pegawai [GRI 403-6]

Enhancing Employee Health and Well-Being

Selain layanan kesehatan kerja yang bersifat wajib, SUCOFINDO secara aktif memfasilitasi akses pegawai terhadap layanan kesehatan yang tidak terkait langsung dengan pekerjaan, sebagai bagian dari komitmen terhadap kesejahteraan pegawai secara menyeluruh. Program-program yang tersedia antara lain program *Health and Wellbeing* yang diselenggarakan setiap bulan bagi seluruh pegawai, kegiatan donor darah rutin setiap tiga bulan sebagai pemantauan kesehatan dan solidaritas sosial, serta sosialisasi dan edukasi wajib mengenai *unsafe action* dan *unsafe condition* untuk meningkatkan kesadaran dan perilaku hidup sehat di tempat kerja.

Fasilitas fisik yang mendukung kesehatan dan kenyamanan kerja turut disediakan secara komprehensif. Di Kantor Pusat, tersedia ruang laktasi yang diresmikan pada Maret 2025 untuk mendukung pegawai perempuan yang menyusui. Selain itu, di seluruh lokasi kerja SUCOFINDO telah tersedia tempat ibadah, ruang makan, serta fasilitas kebersihan dan sanitasi yang layak. Komunitas olahraga dan seni melalui KORSINDO juga menjadi sarana aktif untuk mendukung kebugaran fisik dan kesehatan mental pegawai. [OJK F.21]

In addition to mandatory occupational health services, SUCOFINDO actively facilitates employee access to health services not directly related to work, as part of its commitment to overall employee well-being. Programs available include a monthly Health and Wellbeing program for all employees, regular blood donation drives every three months as both a health monitoring and social solidarity initiative, and mandatory awareness and education sessions on unsafe actions and unsafe conditions to enhance health awareness and healthy behaviors in the workplace.

Physical facilities supporting health and work comfort are also comprehensively provided. At the Head Office, a lactation room inaugurated in March 2025 is available to support breastfeeding female employees. In addition, places of worship, dining areas, and adequate hygiene and sanitation facilities are available at all SUCOFINDO work locations. The Sports and Arts Community (KORSINDO) also serves as an active means of supporting employee physical fitness and mental health. [OJK F.21]

Pencegahan dan Mitigasi Dampak K3 Terkait Hubungan Bisnis [GRI 403-7]

Prevention and Mitigation of OHS Impacts Related to Business Relationships

SUCOFINDO menerapkan persyaratan K3 kepada pihak ketiga yang pekerjaannya terkait dengan operasional Perusahaan, termasuk mitra kerja, vendor, dan kontraktor. Pendekatan ini dilakukan melalui identifikasi dan pengendalian risiko K3L, penerapan prosedur kerja aman, HSE *Induction* bagi seluruh pihak yang memasuki area kerja Perusahaan, HSE *Briefing* sebelum pelaksanaan pekerjaan, pemantauan kepatuhan terhadap persyaratan K3 selama pekerjaan berlangsung, serta pelaporan dan tindak lanjut insiden yang melibatkan pihak ketiga. Melalui kewajiban kontraktual, Perusahaan dapat mewajibkan mitra untuk mematuhi standar K3 yang berlaku di lingkungan SUCOFINDO.

SUCOFINDO enforces OHS requirements on third parties whose work is related to the Company's operations, including business partners, vendors, and contractors. This approach is carried out through OHS&E risk identification and control, the application of safe work procedures, HSE *Induction* for all parties entering the Company's work areas, HSE *Briefings* prior to the commencement of work, monitoring of OHS requirements compliance during work, and reporting and follow-up of incidents involving third parties. Through contractual obligations, the Company can require partners to comply with OHS standards applicable in the SUCOFINDO environment.

Kecelakaan Kerja [GRI 403-9]

Occupational Accidents

Sepanjang tahun 2025, SUCOFINDO mencatat 1 (satu) insiden kecelakaan kerja yang menyebabkan hari hilang, dari total 4.502.960 jam kerja sepanjang tahun pelaporan. Insiden tersebut mengakibatkan 4 (empat) hari hilang, dengan total tingkat kecelakaan yang dapat dicatat (*Total Recordable Incident Rate/TRIR*) sebesar 0,22 per 1.000.000 jam kerja. Tidak terdapat kecelakaan kerja dengan konsekuensi tinggi maupun kecelakaan yang mengakibatkan fatalitas pada periode pelaporan, sehingga tingkat fatalitas tercatat sebesar 0,00 per 1.000.000 jam kerja.

Throughout 2025, SUCOFINDO recorded 1 (one) work accident resulting in lost days, out of a total of 4,502,960 work hours during the reporting year. The incident resulted in 4 (four) lost days, with a Total Recordable Incident Rate (TRIR) of 0.22 per 1,000,000 work hours. There were no high-consequence work accidents or fatalities during the reporting period, and the fatality rate was recorded at 0.00 per 1,000,000 work hours.

Bahaya pekerjaan yang berisiko menimbulkan kecelakaan kerja diidentifikasi melalui proses Identifikasi Potensi Bahaya, Penilaian Risiko, dan Penentuan Pengendalian (IPPRK3L) secara konsisten, serta dikonfirmasi secara berkala melalui investigasi insiden. Tindakan pengendalian dilakukan sesuai hierarki pengendalian risiko, mencakup penguatan prosedur kerja aman, penyempurnaan alat pelindung diri (APD), peningkatan frekuensi sosialisasi K3, serta penguatan mekanisme pelaporan bahaya dini guna mencegah terulangnya insiden serupa. Data selengkapnya disajikan pada tabel berikut.

Occupational hazards with the potential to cause work accidents are consistently identified through the Hazard Identification, Risk Assessment, and Determination of Controls (IPPRK3L) process, and are confirmed periodically through incident investigations. Control measures are implemented in accordance with the risk control hierarchy, including strengthening safe work procedures, improving personal protective equipment (PPE), increasing the frequency of OHS outreach, and strengthening early hazard reporting mechanisms to prevent the recurrence of similar incidents. The complete data is presented in the following table.

Data Kecelakaan Kerja [GRI 403-9]

Workplace Accident Data

Jenis Kecelakaan Type of Accident	Satuan Unit	2025	2024
Kecelakaan Ringan Minor Accidents	Orang Person	0	0*
Kecelakaan yang Menyebabkan Hari Hilang Accidents Causing Lost Days	Orang Person	1	0
Kecelakaan yang Menyebabkan Kematian Fatal Accidents	Orang Person	0	0
Jumlah Hari yang Hilang karena Kecelakaan Kerja Total Lost Days due to Workplace Accidents	Hari Day	4	0
Frekuensi Kecelakaan Kerja dari Total Pegawai Workplace Accident Frequency from Total Employees	Kasus Case	1	0
Persentase Kecelakaan Kerja Berakibat Cedera Serius dan Fatal Percentage of Workplace Accidents Resulting in Serious and Fatal Injuries	%	0%	0%

Keterangan | Note:

*) Disajikan ulang

*) Restated

Jumlah Kecelakaan Kerja Pegawai dan Tenaga Alih Daya Tahun 2025 [GRI 403-9]

Number of Occupational Accidents Among Employees and Outsourced Workers in 2025

Keterangan Description	Jumlah Insiden (a) Number of Incidents (a)	Jam Kerja Total (d) Total Working Hours (d)	Rasio (per 1.000.000 Jam Kerja) Ratio (per 1,000,000 Working Hours) [a/d×1,000,000]
Fatalitas Fatality	0	4.502.960	0,00
Kecelakaan dengan Konsekuensi Tinggi High-Consequence Incidents	0	4.502.960	0,00
Total Recordable Incidents Total Recordable Incidents	1	4.502.960	0,22

Kecelakaan Kerja Tahun 2025 [GRI 403-9]

Occupational Incident in 2025

Jenis Kecelakaan Kerja Types of Occupational Incident	Jenis Kecelakaan Kerja Types of Occupational Incident	Tindakan yang Diambil atau Sedang Berlangsung untuk Menghilangkan Bahaya Actions Taken or Ongoing Remedy to Eliminate Hazards	Tindakan Meminimalkan Risiko Bahaya Sesuai Hierarki Pengendalian Actions to Minimize Hazard Risks According to the Hierarchy of Control
Terjatuh Falling	Bahaya fisika Physical hazard	1. Tindakan medis Medical treatment 2. Pembersihan area kejadian Cleaning the incident area	Dilakukan pengendalian administrasi Implementation of administrative controls

Penyakit Akibat Kerja [GRI 403-10]

Occupational Diseases

Sepanjang tahun 2025, tidak terdapat kasus penyakit akibat kerja yang teridentifikasi dan dilaporkan kepada Perusahaan, baik melalui laporan, hasil pengawasan medis, maupun pemeriksaan kesehatan berkala. Tidak ada fatalitas akibat penyakit akibat kerja yang tercatat pada periode pelaporan.

Throughout 2025, no cases of occupational disease were identified and reported to the Company, whether through reports, medical monitoring results, or periodic health examinations. No fatalities due to occupational disease were recorded in the reporting period.

Bahaya pekerjaan yang berpotensi menimbulkan penyakit akibat kerja diidentifikasi terutama pada kelompok pekerjaan dengan paparan bahan kimia (laboratorium pengujian), paparan kebisingan (area operasional berat), dan paparan lingkungan fisik berulang (inspektor lapangan). Pengendalian dilakukan melalui prosedur kerja aman, penyediaan APD yang sesuai, *monitoring* lingkungan kerja, dan MCU tahunan yang memantau indikator kesehatan yang relevan dengan paparan pekerjaan. Data selengkapnya disajikan pada tabel berikut.

Work hazards potentially causing occupational disease are identified primarily in work groups with chemical exposure (testing laboratories), noise exposure (heavy operational areas), and repeated physical environmental exposure (field inspectors). Controls are carried out through safe work procedures, provision of appropriate PPE, work environment monitoring, and annual MCUs that monitor health indicators relevant to occupational exposure. Complete data is presented in the table below.

Jumlah Penyakit Akibat Kerja Pegawai dan Tenaga Alih Daya Tahun 2025 [GRI 403-10]

Number of Occupational Diseases of Employees and Outsourced Workers in 2025

Keterangan Description	Jumlah Penyakit (a) Number of Illness Cases (a)	Jenis Penyakit Type of Illness
Fatalitas Fatality	0	Nihil Nil
Penyakit Akibat Kerja dengan Konsekuensi Tinggi High-Consequence Work-Related Illnesses	0	Nihil Nil
Total Recordable Ill Health Total Recordable Ill Health	0	Nihil Nil

Remunerasi yang Adil

Fair Remuneration

Setiap pegawai berhak atas remunerasi yang adil, kompetitif, dan bebas dari diskriminasi berbasis gender atau latar belakang apa pun. Sistem pengupahan Perusahaan dirancang berdasarkan 3 (tiga) pilar, yaitu keadilan internal (berdasarkan jabatan dan kontribusi kinerja), daya saing eksternal (mengacu pada kondisi pasar industri), dan kepatuhan regulasi (mengacu pada ketentuan Upah Minimum Regional/UMR yang berlaku di setiap wilayah operasional). Seluruh komponen remunerasi yang mencakup upah pokok, tunjangan, manfaat tambahan, dan bonus kinerja diatur dalam Perjanjian Kerja Bersama dan Undang-Undang Ketenagakerjaan.

Pemberian upah di SUCOFINDO tidak membedakan jenis kelamin. Setiap pegawai, baik laki-laki maupun perempuan, memperoleh hak yang sama atas upah berdasarkan jabatan dan pencapaian kinerja, sehingga perbedaan besaran upah semata-mata didasarkan pada kontribusi dan capaian individu. Perbandingan gaji terendah pegawai terhadap UMR di seluruh wilayah operasional disajikan pada tabel berikut.

Every employee is entitled to remuneration that is fair, competitive, and free from gender-based or any other form of discrimination. The Company's remuneration system is built on 3 (three) pillars: internal equity (based on position and performance contribution), external competitiveness (benchmarked against industry market conditions), and regulatory compliance (referencing the applicable Regional Minimum Wage in each operational area). All remuneration components, encompassing basic salary, allowances, additional benefits, and performance bonuses are governed by the Collective Labor Agreement and the Manpower Law.

Remuneration at SUCOFINDO does not differentiate by gender. Every employee, whether male or female, receives equal rights to compensation based on position and performance achievement, such that differences in remuneration amounts are solely based on individual contributions and achievements. A comparison of the lowest employee salary against the Regional Minimum Wage across all operational areas is presented in the table below.

Perbandingan Gaji Pegawai dengan Upah Minimum Regional di Seluruh Wilayah Operasional

[OJK F.20] [GRI 405-2]

Comparison of Employee Salary against Regional Minimum Wage across All Operational Areas

Lokasi Kerja Work Location	UMR 2025 Regional Min. Wage 2025	Gaji Terendah Pegawai Employee Lowest Salary		Rasio terhadap UMR Ratio to Min. Wage	
		Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Kantor Pusat Head Office					
Kantor Pusat Head Office	5.396.761	5.396.761	5.396.761	1:1	1:1
SBU Kantor Pusat Head Office SBU	5.396.761	5.396.761	5.396.761	1:1	1:1
SBU Lab Cibitung Cibitung Lab SBU	5.568.954	5.568.954	5.568.954	1:1	1:1
Kantor Cabang Branch Offices					
Balikpapan	3.701.508	4.387.800	4.387.800	1:1,185	1:1,185
Bandar Lampung	3.305.367	3.881.560	5.743.465	1:1,174	1:1,738
Bandung	4.482.914	4.482.915	4.482.915	1:1	1:1
Banjarmasin	3.599.182	4.161.059	4.549.365	1:1,156	1:1,264
Batam	4.989.600	4.989.600	4.989.600	1:1	1:1
Batulicin	3.500.163	3.934.047	6.383.890	1:1,124	1:1,824
Bekasi	5.568.954	5.568.954	5.568.954	1:1	1:1
Bengkulu	2.670.039	4.084.900	5.198.316	1:1,530	1:1,947
Bontang	3.780.013	4.084.900	4.549.365	1:1,081	1:1,204
Cilacap	2.640.248	4.425.697	4.951.759	1:1,676	1:1,875

Lokasi Kerja Work Location	UMR 2025 Regional Min. Wage 2025	Gaji Terendah Pegawai Employee Lowest Salary		Rasio terhadap UMR Ratio to Min. Wage	
		Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Cilegon	5.128.084	5.128.085	5.128.085	1:1	1:1
Cirebon	2.697.685	4.678.000	4.549.365	1:1,734	1:1,686
Denpasar	3.298.116	4.084.900	4.678.000	1:1,239	1:1,418
Dumai	4.118.669	4.549.365	5.221.854	1:1,105	1:1,268
Jakarta	5.396.760	5.396.761	5.396.761	1:1	1:1
Jambi	3.607.223	4.678.000	4.078.260	1:1,297	1:1,131
Kendari	3.314.389	4.678.000	8.875.198	1:1,411	1:2,678
Makassar	3.880.137	4.394.191	3.979.360	1:1,132	1:1,026
Medan	4.014.072	4.560.600	4.084.900	1:1,136	1:1,018
Padang	2.994.193	4.341.596	5.305.200	1:1,450	1:1,772
Palembang	3.916.635	4.141.000	5.404.100	1:1,057	1:1,380
Pekanbaru	3.675.937	4.023.600	4.387.800	1:1,095	1:1,194
Pontianak	2.878.286	3.835.900	3.812.500	1:1,333	1:1,325
Samarinda	3.724.437	4.084.900	4.387.800	1:1,097	1:1,178
Sangatta	3.743.820	3.967.500	3.835.900	1:1,060	1:1,025
Semarang	3.454.827	4.161.059	4.078.260	1:1,204	1:1,180
Surabaya	4.961.753	4.961.753	5.217.717	1:1	1:1,052
Tarakan	4.469.326	4.469.326	4.469.326	1:1	1:1
Timika	5.005.678	5.005.678	6.260.700	1:1	1:1,251

Pada beberapa kantor cabang, gaji terendah pegawai perempuan tercatat lebih tinggi dibandingkan gaji terendah pegawai laki-laki di cabang yang sama. Hal ini bukan merupakan indikasi diskriminasi positif maupun kebijakan pengupahan yang berbeda berdasarkan gender, melainkan mencerminkan komposisi penempatan jabatan yang berbeda di masing-masing cabang. Di cabang-cabang tersebut, pegawai perempuan yang ada ditempatkan pada posisi dengan jenjang jabatan yang lebih tinggi, sehingga gaji terendah yang tercatat untuk kelompok pegawai perempuan di cabang tersebut secara otomatis lebih tinggi dibandingkan gaji terendah pegawai laki-laki yang mencakup jenjang jabatan yang lebih luas. Dengan demikian, perbedaan yang terlihat dalam tabel adalah cerminan dari struktur jabatan aktual di setiap lokasi, bukan dari kebijakan upah yang berbeda antar gender. Oleh karena itu, gaji untuk tingkat jabatan terendah dapat mengacu pada gaji pegawai laki-laki. **[OJK F.20]**

In some branch offices, the lowest recorded salary for female employees is higher than the lowest salary for male employees at the same branch. This is not an indication of positive discrimination or a gender-differentiated remuneration policy, but rather reflects the different position composition at each branch. At these branches, the female employees present are placed in positions with a higher job grade, such that the lowest recorded salary for the female employee group at that branch is automatically higher than the lowest salary for male employees, who span a broader range of job grades. The differences visible in the table therefore reflect the actual position structure at each location, not a gender-differentiated wage policy. Accordingly, the salary for the lowest job grade may refer to the salary of male employees. **[OJK F.20]**

Kesejahteraan Pegawai

Employee Welfare

Kesejahteraan pegawai merupakan investasi nyata terhadap keberlanjutan sumber daya manusia yang menjadi tulang punggung operasional Perusahaan. SUCOFINDO menerapkan sistem kerja 5 (lima) hari dalam seminggu dengan 8 (delapan) jam per hari, atau total 40 jam per minggu. Setiap pekerjaan di luar jam kerja normal diatur melalui mekanisme lembur yang dibayar sesuai ketentuan peraturan perundang-undangan. Kebijakan ini menjamin kesejahteraan pegawai dan komitmen terhadap pencegahan praktik kerja paksa. **[OJK F.19]**

Selain gaji pokok, SUCOFINDO juga menyediakan tunjangan dan manfaat lainnya yang disesuaikan dengan status kepegawaian dan tingkat jabatan masing-masing. Kerangka manfaat yang komprehensif ini dirancang untuk memberikan kepastian, motivasi jangka panjang, dan perlindungan finansial bagi seluruh insan SUCOFINDO, baik selama masa aktif bekerja maupun setelah memasuki masa purna tugas. **[GRI 401-2]**

Employee well-being is a tangible investment in the sustainability of the human resources that form the backbone of the Company's operations. SUCOFINDO applies a 5 (five)-day work week of 8 (eight) hours per day, totaling 40 hours per week. Any work outside normal working hours is governed through an overtime mechanism compensated in accordance with applicable laws and regulations. This policy guarantees employee well-being and the Company's commitment to preventing forced labor practices. **[OJK F.19]**

In addition to basic salary, SUCOFINDO also provides allowances and other benefits adjusted to each employee's employment status and job grade. This comprehensive benefits framework is designed to provide certainty, long-term motivation, and financial protection for all SUCOFINDO personnel, both during their active working period and after retirement. **[GRI 401-2]**

Komponen Penghasilan dan Manfaat Income and Benefits Components	Pegawai Tetap Permanent Employees	Pegawai Tidak Tetap Non-Permanent Employees
Gaji Pokok/Honor Basic Salary/Honorarium	Diberikan Given	Diberikan Given
Tunjangan Jabatan Position Allowance	Diberikan Given	Diberikan Given
Tunjangan Pangkat Position Allowance	Diberikan Given	Diberikan Given
Tunjangan Transportasi Transport Allowance	Diberikan Given	Diberikan Given
Tunjangan Perumahan Housing Allowance	Diberikan Given	Diberikan Given
Tunjangan Hari Raya Holiday Allowance	Diberikan Given	Diberikan Given
Tunjangan Cuti Tahunan Annual Leave Allowance	Diberikan Given	Diberikan Given
Pemberian Hak Cuti Leave Entitlement	Diberikan Given	Diberikan Given
Cuti Hamil, Melahirkan, Gugur Kandungan Maternity, Childbirth, and Miscarriage Leave	Diberikan Given	Diberikan Given
Kepesertaan BPJS Kesehatan BPJS Health Membership	Diberikan Given	Diberikan Given
Kepesertaan BPJS Ketenagakerjaan BPJS Employment Membership	Diberikan Given	Diberikan Given
Program Kesehatan [GRI 403-6] Health Program	Diberikan Given	Diberikan Given
Tunjangan Rawat Inap Inpatient Care Allowance	Diberikan Given	Diberikan Given
Tunjangan Rawat Jalan Outpatient Care Allowance	Diberikan Given	Diberikan Given

Komponen Penghasilan dan Manfaat Income and Benefits Components	Pegawai Tetap Permanent Employees	Pegawai Tidak Tetap Non-Permanent Employees
Penggantian Biaya Persalinan Maternity Cost Reimbursement	Diberikan Given	Diberikan Given
Penggantian Kaca Mata Glasses Reimbursement	Diberikan Given	Diberikan Given
Penggantian Gigi Dental Reimbursement	Diberikan Given	Diberikan Given

Perusahaan menjamin hak cuti tahunan, cuti sakit, cuti karena alasan keluarga, serta berbagai bentuk cuti khusus yang mencerminkan kepedulian terhadap kebutuhan hidup pegawai secara utuh. Bagi pegawai perempuan, SUCOFINDO memberikan hak cuti haid pada hari pertama dan kedua saat haid dengan keluhan medis disertai surat keterangan dokter. Cuti melahirkan diberikan selama tiga bulan (satu setengah bulan sebelum dan satu setengah bulan setelah persalinan). Sementara itu, pegawai laki-laki mendapatkan cuti ayah selama 2 (dua) hari kerja saat istri melahirkan atau mengalami keguguran sebagai bentuk dukungan agar pegawai laki-laki dapat mendampingi istrinya.

Data tahun 2025 menunjukkan sebanyak 207 pegawai perempuan mengambil cuti melahirkan, di mana 172 di antaranya (83%) kembali bekerja dan masih aktif hingga 12 bulan setelah cuti berakhir. Sementara itu, 68 pegawai laki-laki mengambil cuti ayah, dengan 59 di antaranya (87%) tercatat tetap aktif bekerja satu tahun pasca cuti. Angka tingkat kembali kerja di atas 80% mencerminkan bahwa kebijakan cuti keluarga SUCOFINDO dirasakan manfaatnya dan tidak menimbulkan hambatan karier bagi pegawai yang mengambilnya. Data selengkapnya disajikan dalam tabel berikut.

The Company guarantees the right to annual leave, sick leave, family leave, and various forms of special leave that reflect the Company's care for the holistic life needs of its employees. For female employees, SUCOFINDO grants the right to menstrual leave on the first and second days of menstruation with medical complaints, accompanied by a physician's certificate. Maternity leave is granted for three months (one and a half months before and one and a half months after delivery). Meanwhile, male employees are entitled to 2 (two) working days of paternity leave when their spouse gives birth or experiences a miscarriage, as a form of support enabling male employees to accompany their spouses.

Data for 2025 shows that 207 female employees took maternity leave, of whom 172 (83%) returned to work and remained active through 12 months after the leave ended. Meanwhile, 68 male employees took paternity leave, with 59 of them (87%) recorded as still actively employed one year after the leave. A return-to-work rate above 80% reflects that SUCOFINDO's family leave policy is perceived as beneficial and does not create career barriers for employees who take it. Complete data is presented in the table below.

Cuti Melahirkan dan Cuti Ayah [GRI 401-3]

Maternal Leave and Paternal Leave

Lokasi Kerja Work Location	2025		2024	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Jumlah pegawai yang berhak mendapat cuti melahirkan/cuti ayah Number of employees entitled to parental/paternity leave	1.596	462	1.790	482
Jumlah pegawai yang mengambil cuti melahirkan/cuti ayah Number of employees who took parental/paternity leave	68	207	105	94
Jumlah pegawai yang kembali bekerja setelah cuti melahirkan/cuti ayah berakhir Number of employees who returned to work after parental/paternity leave ended	59	172	91	79
Jumlah pegawai yang kembali bekerja setelah cuti melahirkan/cuti ayah berakhir dan masih dipekerjakan 12 bulan setelah kembali bekerja Number of employees who returned to work after parental/paternity leave ended and were still employed 12 months after returning to work	59	172	91	79

Lokasi Kerja Work Location	2025		2024	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Tingkat pegawai yang kembali bekerja dan dapat dipertahankan setelah mengambil cuti melahirkan/cuti ayah Rate of employees who returned to work and were retained after taking parental/paternity leave	87%	83%	87%	84%

Pengembangan Kualitas SDM [OJK F.22]

Developing Human Capital Quality

Kualitas sumber daya manusia adalah prasyarat utama keberhasilan SUCOFINDO sebagai perusahaan TIC yang beroperasi di lingkungan bisnis yang kompetitif dan terus berubah. Perusahaan menempatkan pengembangan kompetensi pegawai sebagai prioritas strategis dengan mempersiapkan sumber daya manusia yang adaptif, relevan, dan siap menghadapi tantangan industri jangka panjang. [GRI 3-3]

Pengelolaan pengembangan SDM berada di bawah tanggung jawab Divisi *Human Capital* dan dilaksanakan melalui SUCOFINDO *Center for Learning and Development* (SCLD) serta ID Survey Institute (IDSI) sebagai unit pelaksana pengembangan kapasitas internal. Bagian Pelatihan dan Manajemen Karir memiliki peran strategis dalam memetakan kebutuhan kompetensi, merancang program pelatihan, dan memastikan keterkaitan antara pengembangan individu dengan arah transformasi bisnis Perusahaan.

Proses perencanaan pengembangan kompetensi diawali dengan identifikasi kebutuhan yang mempertimbangkan analisis jabatan dan fungsi kerja, evaluasi kinerja individu dan unit kerja, proyeksi kebutuhan bisnis jangka pendek dan jangka panjang, serta penyesuaian terhadap standar kompetensi *Holding* dan regulasi eksternal yang berlaku. Strategi pengembangan ini diintegrasikan dengan *roadmap* pengembangan SDM *Holding* IDSurvey, guna memastikan keselarasan arah kebijakan, pemenuhan standar keterampilan korporat, dan kesiapan SDM dalam mendukung transformasi bisnis dan digitalisasi.

Pelaksanaan pelatihan dilakukan melalui sistem *Learning Management System* (LMS) yang memungkinkan pelatihan berlangsung secara digital, terstruktur, dan terdokumentasi. Setiap program pelatihan dilengkapi dengan sistem pemantauan dan evaluasi yang mencakup penilaian efektivitas, umpan balik peserta dan atasan langsung, serta pengukuran dampak terhadap kinerja dan produktivitas. Hasil evaluasi menjadi dasar perbaikan program dan penyesuaian metode pelatihan berikutnya.

The quality of human resources is the primary prerequisite for SUCOFINDO's success as a TIC company operating in a competitive and continuously evolving business environment. The Company places employee competency development as a strategic priority, preparing human resources that are adaptive, relevant, and ready to face long-term industry challenges. [GRI 3-3]

Human resource development management is under the responsibility of the Human Capital Division and is implemented through the SUCOFINDO Center for Learning and Development (SCLD) and the ID Survey Institute (IDSI) as the internal capacity development implementing units. The Training and Career Management Department plays a strategic role in mapping competency needs, designing training programs, and ensuring alignment between individual development and the direction of the Company's business transformation.

The competency development planning process begins with needs identification that considers job and work function analysis, individual and work unit performance evaluations, short- and long-term business needs projections, and adjustments to Holding competency standards and applicable external regulations. This development strategy is integrated with the IDSurvey Holding's human resource development roadmap, to ensure policy direction alignment, fulfillment of corporate skills standards, and HR readiness in supporting business transformation and digitalization.

Training delivery is carried out through a Learning Management System (LMS) that enables training to take place digitally, in a structured and documented manner. Every training program is equipped with a monitoring and evaluation system encompassing effectiveness assessments, feedback from participants and direct supervisors, and measurement of impact on performance and productivity. Evaluation results serve as the basis for program improvements and adjustments to subsequent training methods.

Sepanjang tahun 2025, SUCOFINDO menyelenggarakan program pelatihan yang menjangkau 2.094 pegawai dengan total 435.160 jam pelatihan, menghasilkan rata-rata 50,54 jam pelatihan per pegawai per tahun, meningkat secara signifikan dibandingkan rata-rata 38,82 jam per pegawai pada tahun 2024. Dari sisi gender, 1.419 pegawai laki-laki menyelesaikan 289.520 jam pelatihan (rata-rata 50,58 jam), sementara 675 pegawai perempuan menyelesaikan 145.640 jam pelatihan (rata-rata 50,52 jam). Capaian rata-rata jam pelatihan yang hampir setara antara laki-laki dan perempuan mencerminkan komitmen Perusahaan terhadap kesetaraan akses pengembangan kompetensi.

Throughout 2025, SUCOFINDO conducted training programs reaching 2,094 employees with a total of 435,160 training hours, producing an average of 50.54 training hours per employee per year, a significant increase compared to an average of 38.82 hours per employee in 2024. By gender, 1,419 male employees completed 289,520 training hours (average 50.58 hours), while 675 female employees completed 145,640 training hours (average 50.52 hours). The near-equal average training hours between male and female employees reflects the Company's commitment to equal access to competency development.

Jam Pelatihan Pegawai [OJK F.22] [GRI 404-1]

Employee Training Hours

Uraian Description	Jumlah Pegawai yang Memperoleh Pelatihan Employees who Received Training		Jam Pelatihan Training Hours		Rata-rata Jam/Pegawai Average Hours/Employee	
	2025	2024	2025	2024	2025	2024
Keseluruhan Overall	2.094	1.832	435.160	144.560	50,54	38,82
Berdasarkan Jenis Kelamin By Gender						
Laki-laki Male	1.419	1.290	289.520	106.944	50,58	42,04
Perempuan Female	675	542	145.640	37.616	50,52	31,90
Berdasarkan Kategori By Category						
Manajemen Management	915	804	204.480	66.872	49,87	38,32
Staf Staff	1.179	1.028	230.680	77.688	51,15	39,26

Program pengembangan dirancang untuk menjawab kebutuhan di berbagai tahap karier sebagai berikut [OJK F.22] [GRI 404-2]:

- Pegawai yang baru bergabung mengikuti *Training Induction* di tahun pertama.
- Pegawai yang baru memasuki jajaran struktural atau kembali ke posisi struktural setelah 3 (tiga) tahun mengikuti *Training Career Transition*.
- Program *Coaching & Mentoring* ditujukan bagi Kepala Cabang dan pegawai yang memiliki potensi untuk menjadi kepala cabang,
- Program *Frontliner* dirancang untuk membekali pemimpin lini depan.
- Pelatihan persiapan pensiun yang mencakup pengembangan keterampilan baru, kewirausahaan, dan kesiapan mental pasca-pensiun diberikan kepada pegawai yang mendekati masa purna tugas.

Development programs are designed to address needs at various career stages as follows [OJK F.22] [GRI 404-2]:

- Newly joined employees attend Induction Training in their first year.
- Employees entering the structural ranks or returning to a structural position after 3 (three) years attend Career Transition Training.
- The Coaching & Mentoring Program is intended for Branch Heads and employees with the potential to become branch heads.
- The Frontliner Program is designed to equip frontline leaders.
- Pre-retirement training covering the development of new skills, entrepreneurship, and post-retirement mental readiness is provided for employees approaching the end of their service.

Evaluasi SDM

Human Capital Evaluation

Perusahaan menjalankan sistem manajemen kinerja yang komprehensif melalui tiga tahap utama.

1. Performance Planning

Penetapan KPI berjenjang dari tingkat unit kerja hingga pegawai pelaksana, yang dituangkan dalam formulir KPI yang disepakati dan ditandatangani bersama.

2. Performance Coaching

Pemantauan dan pembinaan pencapaian KPI secara berkala minimal 2 (dua) kali setahun.

3. Performance Evaluation & Calibration

Evaluasi realisasi kinerja individu berdasarkan bukti pendukung, yang difinalisasi dalam rapat kalibrasi struktural untuk menetapkan Nilai Kinerja Individu (NKI) sebagai dasar pemberian insentif dan pengembangan karier.

The Company operates a comprehensive performance management system through three main stages.

1. Performance Planning

KPI cascade from the work unit level down to staff-level employees, documented in a mutually agreed and jointly signed KPI form.

2. Performance Coaching

Periodic monitoring and coaching on KPI achievement, at a minimum of 2 (two) times per year.

3. Performance Evaluation & Calibration

Evaluation of individual performance realization based on supporting evidence, finalized in a structural calibration meeting to establish the Individual Performance Score (NKI) as the basis for incentive distribution and career development.

Penilaian kinerja dilakukan terhadap seluruh (100%) pegawai tetap. Berdasarkan hasil penilaian kinerja tahun 2025, terdapat 333 promosi dan 311 rotasi jabatan. Dari total promosi, 228 diterima oleh pegawai laki-laki dan 105 oleh pegawai perempuan, sedangkan dari total rotasi, 226 merupakan pegawai laki-laki dan 85 pegawai perempuan. Berdasarkan kategori jabatan, dari total 333 promosi, sebanyak 110 diterima oleh pegawai kategori manajemen dan 223 oleh pegawai kategori staf. Sementara dari total 311 rotasi, sebanyak 204 merupakan pegawai kategori manajemen dan 107 pegawai kategori staf. Komposisi ini mencerminkan bahwa mobilitas jabatan di SUCOFINDO terjadi secara merata di seluruh jenjang, dengan rotasi yang lebih intensif di level manajemen sebagai bagian dari upaya penguatan kepemimpinan dan penyegaran fungsi-fungsi strategis Perusahaan. [OJK F.22] [GRI 404-3]

Performance appraisals are conducted for all (100%) permanent employees. Based on the 2025 performance appraisal results, there were 333 promotions and 311 position rotations. Of the total promotions, 228 were received by male employees and 105 by female employees, while of the total rotations, 226 involved male employees and 85 female employees. By job category, of the total 333 promotions, 110 were received by employees in the management category and 223 by employees in the staff category. Meanwhile, of the total 311 rotations, 204 involved management-category employees and 107 staff-category employees. This composition reflects that positional mobility at SUCOFINDO occurs evenly across all levels, with more intensive rotation at the management level as part of the Company's efforts to strengthen leadership and refresh strategic functions. [OJK F.22] [GRI 404-3]

Promosi dan Rotasi Pegawai

Employee Promotion and Rotation

Uraian Description	Promosi Promotion			Rotasi Rotation		
	2025	2024	2023	2025	2024	2023
Keseluruhan Overall	333	335	289	311	255	186
Berdasarkan Jenis Kelamin By Gender						
Laki-laki Male	228	257	205	226	184	151
Perempuan Female	105	78	84	85	71	35
Berdasarkan Kategori By Category						
Manajemen Management	110	79	78	204	166	122
Staf Staff	223	256	211	107	89	64

Komunitas Pegawai

Employee Community

Di luar program formal manajemen pegawai, SUCOFINDO secara aktif membangun ekosistem kerja yang inklusif, kolaboratif, dan bermartabat melalui berbagai komunitas dan kebijakan internal yang mencerminkan nilai-nilai Perusahaan.

Beyond formal employee management programs, SUCOFINDO actively builds an inclusive, collaborative, and dignified work ecosystem through various internal communities and policies that reflect the Company's values.

Komunitas Srikandi SUCOFINDO

Srikandi SUCOFINDO Community

Sebagai wujud komitmen terhadap kesetaraan gender dan pengembangan kepemimpinan perempuan, SUCOFINDO membentuk Komunitas Srikandi melalui Keputusan Direksi No. 9/KD/2022, dan memperbarui kepengurusannya melalui Keputusan Direksi No. 9/KD/2023 untuk periode 1 Juni 2023 hingga 31 Mei 2025. Komunitas ini hadir sebagai wadah pemberdayaan pegawai perempuan untuk saling mendukung, tumbuh, dan berkontribusi secara optimal dalam lingkungan Perusahaan.

As a manifestation of the Company's commitment to gender equality and the development of female leadership, SUCOFINDO established the Srikandi Community through Board of Directors Decree No. 9/KD/2022, and renewed its board through Board of Directors Decree No. 9/KD/2023 for the period June 1, 2023 to May 31, 2025. This community serves as a platform for empowering female employees to support one another, grow, and contribute optimally within the Company environment.

Inisiatif ini sejalan dengan arahan pemegang saham yang menetapkan target keterwakilan perempuan dalam jajaran struktural, di mana persentase pegawai struktural perempuan meningkat dari 19,9% pada 2024 menjadi 21% pada 2025, sementara total pegawai perempuan naik dari 27,9% menjadi 28,9%. Pada Maret 2025, SUCOFINDO meresmikan Ruang Laktasi di Graha SUCOFINDO sebagai bentuk dukungan nyata terhadap pegawai perempuan yang menyusui, memastikan mereka dapat menjalankan tugas dengan optimal tanpa harus mengorbankan kebutuhan keluarga. Perusahaan percaya bahwa keterlibatan perempuan dalam pengambilan keputusan adalah kunci terciptanya lingkungan kerja yang lebih dinamis, inovatif, dan produktif dalam perjalanan SUCOFINDO menuju *Top 20 Global TIC Company* di 2029.

This initiative is aligned with shareholder directives setting targets for female representation in structural positions, with the percentage of female structural employees increasing from 19.9% in 2024 to 21% in 2025, while the total female employee proportion rose from 27.9% to 28.9%. In March 2025, SUCOFINDO officially opened a Lactation Room at Graha SUCOFINDO as a tangible expression of support for breastfeeding female employees, ensuring they can perform their duties optimally without having to sacrifice family needs. The Company believes that women's involvement in decision-making is key to creating a more dynamic, innovative, and productive work environment in SUCOFINDO's journey toward becoming a Top 20 Global TIC Company by 2029.

Komunitas Generation Next (SCI-GenNext)

Generation Next Community (SCI-GenNext)

SUCOFINDO membentuk komunitas SCI-GenNext sebagai wadah bagi generasi muda Perusahaan untuk mengembangkan jiwa kepemimpinan, inovasi, kewirausahaan, dan semangat kebangsaan yang berlandaskan nilai-nilai Pancasila dan UUD 1945. Komunitas ini aktif berkontribusi dalam berbagai kegiatan internal dan eksternal, termasuk *Next Gen Leadership BUMN Muda Series* yang diikuti 2 (dua) pegawai SUCOFINDO di Pelindo Tower pada 27 Februari 2025, dan kegiatan Sobat Aksi Ramadhan SUCOFINDO yang melibatkan 5 (lima) pegawai di Musholla Al-Hikmah, Tangerang, pada 19 Maret 2025.

SUCOFINDO established the SCI-GenNext community as a forum for the Company's younger generation to develop leadership, innovation, entrepreneurship, and a spirit of nationalism grounded in the values of Pancasila and the 1945 Constitution. This community actively contributes to various internal and external activities, including the Next Gen Leadership BUMN Muda Series attended by 2 (two) SUCOFINDO employees at Pelindo Tower on February 27, 2025, and the Sucofindo Sobat Aksi Ramadhan activity involving 5 (five) employees at Al-Hikmah Prayer Room, Tangerang, on March 19, 2025.

Komite Olahraga dan Kesenian (KORSINDO)

Sports and Arts Committee (KORSINDO)

Dalam rangka mendukung kesehatan fisik dan mental pegawai, SUCOFINDO membentuk KORSINDO yang memfasilitasi berbagai aktivitas olahraga dan seni, mencakup tenis lapangan, tenis meja, futsal, badminton, lari, bersepeda, senam aerobik, basket, biliar, golf, dan *line dance*. Inisiatif ini mendorong terciptanya lingkungan kerja yang sehat dan seimbang bagi pegawai.

In support of employee physical and mental health, SUCOFINDO established KORSINDO, which facilitates various sports and arts activities including tennis, table tennis, futsal, badminton, running, cycling, aerobics, basketball, billiards, golf, and line dancing. This initiative promotes the creation of a healthy and balanced work environment for employees.

Keterlibatan Pegawai

Employee Engagement

SUCOFINDO secara rutin menyelenggarakan *Employee Engagement Survey* (EES). Pada tahun 2025, survei diikuti oleh 2.338 dari 2.499 pegawai (tingkat partisipasi 93,5%). Hasil survei menunjukkan *Employee Engagement Index* (EEI) sebesar 79,18%, sedikit di bawah target 79,5%, dengan 60,95% pegawai tergolong *engaged*. Sementara itu, *Employee Satisfaction Index* (ESI) tercatat 77,78%. Perusahaan menyikapi temuan ini secara konstruktif dengan mengidentifikasi area yang perlu diperkuat seperti kejelasan sistem karir, peran pemimpin dalam menginspirasi, dan pemenuhan kebutuhan pegawai secara lebih memadai sebagai bagian dari upaya peningkatan keterikatan pegawai yang berkelanjutan.

SUCOFINDO regularly conducts an *Employee Engagement Survey* (EES). In 2025, the survey was participated in by 2,338 out of 2,499 employees (participation rate of 93.5%). Survey results showed an *Employee Engagement Index* (EEI) of 79.18%, slightly below the target of 79.5%, with 60.95% of employees classified as *engaged*. Meanwhile, the *Employee Satisfaction Index* (ESI) was recorded at 77.78%. The Company responds to these findings constructively by identifying areas that need strengthening, such as clarity of the career system, the role of leaders in inspiring, and more adequate fulfillment of employee needs as part of its ongoing efforts to improve employee engagement.

BERMANFAAT BAGI MASYARAKAT

BENEFITING COMMUNITIES

Dampak Operasi terhadap Masyarakat Sekitar [OJK F.23]

Operational Impact on Surrounding Communities

Keberadaan SUCOFINDO di suatu wilayah senantiasa diupayakan untuk memberi nilai tambah, bukan hanya bagi klien dan pemangku kepentingan usaha, tetapi juga bagi masyarakat yang tinggal dan beraktivitas di sekitar wilayah operasional. Berdasarkan evaluasi internal, operasional SUCOFINDO tidak menimbulkan gangguan signifikan bagi lingkungan sekitar. Sebaliknya, kehadiran Perusahaan memberi kontribusi positif melalui penyediaan lapangan kerja, peluang kemitraan bagi penyedia barang dan jasa lokal, serta pelaksanaan program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang dirancang responsif terhadap kebutuhan nyata masyarakat.

Namun, SUCOFINDO tidak berhenti pada evaluasi yang bersifat *self-assessment* dan membuka jalur dialog dengan masyarakat dan pemangku kepentingan, serta menyediakan mekanisme pengaduan yang dapat diakses oleh siapa pun yang merasakan dampak dari kegiatan operasional Perusahaan. Mekanisme ini menjadi sarana identifikasi dampak negatif yang belum terdeteksi, sekaligus sebagai bukti akuntabilitas Perusahaan terhadap komunitas setempat. Penanganan setiap pengaduan dilakukan secara sistematis, dianalisis akar masalahnya, dan ditindaklanjuti secara transparan. [GRI 2-25, 2-26]

SUCOFINDO's presence in any given area is consistently directed toward creating added value, not only for clients and business stakeholders, but also for communities living and conducting activities in the vicinity of its operational areas. Based on internal evaluation, SUCOFINDO's operations do not give rise to significant disturbances to the surrounding environment. On the contrary, the Company's presence delivers positive contributions through job creation, partnership opportunities for local goods and service providers, and the implementation of Corporate Social and Environmental Responsibility (CSR) programs designed to be responsive to the real needs of communities.

However, SUCOFINDO does not limit itself to self-assessment evaluations, and maintains open channels of dialogue with communities and stakeholders, as well as providing a grievance mechanism accessible to anyone who experiences the impacts of the Company's operational activities. This mechanism serves as a means of identifying as-yet-undetected negative impacts, while also serving as evidence of the Company's accountability to local communities. Every grievance received is handled systematically, with root cause analysis conducted and transparent follow-up action taken. [GRI 2-25, 2-26]

Pengukuran Dampak Sosial Program TJSL [OJK F.25]

Measurement of Social Impact of CSR Programs

Perusahaan memandang setiap rupiah yang diinvestasikan dalam program sosial sebagai komitmen nyata untuk menciptakan perubahan yang terukur dan berkelanjutan. Pendekatan ini diwujudkan antara lain melalui penghitungan *Social Return on Investment* (SROI) untuk mengukur nilai sosial yang dihasilkan dari setiap program yang dilaksanakan. SUCOFINDO juga mengintegrasikan keterlibatan komunitas dan relawan dalam pelaksanaan TJSL. Pegawai berpartisipasi aktif sebagai relawan dalam berbagai kegiatan sosial, yang memperkuat keterikatan Perusahaan dengan masyarakat sekaligus mendorong budaya kerja berbasis nilai sosial.

The Company regards every rupiah invested in social programs as a tangible commitment to creating measurable and sustainable change. This approach is realized, among other ways, through the calculation of Social Return on Investment (SROI) to measure the social value generated by each program implemented. SUCOFINDO also integrates community and volunteer engagement into the implementation of its CSR programs. Employees participate actively as volunteers in various social activities, strengthening the Company's bond with communities while fostering a work culture grounded in social values.

Pada tahun 2025, SUCOFINDO merealisasikan program TJSL dengan total anggaran sebesar Rp7.739.520.710 yang mencakup 12 kluster program, mulai dari Sucofindo Peduli (penanganan bencana, mudik bersama, bantuan sosial kemasyarakatan), Pendidikan Berkualitas, Kesehatan, Pembinaan UMK, Pengendalian Sampah, Pemanfaatan EBT, Penghijauan dan Pelestarian Lingkungan, Peduli Difabel, Pemberdayaan Perempuan, Pelestarian Kebudayaan Lokal, Pengukuran Dampak, hingga Penyaluran Dana Kolaborasi BRI.

In 2025, SUCOFINDO realized its CSR programs with a total budget of IDR 7,739,520,710, encompassing 12 program clusters, ranging from Sucofindo Peduli (disaster response, the Mudik Bersama Program, and community social assistance), Quality Education, Health, MSME Development, Waste Management, Renewable Energy Utilization, Greening and Environmental Conservation, Disability Care, Women's Empowerment, Local Cultural Preservation, Impact Measurement, and BRI Collaboration Fund Distribution.

Beberapa capaian nyata program TJSL SUCOFINDO antara lain pelepasan 360 pemudik secara gratis pada 25 dan 27 Maret 2025 dalam Program Mudik Bersama BUMN; peluncuran program percontohan pengolahan air limbah domestik di Kelurahan Pancoran, Jakarta Selatan, yang berkolaborasi dengan Perumda PAL Jaya; serta pemberdayaan masyarakat difabel dan perempuan kepala keluarga melalui pelatihan kewirausahaan. Rincian seluruh program TJSL tahun 2025 disajikan dalam tabel berikut:

Several tangible achievements of SUCOFINDO's CSR programs include the dispatch of 360 free homecoming travelers on March 25 and 27, 2025 through the BUMN Mudik Bersama Program; the launch of a domestic wastewater treatment pilot program in Pancoran Village, South Jakarta, in collaboration with Perumda PAL Jaya; and the empowerment of persons with disabilities and female heads of household through entrepreneurship training. Details of all 2025 CSR programs are presented in the table below.

Kegiatan TJSL [OJK F.25]

Corporate Social and Environmental Responsibility (CSER) Activities

No	Kegiatan TJSL CSR Activity	Rincian Kegiatan Activity Details	Deskripsi Description	Periode Period	Total Anggaran (Rp) Total Budget (IDR)
1	Sucofindo Peduli Sucofindo Cares	Penanganan Bencana Alam Natural Disaster Response	Pemberian bantuan sosial dalam rangka meringankan beban korban bencana alam Provision of social assistance to help alleviate the burden on natural disaster victims	Januari – Desember 2025 January – December 2025	3.136.147.511
		Santunan Yatim Dhuafa Orphan and Underprivileged Aid	Pemberian santunan dan/ atau barang lainnya kepada yayasan/lembaga Anak Yatim & Duafa di sekitar Kantor Pusat dan Kantor Cabang Provision of aid and/or goods to orphanage and underprivileged foundations near the Head Office and Branch Offices	September – Oktober 2025 September – October 2025	
		Sarana Ibadah Religious Facility Support	Pemberian bantuan perbaikan sarana prasarana ibadah untuk mendukung pelaksanaan kegiatan keagamaan yang konduif Provision of support for the improvement of religious facilities to foster a conducive environment for religious activities	Januari – Desember 2025 January – December 2025	
		Sarana Prasarana Umum Public Facilities Support	Pemberian bantuan perbaikan sarana prasarana umum untuk mendukung kemaslahatan masyarakat Provision of support for the improvement of public facilities to promote community welfare	Januari – Desember 2025 January – December 2025	

No	Kegiatan TJSL CSR Activity	Rincian Kegiatan Activity Details	Deskripsi Description	Periode Period	Total Anggaran (Rp) Total Budget (IDR)
		Sarana Air Bersih Layak Minum Clean Drinking Water Facilities	Pemberian bantuan sarana prasarana air bersih & layak minum di wilayah kekeringan/kesulitan air Provision of clean and potable water infrastructure in drought-prone or water-scarce areas	Juni – Juli 2025 June – July 2025	
		Bansos Kemasyarakatan Community Social Assistance	Pemberian bantuan sosial kepada masyarakat di sekitar wilayah operasional Perusahaan Provision of social assistance to communities in the vicinity of the Company's operational areas	Januari – Desember 2025 January – December 2025	
		Bantuan Dukungan Pembangunan Nasional (DPN) National Development Support (DPN)	Pemberian bantuan sosial dalam rangka mendukung pembangunan nasional yang merata Provision of social assistance in support of equitable national development	Januari – Desember 2025 January – December 2025	
		HUT ID Survey dan/atau SCI ID Survey and/or SCI Anniversary	Pelaksanaan kegiatan sosial dalam rangka memperingati HUT ID Survey dan/atau SCI Implementation of social activities in commemoration of the ID Survey and/or SCI anniversary	Oktober & Desember 2025 October & December 2025	
		Mudik Bersama BUMN BUMN Mudik Bersama Program	Penyelenggaraan mudik gratis bagi pegawai pendukung beserta keluarga dan masyarakat sekitar kantor Organization of free homecoming travel for supporting staff, their families, and communities near the office	Maret 2025 March 2025	

No	Kegiatan TJSL CSR Activity	Rincian Kegiatan Activity Details	Deskripsi Description	Periode Period	Total Anggaran (Rp) Total Budget (IDR)
2	Pendidikan Berkualitas Quality Education	Beasiswa Pendidikan Education Scholarship	Pemberian bantuan dana pendidikan melalui Beasiswa IDS kepada mahasiswa kurang mampu untuk mendukung akses pendidikan yang layak menuju Indonesia Emas 2045 Provision of educational assistance through the IDS Scholarship Program for underprivileged students to support access to quality education towards Golden Indonesia 2045	Juni & Oktober 2025 June & October 2025	758.810.090
		Bantuan Sarana Prasarana Pendidikan Educational Facilities Support	Pemberian bantuan perbaikan sarana prasarana pendidikan untuk mendukung pelaksanaan kegiatan pendidikan yang kondusif Provision of support for the improvement of educational facilities to foster a conducive learning environment	Januari – Desember 2025 January – December 2025	
		Bantuan Fasilitas Yayasan/Lembaga yang Bergerak di Bidang Pendidikan Facility Support for Educational Foundations and Institutions	Pemberian bantuan di sektor pendidikan yang berfokus pada peningkatan kompetensi melalui pelatihan & <i>workshop</i> kepada peserta didik di jenjang Sekolah Dasar (SD) sampai dengan Perguruan Tinggi (PT) Provision of assistance in the education sector focused on competency development through training and workshops for students from elementary school to higher education	Juni & Oktober 2025 June & October 2025	
3	Kesehatan Health	Program Layanan Kesehatan Health Services Program	Pemberian bantuan di sektor kesehatan berupa bantuan alat kesehatan Provision of assistance in the healthcare sector in the form of medical equipment assistance	Januari – Desember 2025 January – December 2025	313.043.478
		Program Pengentasan Stunting Stunting Reduction Program	Pemberian bantuan pangan bergizi bagi masyarakat yang tergolong kelompok stunting Provision of nutritious food assistance to communities affected by stunting	Juli – Agustus 2025 July – August 2025	

No	Kegiatan TJSL CSR Activity	Rincian Kegiatan Activity Details	Deskripsi Description	Periode Period	Total Anggaran (Rp) Total Budget (IDR)
4	Pembinaan UMK MSME Development	Peningkatan Kapasitas UMK MSME Capacity Building	Pelaksanaan pelatihan untuk meningkatkan kapasitas & kapabilitas UMKM agar naik kelas Implementation of training to improve the capacity and capability of MSMEs to advance to the next level	April – Mei 2025 April – May 2025	948.094.698
		Bantuan Promosi, Pameran & Eksibisi Promotion, Exhibition & Trade Fair Support	Memfasilitasi & mengikutsertakan UMK binaan untuk mengikuti kegiatan pameran berskala nasional / internasional dalam rangka memperluas pasar Facilitating and enrolling supported MSMEs in national and international trade fairs to expand their market reach	Maret & Oktober 2025 March & October 2025	
		Sertifikasi UMK MSME Certification	Memfasilitasi peningkatan kapasitas & kapabilitas UMKM melalui kegiatan sertifikasi agar naik kelas Facilitating improvements in MSME capacity and capability through certification activities to advance to the next level	Juli – September 2025 July – September 2025	
5	Pengendalian Sampah Waste Management	Pembangunan TPS 3R 3R Waste Processing Facility Construction	Pemberian bantuan sarana prasarana pengolahan sampah untuk mendukung terciptanya sirkular ekonomi di masyarakat Provision of waste processing infrastructure to support the development of a circular economy within communities	Oktober – November 2025 October – November 2025	465.567.900
		Pemanfaatan Limbah Padat Utilization of Solid Waste	Program pengelolaan limbah seraga bekas pegawai melalui skema daur ulang Employee Uniform Waste Management Program through a Recycling Scheme	Oktober - Desember 2025 October – December 2025	165.567.900
6	Pemanfaatan EBT Renewable Energy Utilization	Pembangunan PLTS Solar Power Plant Construction	Pemberian bantuan sarana prasarana pemanfaatan energi terbarukan kepada masyarakat yang kesulitan akses listrik Provision of renewable energy infrastructure to communities with limited access to electricity	Juli – Agustus 2025 July – August 2025	240.000.000

No	Kegiatan TJSL CSR Activity	Rincian Kegiatan Activity Details	Deskripsi Description	Periode Period	Total Anggaran (Rp) Total Budget (IDR)
7	Penghijauan & Pelestarian Lingkungan Greening & Environmental Conservation	Penanaman Pohon Mangrove Mangrove Tree Planting	Penanaman pohon mangrove disertai pelatihan pemanfaatan mangrove secara berkelanjutan Mangrove tree planting accompanied by training on the sustainable use of mangroves	Agustus – September 2025 August – September 2025	195.473.423
		Bantuan Budidaya Hidroponik Hydroponic Farming Support	Pemberian bantuan sarana prasarana <i>urban farming</i> dengan metode hidroponik di sekitar wilayah Kantor Pusat Provision of urban farming infrastructure using the hydroponic method in areas surrounding the Head Office	Mei – Juni 2025 May – June 2025	
8	Peduli Difabel Disability Care	Pelatihan Kewirausahaan bagi Masyarakat Difabel Entrepreneurship Training for Persons with Disabilities	Pelatihan kewirausahaan & alat produksi usaha untuk meningkatkan kemandirian masyarakat difabel Entrepreneurship training and business production tools to enhance the independence of persons with disabilities	Agustus – September 2025 August – September 2025	50.000.000
9	Pemberdayaan Perempuan Women's Empowerment	Pelatihan Kewirausahaan bagi Kelompok Perempuan Kepala Keluarga Entrepreneurship Training for Female Heads of Household	Pelatihan untuk meningkatkan kapasitas & kapabilitas perempuan yang menjalankan peran sebagai kepala keluarga Training to improve the capacity and capability of women who serve as heads of household	April – Mei 2025 April – May 2025	200.000.000
10	Pelestarian Kebudayaan Lokal Local Cultural Preservation	Bantuan Sarana Prasarana Budaya Cultural Facilities and Infrastructure Support	Pemberian bantuan sarana prasarana dan pelatihan dalam melestarikan situs kebudayaan lokal Provision of facilities, infrastructure, and training in support of local cultural heritage preservation	September – Oktober 2025 September – October 2025	80.000.000
11	Pengukuran Dampak Bantuan Impact Measurement	Pengukuran Dampak Bantuan Menggunakan Metode SROI Impact Measurement Using the SROI Method	Pengukuran dampak sosial bantuan TJSL menggunakan metode SROI Measurement of the social impact of CSR assistance using the SROI method	November 2025 November 2025	114.383.610

No	Kegiatan TJSL CSR Activity	Rincian Kegiatan Activity Details	Deskripsi Description	Periode Period	Total Anggaran (Rp) Total Budget (IDR)
12	Pelatihan Penguatan CID (Community Involvement & Development) CID (Community Involvement & Development) Capacity Building Training	Pelatihan Penguatan CID (Community Involvement & Development) Berbasis ISO26000 ISO 26000-based CID (Community Involvement & Development) Capacity Building Training	Program penguatan praktik-praktik TJSL berbasis ISO 26000 berupa penyusunan social mapping salah satu rencana program di tahun 2026 Program to strengthen TJSL practices based on ISO 26000 through the preparation of a social mapping study for one of the planned programs in 2026	Oktober – Desember 2025 October – December 2025	89.685.000
13	Penyaluran Dana Kolaborasi BRI Collaboration Fund Distribution	Penyaluran Dana Kolaborasi Collaboration Fund Distribution	Penyalurkan dana Program PUMK ke BRI sesuai dengan target yang telah ditetapkan Distribution of PUMK Program funds to BRI in accordance with established targets	Juli & Desember 2025 July & December 2025	1.238.000.000
Realisasi Anggaran TJSL CSR Budget Realization					7.994.773.610

Pada tahun 2025,3 (tiga) program TJSL SUCOFINDO bersama IDSurvey telah melalui proses evaluasi SROI secara terstruktur.

In 2025, three of SUCOFINDO's CSR programs implemented jointly with IDSurvey underwent a structured SROI evaluation process.

1. Program Andikpas Berkarya

Merupakan program pelatihan kemandirian yang diselenggarakan di Lembaga Pembinaan Khusus Anak (LPKA) Kelas I Blitar, diimplementasikan melalui ESQ Kemanusiaan. Program ini memberikan pelatihan keterampilan vokasional kepada 60 anak binaan, meliputi *barbershop* (20 peserta), pertukangan kayu (20 peserta), dan otomotif (20 peserta), selama periode Oktober 2024 hingga Mei 2025. Dengan investasi sebesar Rp148.626.500, dampak sosial yang dihasilkan jauh melampaui nilai material yang terukur selama pelatihan berlangsung. Selama 7 (tujuh) bulan pelaksanaan, peserta pelatihan *barbershop* telah melayani 319 orang, sementara peserta pertukangan kayu berhasil memperbaiki 18 unit furnitur. Dengan memperhitungkan dampak yang lebih luas, meliputi pengembangan keterampilan senilai setara pasar, peningkatan kepercayaan diri dan motivasi, pengurangan risiko kembalinya mereka pada perilaku kriminal, serta dampak psikososial pada keluarga peserta, nilai SROI terestimasi program ini mencapai 1,74. Artinya, setiap Rp1 yang diinvestasikan menghasilkan nilai sosial sebesar Rp1,74. Program ini berkontribusi pada pencapaian SDG 1 (Tanpa Kemiskinan), SDG 4 (Pendidikan Berkualitas), SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi), SDG 10 (Mengurangi Ketimpangan), dan SDG 16 (Perdamaian, Keadilan, dan Kelembagaan yang Tangguh).

1. Andikpas Berkarya Program

This is an independence training program held at the Class I Special Children's Development Institution (LPKA) in Blitar, implemented through ESQ Kemanusiaan. The program provided vocational skills training to 60 juvenile residents, covering barbershop (20 participants), carpentry (20 participants), and automotive (20 participants), over the period of October 2024 through May 2025. With an investment of IDR 148,626,500, the social impact generated far exceeded the measurable material value produced during the training period. Over the seven months of implementation, barbershop training participants served 319 clients, while carpentry participants successfully repaired 18 units of furniture. Taking into account the broader impacts, including skills development valued at market equivalence, improvements in self-confidence and motivation, reduced risk of reoffending, and psychosocial impact on participants' families, the estimated SROI of this program reached 1.74. This means that every IDR 1 invested generated IDR 1.74 in social value. The program contributed to the achievement of SDG 1 (No Poverty), SDG 4 (Quality Education), SDG 8 (Decent Work and Economic Growth), SDG 10 (Reduced Inequalities), and SDG 16 (Peace, Justice, and Strong Institutions).

2. Program Bantuan Sarana Air Siap Minum (ARSINUM)

Bantuan Sarana Air Siap Minum dibangun pada SD Negeri Pamijahan 02, Kecamatan Pamijahan, Kabupaten Bogor, sejak tahun 2023. Melalui investasi sebesar Rp205.950.000, IDSurvey menyediakan satu mesin pengolah air siap minum, tiga titik *station* ARSINUM, serta tumbler bagi 409 siswa dan 13 tenaga pengajar. Berdasarkan survei lapangan yang dilakukan pada Juli 2025 kepada perangkat sekolah, siswa, dan warga sekitar, program ini menghasilkan dampak yang teridentifikasi dan terukur, yaitu:

- Kenaikan pendapatan guru dan warga sekitar senilai Rp110.880.000 per tahun,
- Penghematan pengeluaran air minum sebesar Rp140.820.300 per tahun,
- Penghematan biaya berobat sebesar Rp44.910.000 per tahun, serta
- Penghematan uang saku siswa sebesar Rp106.340.000 per tahun.

Nilai SROI program ini tercatat sebesar 1,39, yang berarti setiap Rp1 yang diinvestasikan menghasilkan manfaat sosial, ekonomi, dan lingkungan senilai Rp1,39 yang berkontribusi untuk utama dalam pencapaian SDG 6 (Air Bersih dan Sanitasi Layak).

3. Program Bantuan Pengelolaan Sampah dan Limbah Lingkungan melalui Tempat Pengelolaan Sampah Terpadu 3R di Daerah Tujuan Wisata (DTW) Tirta Empul, Gianyar, Bali

Bantuan ini diberikan untuk mengatasi permasalahan pengelolaan sampah di kawasan Pura Tirta Empul, yang sebelumnya mengandalkan pembakaran sampah dengan dampak negatif terhadap lingkungan dan iklim. Sejak tahun 2022, melalui investasi sebesar Rp200.000.000, SUCOFINDO membangun fasilitas Tempat Pengelolaan Sampah Terpadu 3R, mesin pengolah sampah, serta program pendampingan pelatihan pemilahan sampah bagi petugas kebersihan kawasan pura. Berdasarkan survei lapangan yang dilakukan pada September 2025 kepada pengelola DTW, petugas kebersihan, dan warga sekitar, program ini menghasilkan dampak yang teridentifikasi dan terukur, yaitu:

- Kenaikan pendapatan petugas kebersihan senilai Rp250.168.421 per tahun, dari sebelumnya tanpa penghasilan karena bertugas secara sukarela,
- Peningkatan pendapatan pengelola DTW Tirta Empul sebesar Rp36.000.000 per tahun, sejalan dengan kenaikan jumlah pengunjung,
- Pengurangan emisi gas rumah kaca senilai Rp1.587.600 per tahun, dari pengalihan sampah canang yang sebelumnya dibakar menjadi pupuk kompos, serta
- Penghematan biaya pembelian pupuk bagi warga sekitar sebesar Rp271.080.000 per tahun, melalui pasokan pupuk organik hasil olahan TPS 3R.

2. Drinking Water Facility Assistance Program (ARSINUM)

The Drinking Water Facility Assistance was established at SD Negeri Pamijahan 02, Pamijahan District, Bogor Regency, since 2023. Through an investment of IDR 205,950,000, IDSurvey provided one drinking water treatment machine, three ARSINUM station points, and tumblers for 409 students and 13 teaching staff. Based on a field survey conducted in July 2025 with school staff, students, and surrounding residents, the program generated identifiable and measurable impacts, namely:

- An increase in income for teachers and surrounding residents of IDR 110,880,000 per year,
- Savings on drinking water expenditure of IDR 140,820,300 per year,
- Savings on medical expenses of IDR 44,910,000 per year, and
- Savings on student pocket money of IDR 106,340,000 per year.

The SROI of this program was recorded at 1.39, meaning that every IDR 1 invested generated IDR 1.39 in social, economic, and environmental benefits, contributing primarily to the achievement of SDG 6 (Clean Water and Sanitation).

3. Waste and Environmental Waste Management Assistance Program through the 3R Integrated Waste Management Facility (TPS 3R) at Tirta Empul Tourist Destination Area (DTW), Gianyar, Bali

This assistance was provided to address waste management problems in the Tirta Empul Temple area, which had previously relied on waste burning, with negative impacts on the environment and climate. Since 2022, through an investment of IDR 200,000,000, SUCOFINDO has built a 3R Integrated Waste Management Facility, a waste processing machine, and a mentoring program for waste sorting training for cleaning staff in the temple area. Based on a field survey conducted in September 2025 of the DTW manager, cleaning staff, and surrounding residents, this program generated identified and measurable impacts, namely:

- An increase in income for cleaning staff of IDR 250,168,421 per year, up from previously having no income as they served on a voluntary basis,
- An increase in income for the Tirta Empul DTW manager of IDR 36,000,000 per year, in line with the rise in the number of visitors,
- A reduction in greenhouse gas emissions worth IDR 1,587,600 per year, from the diversion of canang offering waste that was previously burned into compost fertilizer, and
- Savings on fertilizer purchase costs for surrounding residents of IDR 271,080,000 per year, through the supply of organic fertilizer processed from the TPS 3R facility.

Nilai SROI program ini tercatat sebesar 1,47, yang berarti setiap Rp1 yang diinvestasikan menghasilkan manfaat sosial, ekonomi, dan lingkungan senilai Rp1,47. Program ini berkontribusi pada pencapaian SDG 2 (Tanpa Kelaparan), SDG 11 (Kota dan Permukiman yang Berkelanjutan), dan SDG 13 (Penanganan Perubahan Iklim).

The program's SROI value was recorded at 1.47, meaning that every IDR 1 invested generated social, economic, and environmental benefits worth IDR 1.47. This program contributes to the achievement of SDG 2 (Zero Hunger), SDG 11 (Sustainable Cities and Communities), and SDG 13 (Climate Action).

Ketiga hasil pengukuran SROI ini menegaskan bahwa program TJSL SUCOFINDO bersama IDSurvey tidak hanya layak secara sosial, tetapi juga dapat dipertanggungjawabkan secara kuantitatif. Pendekatan berbasis bukti ini mencerminkan kematangan tata kelola program sosial Perusahaan, dari perencanaan yang berorientasi dampak, pelaksanaan yang bermitra dengan komunitas dan lembaga profesional, hingga evaluasi yang transparan dan terverifikasi.

These three SROI measurement results affirm that SUCOFINDO's CSR programs implemented jointly with IDSurvey are not only socially worthwhile, but also quantitatively accountable. This evidence-based approach reflects the maturity of the Company's social program governance, from impact-oriented planning and implementation in partnership with communities and professional institutions, to transparent and verified evaluation.

Mekanisme Pengaduan untuk Masyarakat [OJK F.24]

Public Grievance Mechanism

Perusahaan memastikan bahwa masyarakat yang merasakan dampak dari kegiatan operasionalnya memiliki jalur yang jelas, mudah diakses, dan terpercaya untuk menyampaikan keluhan, pertanyaan, kritik, maupun saran. Prinsip ini sejalan dengan Pedoman GCG SUCOFINDO yang secara eksplisit menyatakan bahwa Perusahaan terbuka atas informasi atau keluhan serta klaim yang diterima dari masyarakat, dan berkewajiban untuk menindaklanjutinya sampai tuntas. [GRI 2-25]

The Company ensures that communities experiencing the impacts of its operational activities have clear, easily accessible, and trusted channels through which to submit complaints, questions, criticism, and suggestions. This principle is consistent with SUCOFINDO's GCG Guidelines, which explicitly state that the Company is open to information, complaints, and claims received from the public, and is obligated to follow up on them through to full resolution. [GRI 2-25]

Saluran pengaduan yang tersedia mencakup seluruh titik layanan Perusahaan, baik Kantor Pusat maupun seluruh kantor cabang yang tersebar di wilayah operasional di seluruh Indonesia. Selain melalui *customer service* di setiap kantor, masyarakat dapat menggunakan saluran berikut:

The available grievance channels cover all of the Company's service points, including the Head Office and all branch offices located across operational areas throughout Indonesia. In addition to customer service at each office, the public may use the following channels:

Hotline

Hotline



(+62 21) 7983-666

E-Mail

email



customer.service@sucofindo.co.id

Media Sosial

Social Media



sucofindo



@sucofindoofficial



sucofindo

Saluran yang beragam ini memastikan bahwa masyarakat dari berbagai latar belakang dan lokasi geografis dapat menyampaikan aspirasinya tanpa hambatan, sesuai dengan cara berkomunikasi yang paling nyaman bagi mereka.

These diverse channels ensure that members of the public from various backgrounds and geographic locations can submit their aspirations without barriers, in whichever communication mode is most convenient for them.

Setiap pengaduan yang masuk ditangani secara sistematis mengacu pada Prosedur Penanganan Keluhan yang berlaku. Perusahaan melakukan identifikasi akar masalah, menentukan tindakan korektif yang tepat, dan memastikan penyelesaian dilakukan hingga tuntas. Untuk pengaduan yang berkaitan dengan dampak sosial dan lingkungan dari kegiatan operasional, penanganan dilakukan dengan melibatkan unit kerja terkait secara lintas fungsi agar respons yang diberikan benar-benar menysasar inti permasalahan. **[GRI 2-26]**

Every grievance received is handled systematically in accordance with the applicable Complaint Handling Procedure. The Company conducts root cause identification, determines appropriate corrective actions, and ensures that resolution is carried out through to full completion. For grievances relating to the social and environmental impacts of operational activities, handling is carried out with the involvement of relevant work units on a cross-functional basis, to ensure that the response genuinely addresses the core of the issue. **[GRI 2-26]**



PRODUK DAN JASA BERKUALITAS

QUALITY PRODUCTS AND SERVICES

Layanan yang Setara dan Adil bagi Seluruh Pelanggan [OJK F.17]

Equitable and Fair Services for All Customers

Sebagai perusahaan TIC yang melayani spektrum pelanggan yang luas, kesetaraan layanan SUCOFINDO diwujudkan melalui beberapa pendekatan yang mencerminkan karakter khas bisnisnya. Portofolio jasa inspeksi, pengujian, sertifikasi, dan konsultasi SUCOFINDO dirancang responsif terhadap kebutuhan spesifik berbagai industri, mulai dari pertambangan, migas, pertanian, pangan, hingga kesehatan dan infrastruktur, sehingga setiap pelanggan memperoleh layanan yang relevan dengan karakteristik bisnisnya masing-masing. Setiap pelanggan SUCOFINDO dilayani berdasarkan prinsip kesetaraan dan non-diskriminasi berdasarkan latar belakang maupun skala usaha, sesuai amanat Undang-Undang No. 8 Tahun 1999 tentang Perlindungan Konsumen.

Dengan jaringan operasional yang mencakup 28 kota di seluruh Indonesia, SUCOFINDO memastikan pelanggan yang berlokasi di wilayah terpencil sekalipun mendapatkan layanan dengan kualitas yang setara. Di sisi lain, SUCOFINDO juga memberikan bantuan bagi pelaku usaha mikro dan kecil agar layanan TIC berkualitas dapat dijangkau secara inklusif oleh seluruh pelaku usaha tanpa terkecuali.

Komitmen terhadap kesetaraan layanan turut diwujudkan di Kantor Pusat SUCOFINDO, yang telah dilengkapi dengan fasilitas ramah disabilitas mencakup area parkir khusus, akses masuk di lobby utama dan B1, toilet khusus disabilitas di lantai 1, ramp kursi roda, serta ketersediaan kursi roda bagi tamu yang memerlukan, sehingga setiap pelanggan dapat mengakses layanan Perusahaan dengan nyaman dan bermartabat.

Informasi Produk dan Layanan

Product and Service Information

Kepercayaan pelanggan adalah aset yang paling berharga bagi SUCOFINDO. Dalam industri TIC, di mana hasil layanan menjadi acuan bagi keputusan bisnis dan kepatuhan regulasi klien, integritas dan kejujuran informasi adalah prasyarat yang tidak bisa dikompromikan. Oleh karena itu, SUCOFINDO berkomitmen untuk senantiasa menyediakan informasi yang lengkap, akurat, dan mudah dipahami mengenai seluruh produk dan layanan yang ditawarkan.

As a TIC company serving a broad spectrum of clients, SUCOFINDO's service equality is realized through several approaches that reflect the distinctive character of its business. SUCOFINDO's portfolio of inspection, testing, certification, and consultancy services is designed to be responsive to the specific needs of various industries from mining, oil and gas, agriculture, food, to healthcare and infrastructure, so that every client receives services relevant to their particular business characteristics. Every SUCOFINDO client is served on the basis of equality and non-discrimination regardless of background or business scale, in accordance with the mandate of Law No. 8 of 1999 on Consumer Protection.

With an operational network covering 28 cities throughout Indonesia, SUCOFINDO ensures that even clients located in remote areas receive services of equal quality. Additionally, SUCOFINDO provides assistance for micro and small business operators to ensure that quality TIC services are inclusively accessible to all business actors without exception.

The commitment to service equality is also realized at SUCOFINDO's Head Office, which is equipped with disability-friendly facilities including a dedicated parking area, entrance access at the main lobby and B1 level, a dedicated disability restroom on the 1st floor, a wheelchair ramp, and wheelchair availability for guests who require it, so that every client can access the Company's services comfortably and with dignity.

Customer trust is SUCOFINDO's most valuable asset. In the TIC industry, where service results serve as the reference for clients' business decisions and regulatory compliance, information integrity and honesty are non-negotiable prerequisites. SUCOFINDO therefore commits to always providing complete, accurate, and easily understood information regarding all products and services offered.

Dalam komunikasi pemasaran, SUCOFINDO mematuhi kaidah-kaidah pemasaran yang adil dan bertanggung jawab. Perusahaan menghindari klaim yang berlebihan dan tidak memanfaatkan keterbatasan pengetahuan pelanggan sebagai keuntungan komersial. Informasi produk dan layanan disampaikan melalui berbagai saluran yang mudah diakses, mencakup situs web resmi, pameran industri, brosur, profil perusahaan, dan media sosial resmi Perusahaan. Dengan pendekatan ini, calon pelanggan dan pelanggan aktif dapat memperoleh informasi yang memadai untuk mengambil keputusan yang tepat. Sepanjang tahun 2025, tidak ada penghentian layanan yang disebabkan oleh ketidakpatuhan terhadap regulasi yang membahayakan konsumen. [OJK F.29]

In marketing communications, SUCOFINDO adheres to fair and responsible marketing principles. The Company avoids excessive claims and does not exploit the limitations of customer knowledge for commercial advantage. Product and service information is communicated through various easily accessible channels, including the official website, industry exhibitions, brochures, company profiles, and the Company's official social media. With this approach, prospective and active customers can obtain adequate information to make sound decisions. Throughout 2025, no service terminations occurred due to non-compliance with regulations endangering consumers. [OJK F.29]

Inovasi dan Pengembangan Layanan [OJK F.26]

Service Innovation and Development

Inovasi adalah salah satu cara SUCOFINDO menjaga relevansinya di tengah dinamika industri dan tuntutan klien yang terus berkembang. Setiap tahun, Perusahaan secara aktif mengembangkan layanan jasa baru melalui *chamber* inovasi yang dapat dipicu oleh kebutuhan pelanggan yang diusulkan unit kerja, ajang perlombaan inovasi internal, atau respons terhadap peraturan baru dari pemerintah.

Innovation is one of the ways SUCOFINDO maintains its relevance amid evolving industry dynamics and client demands. Every year, the Company actively develops new services through an innovation chamber that can be triggered by customer needs proposed by work units, internal innovation competitions, or responses to new government regulations.

Setiap layanan baru melewati tahap inkubasi atau proses uji coba terbatas bersama klien hingga dipastikan aman, siap secara teknis dan operasional, bebas dari tindakan korektif yang belum diselesaikan, dan mampu menjawab masalah-masalah kunci terkait kesiapan operasional. Setelah lulus inkubasi, layanan diserahkan dari Unit Pengembangan Jasa kepada Unit Portofolio Jasa untuk dikomersialisasikan melalui sosialisasi kepada pelanggan potensial, kerja sama dengan asosiasi industri, dan pemanfaatan platform digital. [OJK F.27]

Every new service undergoes an incubation phase or limited pilot process with clients until it is confirmed to be safe, technically and operationally ready, free from unresolved corrective actions, and capable of addressing key issues related to operational readiness. After completing incubation, the service is transferred from the Service Development Unit to the Service Portfolio Unit for commercialization through outreach to potential clients, collaboration with industry associations, and the utilization of digital platforms. [OJK F.27]

Sepanjang tahun 2025, inovasi SUCOFINDO bergerak dalam tiga klaster pengembangan yaitu bisnis hijau, TIC digital, serta layanan halal dan ketahanan pangan.

Throughout 2025, SUCOFINDO's innovation progressed across three development clusters, which are green business, digital TIC, and halal and food security services.

Pada klaster bisnis hijau, SUCOFINDO memperluas perannya dalam ekosistem keberlanjutan Indonesia secara konkret.

- Perusahaan resmi dipercaya sebagai Lembaga Verifikasi dan Validasi dalam Skema *Climate Bonds Standard and Certification* sejak Februari 2025, menjadikannya berwenang melakukan verifikasi atas obligasi hijau dan berkelanjutan, sebuah pencapaian yang menempatkan SUCOFINDO dalam ekosistem keuangan berkelanjutan Indonesia.

In the green business cluster, SUCOFINDO concretely expanded its role in Indonesia's sustainability ecosystem.

- The Company was officially trusted as a Verification and Validation Body under the Climate Bonds Standard and Certification Scheme since February 2025, authorizing it to perform verification of green and sustainable bonds, an achievement that places SUCOFINDO within Indonesia's sustainable finance ecosystem.

- SUCOFINDO berperan sebagai surveyor pelaksana dalam verifikasi ekspor perdana Kratom setelah tata niaga komoditas ini diterbitkan pada akhir 2024, yang kemudian dilepas langsung oleh Menteri Perdagangan. Inovasi layanan hijau juga diwujudkan melalui penyelenggaraan *Training Green Gold Label Awareness* bagi pelaku usaha biomassa bersertifikat.
- Sosialisasi program PROPER 2025 bersama Dinas Lingkungan Hidup Provinsi Kalimantan Barat, serta pengembangan layanan *Green Generation* yang mencakup validasi dan verifikasi Gas Rumah Kaca dan Nilai Ekonomi Karbon, inventarisasi emisi GRK, layanan otomasi pemantauan lingkungan, *green financing*, dan konsultasi peningkatan peringkat ESG.
- Pada klaster digital TIC, SUCOFINDO memperkuat posisinya sebagai mitra ketahanan siber nasional.

Pada Juli 2025, SUCOFINDO bersama Satuan Siber Tentara Nasional Indonesia (Satsiber TNI) menyelenggarakan pelatihan Awareness ISO 27001:2022 tentang Sistem Manajemen Keamanan Informasi bagi personel Satsiber TNI di Jakarta yang menempatkan SUCOFINDO sebagai mitra profesional dalam memperkuat tata kelola data dan kesiapsiagaan siber di lingkungan militer.

- SUCOFINDO menggelar Science Hackathon Innovation Festival (*Hackfest*) sebagai wadah inovasi dan solusi kreatif bagi masa depan industri digital.
- Pada klaster layanan halal dan ketahanan pangan, SUCOFINDO memperluas jangkauan layanannya ke segmen-segmen strategis baru.
- Melalui KSO SUCOFINDO-Surveyor Indonesia, Perusahaan menyelenggarakan program fasilitasi sertifikasi halal bagi pelaku usaha Kantin di lingkungan DPR RI pada Juli 2025, sekaligus mendorong kesiapan industri menghadapi kewajiban halal kosmetik yang berlaku mulai 2026 melalui kolaborasi dalam forum Asosiasi Lembaga Pemeriksa Halal Indonesia (ALPHI).
- SUCOFINDO menjalankan layanan fumigasi fasilitas penyimpanan beras bersama BULOG Kanwil Jawa Timur pada Agustus 2025 dalam rangka mendukung program ketahanan pangan nasional.
- SUCOFINDO juga aktif mendampingi industri sawit di Kalimantan Tengah melalui FGD yang membahas akselerasi sertifikasi halal untuk produk CPO dan CPKO.

- SUCOFINDO served as the implementing surveyor in the verification of the first Kratom export following the establishment of the commodity's trading regulations at the end of 2024, which was personally launched by the Minister of Trade. Green service innovation was also realized through the organization of Green Gold Label Awareness Training for certified biomass business operators.
- Socialization of the 2025 PROPER program with the West Kalimantan Provincial Environment Office; and the development of Green Generation services encompassing GHG validation and verification and Carbon Economic Value, GHG emission inventory, environmental monitoring automation services, green financing, and ESG rating improvement consulting.
- In the digital TIC cluster, SUCOFINDO strengthened its position as a national cybersecurity partner.

In July 2025, SUCOFINDO together with the Indonesian National Armed Forces Cyber Unit (Satsiber TNI) conducted ISO 27001:2022 Awareness Training on Information Security Management Systems for Satsiber TNI personnel in Jakarta, positioning SUCOFINDO as a professional partner in strengthening data governance and cyber readiness within the military environment.

- SUCOFINDO hosted the Science Hackathon Innovation Festival (*Hackfest*) as a platform for innovation and creative solutions for the future of the digital industry.
- In the halal and food security services cluster, SUCOFINDO expanded its service reach into new strategic segments.
- Through the SUCOFINDO-Surveyor Indonesia KSO, the Company facilitated a halal certification program for canteen operators within the DPR RI premises in July 2025, while also promoting industry readiness for the mandatory halal cosmetics requirement taking effect from 2026 through collaboration in the Indonesian Halal Inspection Body Association (ALPHI) forum.
- SUCOFINDO conducted fumigation services for rice storage facilities together with BULOG's East Java Regional Office in August 2025 in support of the national food security program.
- SUCOFINDO also actively supported the palm oil industry in Central Kalimantan through a focus group discussion addressing the acceleration of halal certification for CPO and CPKO products.

Dampak Produk dan Jasa [OJK F.28]

Product and Service Impact

Sebagai perusahaan TIC, dampak terbesar SUCOFINDO terhadap keberlanjutan tidak datang dari operasional internalnya, melainkan dari nilai yang dihasilkan melalui layanan yang diberikan kepada klien. Setiap jasa inspeksi yang dilakukan, setiap pengujian yang diselesaikan, dan setiap sertifikasi yang diterbitkan memiliki konsekuensi langsung terhadap kualitas, keamanan, dan keberlanjutan produk serta proses yang beredar di masyarakat dan industri Indonesia.

Layanan inspeksi dan sertifikasi SUCOFINDO memastikan bahwa produk dan proses klien tidak hanya memenuhi standar kualitas teknis, tetapi juga standar lingkungan dan sosial yang relevan, mulai dari sertifikasi produk yang memenuhi kriteria bahan baku berkelanjutan, sertifikasi *Green Gold Label* untuk produk biomassa, hingga sertifikasi ISPO bagi petani sawit swadaya yang mendukung terciptanya rantai pasok sawit yang legal dan kompetitif secara global.

Layanan pengujian dan analisis memungkinkan klien memantau dan mengelola emisi, limbah, dan kualitas lingkungan kerja secara lebih efektif, termasuk melalui layanan SPARING (Sistem Pemantauan Kualitas Air Limbah Secara Terus Menerus dan Dalam Jaringan) untuk pemantauan kualitas air limbah secara real-time, CEMS (*Continuous Emission Monitoring System*) untuk emisi udara, dan pengujian kualitas udara lingkungan kerja termasuk *metal fume* dan *welding fume* di fasilitas industri.

Jasa konsultasi ESG dan lingkungan SUCOFINDO, mencakup AMDAL, PROPER, dan konsultasi peningkatan peringkat ESG, secara langsung membimbing klien menuju praktik bisnis yang lebih bertanggung jawab. Khususnya, peran SUCOFINDO sebagai Lembaga Validasi dan Verifikasi GRK dan Nilai Ekonomi Karbon yang terakreditasi KAN memungkinkan klien memperoleh pengakuan resmi atas upaya dekarbonisasi mereka, sekaligus mendukung implementasi kebijakan iklim nasional.

Di sisi ketahanan pangan, layanan fumigasi, pengujian keamanan pangan, sertifikasi halal, dan verifikasi ekspor komoditas strategis seperti Kratom berkontribusi pada terjaganya standar mutu dan keamanan produk yang sampai ke tangan konsumen, baik di dalam negeri maupun di pasar ekspor.

Layanan pelatihan K3 dan manajemen keamanan siber yang diberikan SUCOFINDO kepada klien dari berbagai sektor, termasuk sektor strategis seperti TNI, turut meningkatkan kapasitas sumber daya manusia industri dalam mengelola risiko keselamatan dan keamanan informasi secara lebih sistematis.

As a TIC company, SUCOFINDO's greatest impact on sustainability comes not from its internal operations, but from the value generated through the services it provides to clients. Every inspection performed, every test completed, and every certification issued carries direct consequences for the quality, safety, and sustainability of the products and processes circulating within Indonesian society and industry.

SUCOFINDO's inspection and certification services ensure that clients' products and processes meet not only technical quality standards, but also relevant environmental and social standards, from certifying products that meet sustainable raw material criteria, Green Gold Label certification for biomass products, to ISPO certification for independent oil palm farmers supporting the creation of a legally compliant and globally competitive palm oil supply chain.

Testing and analysis services enable clients to monitor and manage emissions, waste, and work environment quality more effectively, including through SPARING (Continuous Online Wastewater Quality Monitoring System) services for real-time wastewater quality monitoring, CEMS (Continuous Emission Monitoring System) for air emissions, and work environment air quality testing including metal fume and welding fume measurements at industrial facilities.

SUCOFINDO's ESG and environmental consulting services covering AMDAL (Environmental Impact Assessment), PROPER, and ESG rating improvement consulting, directly guide clients toward more responsible business practices. In particular, SUCOFINDO's role as a KAN-accredited GHG and Carbon Economic Value Validation and Verification Body enables clients to obtain official recognition of their decarbonization efforts, while simultaneously supporting the implementation of national climate policy.

On the food security side, fumigation services, food safety testing, halal certification, and verification of strategic commodity exports such as Kratom contribute to maintaining the quality and safety standards of products reaching consumers, both domestically and in export markets.

OHS and cybersecurity management training provided by SUCOFINDO to clients across various sectors, including strategic sectors such as the TNI, further enhances industry human resource capacity in managing safety and information security risks more systematically.

Secara keseluruhan, dampak produk dan jasa SUCOFINDO melampaui transaksi layanan itu sendiri dan berkontribusi pada peningkatan standar industri, perlindungan konsumen, dan pembangunan berkelanjutan secara lebih luas.

Overall, the impact of SUCOFINDO's products and services transcends the service transaction itself and contributes to the improvement of industry standards, consumer protection, and sustainable development more broadly.

Keamanan Data dan Privasi Pelanggan

Customer Data Security and Privacy

Kepercayaan pelanggan terhadap keamanan informasi yang mereka percayakan kepada SUCOFINDO menjadi tanggung jawab yang sangat penting. Sebagai perusahaan TIC yang mengelola data teknis, data pengujian, dan data pribadi dari ribuan klien di berbagai sektor, termasuk sektor strategis dengan regulasi ketat, SUCOFINDO membangun tata kelola keamanan informasi dan privasi data yang menyeluruh, berlapis, dan terus ditingkatkan. **[GRI 3-3]**

Customer trust in the security of information they entrust to SUCOFINDO is a responsibility of the utmost importance. As a TIC company managing technical data, testing data, and personal data from thousands of clients across various sectors, including strategic sectors subject to stringent regulation, SUCOFINDO builds a comprehensive, layered, and continuously improved information security and data privacy governance framework. **[GRI 3-3]**

Tata Kelola Keamanan Informasi

Information Security Governance

Pengawasan terhadap keamanan informasi di SUCOFINDO dijalankan pada dua level. Di level operasional, Kepala Divisi Teknologi Informasi bertindak sebagai pejabat eksekutif tertinggi yang bertanggung jawab atas seluruh aspek keamanan sistem informasi Perusahaan, peran yang setara dengan *Chief Information Officer* (CIO). Di bawah koordinasi CIO, *Computer Security Incident Response Team* (SCI-CSIRT) bertugas mengawasi, mendeteksi, dan menangani seluruh insiden keamanan siber, beroperasi berdasarkan standar internasional RFC 2350.

Oversight of information security at SUCOFINDO is carried out at two levels. At the operational level, the Head of the Information Technology Division acts as the highest executive officer responsible for all aspects of the Company's information system security, a role equivalent to that of a Chief Information Officer (CIO). Under the coordination of the CIO, the Computer Security Incident Response Team (SCI-CSIRT) is tasked with overseeing, detecting, and handling all cybersecurity incidents, operating based on the international standard RFC 2350.

Di level strategis, mekanisme eskalasi formal memastikan bahwa insiden keamanan yang signifikan dilaporkan dan diputuskan penanganannya hingga ke jajaran Direksi. Sementara untuk perlindungan data pribadi secara khusus, SUCOFINDO menunjuk Penanggung Jawab Perlindungan Data Pribadi beserta Tim Tanggap Pelanggaran Data Pribadi yang mencakup fungsi teknologi, kepatuhan hukum, manajemen risiko, dan komunikasi. Seluruh struktur ini ditetapkan secara resmi dan diperbarui pada April 2026.

At the strategic level, a formal escalation mechanism ensures that significant security incidents are reported and resolved up to the Board of Directors level. For personal data protection specifically, SUCOFINDO appoints a Personal Data Protection Officer along with a Personal Data Breach Response Team covering technology, legal compliance, risk management, and communications functions. All of these structures were formally established and updated in April 2026.

Kebijakan dan Sistem Manajemen Keamanan Informasi

Information Security Management System Policy

Komitmen SUCOFINDO terhadap keamanan informasi diwujudkan melalui implementasi Sistem Manajemen Terintegrasi (SMT) yang mengadopsi secara bersamaan tiga standar internasional:

- ISO/IEC 27001:2022 (*Information Security Management*),
- ISO/IEC 20000 (*IT Service Management*), dan
- ISO/IEC 27701:2025 (*Privacy Information Management*).

SUCOFINDO's commitment to information security is realized through the implementation of an Integrated Management System (IMS) that simultaneously adopts three international standards:

- ISO/IEC 27001:2022 (*Information Security Management*),
- ISO/IEC 20000 (*IT Service Management*), and
- ISO/IEC 27701:2025 (*Privacy Information Management*).

Pada November 2025, SUCOFINDO berhasil menyelesaikan Audit Sertifikasi ISO 27001:2022 Stage 2 yang dilakukan oleh lembaga sertifikasi independen PT TSI Sertifikasi Internasional, dengan hasil 0 (nihil) *major nonconformity* dan 0 (nihil) *minor nonconformity*, serta rekomendasi untuk memperoleh sertifikasi. Bersama dengan itu, 5 (lima) *Opportunity for Improvement* (OFI) yang diidentifikasi dalam proses audit, meliputi perluasan daftar aset, komprehensivitas tinjauan hak akses, tindak lanjut pengujian penetrasi, penyamaran data sensitif pada basis data, serta panduan secure coding langsung ditetapkan sebagai agenda perbaikan berkelanjutan.

Perlindungan data dilaksanakan melalui pendekatan berlapis yang mencakup:

1. Teknik penyamaran data (*data masking*, anonimisasi, pseudonimisasi) untuk setiap data sensitif yang diproses atau dibagikan;
2. Enkripsi menyeluruh pada setiap transmisi data;
3. Kendali akses berbasis peran (*Role-Based Access Control*) dengan prinsip *need-to-know*; serta
4. Penerapan *Privacy by Design*, di mana perlindungan data diintegrasikan sejak tahap perancangan setiap sistem dan aplikasi, bukan ditambahkan setelah sistem berjalan.

Program Manajemen Keamanan Informasi

Information Security Management Program

Kesiapsiagaan SUCOFINDO dalam menghadapi ancaman siber didukung oleh Prosedur Intelijen Ancaman tiga level (strategis, taktis, operasional) yang memungkinkan Perusahaan mendeteksi, menganalisis, dan merespons ancaman secara proaktif sebelum berkembang menjadi insiden. Pengujian penetrasi (*penetration testing*) dilakukan secara berkala menggunakan metodologi OWASP (*Open Worldwide Application Security Project*) untuk mengidentifikasi kerentanan pada sistem aplikasi kritis.

Apabila terjadi insiden keamanan atau kegagalan perlindungan data pribadi, Perusahaan menjalankan prosedur notifikasi 5 (lima) fase yang terstruktur dari penerimaan laporan, deteksi dan identifikasi dampak, eskalasi internal ke Direksi, hingga pelaporan ke otoritas berwenang, termasuk Badan Siber dan Sandi Negara (BSSN) dalam 2×24 jam, serta notifikasi kepada subjek data terdampak.

Pelatihan kesadaran keamanan siber diselenggarakan secara rutin bagi seluruh pegawai, termasuk *phishing drill* dan sosialisasi praktik terbaik perlindungan data. Selain itu, audit internal terhadap kepatuhan sistem manajemen keamanan informasi dan privasi dilakukan secara berkala, yang terdiri dari audit *Record of Processing Activities* (ROPA) minimal satu kali per tahun, tinjauan consent management minimal satu kali per tahun atau setiap ada perubahan regulasi, serta pemantauan log akses sistem setiap tiga bulan.

In November 2025, SUCOFINDO successfully completed the ISO 27001:2022 Stage 2 Certification Audit conducted by the independent certification body PT TSI Sertifikasi Internasional, with 0 (zero) major nonconformities and 0 (zero) minor nonconformities, and a recommendation to receive certification. Together with this, the 5 (five) Opportunities for Improvement (OFIs) identified during the audit process, encompassing expansion of the asset register, comprehensiveness of access rights reviews, follow-up on penetration testing, masking of sensitive data in databases, and secure coding guidelines were immediately established as items on the continuous improvement agenda.

Data protection is implemented through a layered approach encompassing:

1. Data masking techniques (*data masking*, anonymization, pseudonymization) for every sensitive data processed or shared;
2. Comprehensive encryption of all data transmissions;
3. Role-Based Access Control with the need-to-know principle; and
4. The application of Privacy by Design, where data protection is integrated from the design stage of every system and application, rather than added after the system is in operation.

SUCOFINDO's preparedness in facing cyber threats is supported by a three-level (strategic, tactical, operational) Threat Intelligence Procedure that enables the Company to proactively detect, analyze, and respond to threats before they escalate into incidents. Penetration testing is conducted periodically using OWASP (*Open Worldwide Application Security Project*) methodology to identify vulnerabilities in critical application systems.

In the event of a security incident or personal data protection failure, the Company implements a structured 5 (five)-phase notification procedure from receipt of a report, detection and impact identification, internal escalation to the Board of Directors, to reporting to the relevant authorities, including the National Cyber and Crypto Agency (BSSN) within 2×24 hours, as well as notification to affected data subjects.

Cybersecurity awareness training is conducted routinely for all employees, including phishing drills and socialization of data protection best practices. In addition, internal audits of information security and privacy management system compliance are conducted periodically, consisting of a Record of Processing Activities (ROPA) audit at least once per year, a consent management review at least once per year or whenever regulatory changes occur, and access log monitoring of systems every three months.

Hak Privasi Pelanggan

Customer Privacy Rights

SUCOFINDO menjamin seluruh hak subjek data sebagaimana diamanatkan oleh Undang-Undang No. 27 Tahun 2022 tentang Perlindungan Data Pribadi, yaitu hak untuk mengakses, mengoreksi, menghapus, dan membatasi pemrosesan data pribadi mereka, tanpa dikenakan biaya apa pun. Data pelanggan hanya digunakan untuk tujuan yang telah ditetapkan dan disepakati secara spesifik, di mana Perusahaan secara tegas melarang penggunaan data pelanggan untuk keperluan pemasaran atau periklanan tanpa izin eksplisit. Persetujuan pengumpulan data (*opt-in*) bersifat wajib, sukarela, dan spesifik untuk setiap tujuan pemrosesan, sementara mekanisme penarikan persetujuan (*opt-out*) dirancang semudah pemberiannya.

Bagi pihak ketiga, termasuk vendor, kontraktor, dan sub-prosesor yang memperoleh akses terhadap data dalam ekosistem SUCOFINDO, berlaku kewajiban untuk melakukan penandatanganan *Non-Disclosure Agreement* (NDA) dan *Data Processing Agreement* (DPA) sebelum akses diberikan, evaluasi keamanan vendor, serta kepatuhan terhadap seluruh standar perlindungan data yang berlaku di Perusahaan. SUCOFINDO tetap bertanggung jawab penuh atas kepatuhan setiap sub-prosesor terhadap kewajiban perlindungan data yang ditetapkan.

SUCOFINDO guarantees all data subject rights as mandated by Law No. 27 of 2022 on Personal Data Protection, namely the right to access, correct, delete, and restrict the processing of their personal data, free of any charge. Customer data is used only for the specific purposes that have been established and agreed upon, with the Company expressly prohibiting the use of customer data for marketing or advertising purposes without explicit consent. Data collection consent (*opt-in*) is mandatory, voluntary, and specific to each processing purpose, while the consent withdrawal mechanism (*opt-out*) is designed to be as easy to exercise as giving consent.

For third parties, including vendors, contractors, and sub-processors that gain access to data within the SUCOFINDO ecosystem, there is an obligation to sign a *Non-Disclosure Agreement* (NDA) and a *Data Processing Agreement* (DPA) before access is granted, to undergo vendor security evaluation, and to comply with all data protection standards applicable within the Company. SUCOFINDO remains fully responsible for every sub-processor's compliance with established data protection obligations.

Pengaduan Pelanggan

Customer Grievance

Kepercayaan pelanggan dibangun bukan hanya melalui kualitas layanan, tetapi juga melalui kemampuan Perusahaan untuk mendengar, merespons, dan menyelesaikan setiap keluhan secara cepat dan tuntas. SUCOFINDO menyediakan berbagai saluran pengaduan yang dapat diakses oleh pelanggan di seluruh Indonesia, mencakup customer service di Kantor Pusat maupun seluruh kantor cabang, serta:

Customer trust is built not only through service quality, but also through the Company's ability to listen, respond, and resolve every complaint quickly and completely. SUCOFINDO provides various complaint channels accessible to customers throughout Indonesia, including customer service at the Head Office and all branch offices, as well as:

Hotline

Hotline



(+62 21) 7983-666

E-Mail

email



customer.service@sucofindo.co.id

Media Sosial

Social Media



sucofindo



@sucofindoofficial



sucofindo

Perusahaan memiliki prosedur tindak lanjut pengaduan yang tertuang dalam mekanisme internal, memastikan setiap keluhan ditangani secara sistematis, terdokumentasi, dan diselesaikan dalam standar waktu yang ditetapkan. Sepanjang tahun 2025, SUCOFINDO menerima total 5 (lima) pengaduan pelanggan yang terdiri dari 1 (satu) pengaduan terkait penagihan, 2 (dua) pengaduan terkait pemasaran dan penjualan, serta 2 (dua) pengaduan teknis terkait pelaksanaan dan penyampaian hasil layanan. Tidak terdapat pengaduan terkait kebocoran data maupun privasi pelanggan yang teridentifikasi dan dapat diverifikasi. **[GRI 418-1]**

The Company has a complaint follow-up procedure set out in the internal mechanism, ensuring every complaint is handled systematically, documented, and resolved within established time standards. Throughout 2025, SUCOFINDO received a total of 5 (five) customer complaints, comprising 1 (one) complaint related to billing, 2 (two) complaints related to marketing and sales, and 2 (two) technical complaints related to the execution and delivery of service results. No complaints related to data breaches or customer privacy were identified and verifiable. **[GRI 418-1]**

Data pengaduan selengkapnya disajikan pada tabel berikut.

Complete complaint data is presented in the table below.

Pengaduan Pelanggan **[OJK F.24]**

Customer Complaints

Jenis Pengaduan Type of Complaint	Kategori Category	2025	2024
Pengaduan terkait layanan Service-related complaints	Penagihan Billing	1	1
	Pemasaran dan penjualan Marketing and sales	2	1
Pengaduan teknis Technical complaints	Pelaksanaan dan penyampaian hasil layanan Execution and result delivery of services	2	5
	Pengaduan kebocoran data Data breach complaints	0	0

Survei Kepuasan Pelanggan **[OJK F.30]**

Customer Satisfaction Survey

Mengukur kepuasan pelanggan secara berkala adalah salah satu cara SUCOFINDO memastikan bahwa layanan yang diberikan senantiasa relevan, berkualitas, dan memenuhi ekspektasi klien. Pada tahun 2025, hasil survei menunjukkan Indeks Kepuasan Pelanggan (IKP) sebesar 85,68%, mengalami penurunan dibandingkan capaian 91,07% pada tahun 2024 dan 88,97% pada tahun 2023.

Periodically measuring customer satisfaction is one of the ways SUCOFINDO ensures that the services provided remain relevant, of high quality, and meet client expectations. In 2025, survey results showed a Customer Satisfaction Index (CSI) of 85.68%, a decline compared to the achievement of 91.07% in 2024 and 88.97% in 2023.

Kepuasan Pelanggan [OJK F.30]

Customer Satisfaction

Jenis Pengaduan Type of Complaint	2025	2024	2023
Indeks Kepuasan Pelanggan Customer Satisfaction Index	85,68%	91,07%	88,97%

Penurunan IKP pada tahun pelaporan merupakan sinyal yang ditanggapi serius oleh Perusahaan. Dinamika ini terjadi di tengah ekspansi layanan SUCOFINDO ke segmen bisnis baru, termasuk layanan hijau, digital TIC, dan laboratorium yang membawa serta pelanggan-pelanggan baru dengan ekspektasi dan konteks kebutuhan yang beragam. Perusahaan meyakini bahwa periode transisi pertumbuhan layanan acap kali diiringi dengan proses penyesuaian standar operasional yang memerlukan waktu untuk mencapai konsistensi optimal. SUCOFINDO berkomitmen untuk menggunakan temuan survei ini sebagai masukan konstruktif dalam program perbaikan layanan yang berkelanjutan, guna mengembalikan dan melampaui tingkat kepuasan pelanggan pada periode-periode mendatang.

The decline in the CSI during the reporting year is a signal taken seriously by the Company. This dynamic occurred amid SUCOFINDO's service expansion into new business segments, including green services, digital TIC, and laboratories, which brought new customers with diverse expectations and contextual needs. The Company believes that periods of service growth transition are often accompanied by an operational standards adjustment process that requires time to achieve optimal consistency. SUCOFINDO is committed to using the findings of this survey as constructive input in its ongoing service improvement program, in order to restore and surpass customer satisfaction levels in the periods ahead.



10 Lampiran

Appendix





INDEKS PENGUNGKAPAN KRITERIA SEOJK NO. 16/SEOJK.04/2021 SESUAI POJK NO.51/POJK.03/2017 [OJK G.4] DISCLOSURE INDEX FOR THE CRITERIA OF SEOJK NO. 16/ SEOJK.04/2021 IN ACCORDANCE WITH POJK NO. 51/ POJK.03/2017

Nomor Indeks Index Number	Uraian Description	Halaman Page
Strategi Keberlanjutan Sustainability Strategy		
A.1	Penjelasan Strategi Keberlanjutan Explanation of Sustainability Strategy	96-102
Ikhtisar Kinerja Keberlanjutan Highlights of Sustainability Performance		
B.1	Kinerja Aspek Ekonomi Economic Aspects Performance	12
B.2	Kinerja Aspek Lingkungan Hidup Environmental Aspects Performance	12-13
B.3	Kinerja Aspek Sosial Social Aspects Performance	14
Profil Perusahaan Company Profile		
C.1	Visi, Misi, dan Nilai Keberlanjutan Sustainability Vision, Mission, and Value	56-57
C.2	Alamat Perusahaan Company's Address	54-55
C.3	Skala Perusahaan Company Scale	62-75, 82-90
C.4	Produk, Layanan, dan Kegiatan Usaha yang Dijalankan Products, Services and Business Activities	58-61
C.5	Keanggotaan Pada Asosiasi Member of Association	91-62
C.6	Perubahan Emiten dan Perusahaan Publik yang Bersifat Signifikan Significant Changes in the Issuer and Public Company	93
Penjelasan Direksi Statement of the Board of Directors		
D.1	Penjelasan Direksi Statement of the Board of Directors	34-42
Tata Kelola Keberlanjutan Sustainability Governance		
E.1	Penanggung Jawab Penerapan Keberlanjutan Sustainable Implementation Accountability	129-130
E.2	Pengembangan Kompetensi terkait Keberlanjutan Competency Development related to Sustainability	131-132
E.3	Penilaian Risiko atas Penerapan Keberlanjutan Risk Assessment of Sustainability Implementation	133-137

Nomor Indeks Index Number	Uraian Description	Halaman Page
E.4	Hubungan dengan Pemangku Kepentingan Stakeholder Engagement	144-146
E.5	Permasalahan terhadap Penerapan Keberlanjutan Challenges of Sustainability Implementation	138-143
Kinerja Keberlanjutan Sustainability Performance		
F.1	Kegiatan Membangun Budaya Keberlanjutan Activities to Build a Sustainability Culture	106
Kinerja Ekonomi Economic Performance		
F.2	Perbandingan Target dan Kinerja Produksi, Pendapatan, Laba Rugi, Investasi serta Portofolio/Pembiayaan Targets and Performance Comparisons of Production, Revenue, Profit and Loss, Investment, and Portfolio/Financing	166-170
F.3	Perbandingan Target dan Kinerja Portofolio/Pembiayaan dan Investasi pada Instrumen Keuangan/Proyek yang Sejalan dengan Keuangan Berkelanjutan. Targets and Performance Comparisons of Portfolios/Financing and Investments in Financial Instruments/Projects Aligned with Sustainable Finance.	166-171
Kinerja Lingkungan Environmental Performance		
Aspek Umum General Aspect		
F.4	Biaya Lingkungan Hidup Environmental Costs	179
F.5	Penggunaan Material yang Ramah Lingkungan Environmental Friendly Material Usage	180
Aspek Energi Energy Aspect		
F.6	Jumlah dan Intensitas Energi yang Digunakan Number and Intensity of Energy Usage	182
F.7	Upaya dan Pencapaian Efisiensi Energi dan Penggunaan Energi Terbarukan Efforts and Achievements of Energy Efficiency and Renewable Energy Usage	183
Aspek Air Water Aspect		
F.8	Penggunaan Air Water Usage	188
Aspek Keanekaragaman Hayati Biodiversity Aspect		
F.9	Dampak dari Wilayah Operasional yang Dekat atau Berada di Daerah Konservasi atau Memiliki Keanekaragaman Hayati Impacts of Operational Areas Located Near or Within Conservation Area or Area with Biodiversity	193
F.10	Usaha Konservasi Keanekaragaman Hayati Biodiversity Conservation Efforts	193

Nomor Indeks Index Number	Uraian Description	Halaman Page
Aspek Emisi Emissions Aspect		
F.11	Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya Number and Intensity of Emissions Generated by Type	185
F.12	Upaya dan Pencapaian Pengurangan Emisi yang Dilakukan Efforts and Achievement of Emissions Reduction	184, 186-187
Aspek Limbah Dan Efluen Waste and Effluents Aspect		
F.13	Jumlah Limbah dan Efluen yang Dihasilkan Berdasarkan Jenis Amount of Waste and Effluent Generated by Category	190
F.14	Mekanisme Pengelolaan Limbah dan Efluen Waste and Effluent Management	191-192
F.15	Tumpahan yang Terjadi (jika ada) Spill that Occurred (if any)	N/A
Aspek Pengaduan Terkait Lingkungan Hidup Environmental-related Complaints Aspect		
F.16	Jumlah dan Materi Pengaduan Lingkungan Hidup yang Diterima dan Diselesaikan Number and Content of Received and Resolved Environmental-related Complaints	194
Kinerja Sosial Social Performance		
Aspek Ketenagakerjaan Employment Aspect		
F.18	Kesetaraan Kesempatan Bekerja Equality of Employment Opportunities	199-200
F.19	Tenaga Kerja Anak dan Tenaga Kerja Paksa Child Labor and Forced Labor	200
F.20	Upah Minimum Regional Minimum Wage	211-212
F.21	Lingkungan Bekerja yang Layak Dan Aman Decent and Safe Work Environment	202-210
F.22	Pelatihan dan Pengembangan Kemampuan Pegawai Training and Competency Development for Employees	215-217
Aspek Masyarakat Community Aspect		
F.23	Dampak Operasi Terhadap Masyarakat Sekitar Operational Impacts to Local Communities	2220
F.24	Pengaduan Masyarakat Public Complaints	228-229
F.25	Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL) Corporate Environmental Social Responsibility (CESR) Activities	220-228
Tanggung Jawab Pengembangan Produk/Jasa Products/Services Development Responsibility		
F.17	Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara kepada Konsumen Commitment to Providing Equal Treatment for Products and/or Services to Consumers	230
F.26	Inovasi dan Pengembangan Produk/Jasa Berkelanjutan Innovation and Development of Sustainable Products/Services	231-232

Nomor Indeks Index Number	Uraian Description	Halaman Page
F.27	Produk/Jasa yang Sudah Dievaluasi Keamanannya Bagi Pelanggan Products/Services Evaluated for Customer Health and Safety	234-236
F.28	Dampak Produk/Jasa Products/Services Impacts	233
F.29	Jumlah Produk yang Ditarik Kembali Number of Recalled Products	231
F.30	Survei Kepuasan Pelanggan terhadap Produk dan/atau Jasa Customer Satisfaction Survey on Products and/or Services	237-238
Lain-lain Others		
G.1	Verifikasi Tertulis dari Pihak Independen (jika ada) Written Verification from Independent Parties (if any)	50
G.2	Lembar Umpan Balik Feedback Form	253-254
G.3	Tanggapan terhadap Umpan Balik Laporan Keberlanjutan Tahun Sebelumnya Response to Feedback of Previous Year Sustainability Report	50
G.4	Daftar Pengungkapan Sesuai POJK 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik List of Disclosures in accordance with POJK 51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies	242-243

INDEKS STANDAR GRI 2021

INDEX OF GRI STANDARDS 2021

Pernyataan Penggunaan Statement of Use	PT SUCOFINDO (Persero) melaporkan informasi yang dikutip dalam indeks konten GRI berikut untuk periode 1 Januari 2025 - 31 Desember 2025 sesuai dengan Standar GRI. PT SUCOFINDO (Persero) has reported the information cited in this GRI content index for the period January 1, 2025 - December 31, 2025 in accordance to the GRI Standards.
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GRI 1 yang digunakan
GRI 1 used

GRI 1: Landasan 2021
GRI 1: Foundation 2021

Standar Sektor GRI yang berlaku Applicable GRI Sector Standard			Tidak ada Not applicable		
Standar GRI GRI Standards	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
			Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
GRI 2 (2021) Pengungkapan Umum General Disclosures					

Organisasi dan praktik pelaporannya

The organization and its reporting practices

2-1	Detail Organisasi Organizational details	54-56	
2-2	Entitas yang termasuk dalam pelaporan keberlanjutan organisasi Entities included in the organization's sustainability reporting	46	
2-3	Periode pelaporan, frekuensi, dan titik kontak Reporting period, frequency and contact point	46, 51	
2-4	Penyajian kembali informasi Restatements of information	50	
2-5	Assurance oleh pihak eksternal External assurance	50	

Aktivitas dan pekerja

Activities and workers

2-6	Aktivitas, rantai nilai, dan hubungan bisnis lainnya Activities, value chain and other business relationships	58-75, 78-81, 93	
2-7	Karyawan Employees	85-88	
2-8	Pekerja yang bukan karyawan Workers who are not employees	89	

Standar GRI GRI Standards	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
			Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
Tata Kelola Governance					
2-9	Struktur tata kelola dan komposisi Governance structure and composition	111-112, 118, 120, 129-130			
2-10	Menominasikan dan memilih badan tata kelola tertinggi Nomination and selection of the highest governance body	113-114			
2-11	Ketua badan tata kelola tertinggi Board of the highest governance body	111-112, 119			
2-12	Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak Role of the highest governance body in overseeing the management of impacts	129-130			
2-13	Pendelegasian tanggung jawab untuk mengelola dampak Delegation of responsibility for managing impacts	129-130			
2-14	Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan Role of the highest governance body in sustainability reporting	129			
2-15	Konflik kepentingan Conflict of interest	119-120			
2-16	Mengkomunikasikan hal-hal kritis Communication of critical concerns	129-130, 133-137			
2-17	Pengetahuan kolektif badan tata kelola tertinggi Collective knowledge of the highest governance body	131-132			
2-18	Evaluasi kinerja badan tata kelola tertinggi Evaluation of the performance of the highest governance body	122-128			
2-19	Kebijakan remunerasi Remuneration policies	113, 117			
2-20	Proses untuk menentukan remunerasi Process to determine remuneration	115-116			

Standar GRI GRI Standards	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
			Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
2-21	Rasio kompensasi total tahunan Annual total compensation ratio		2-21	Kendala kerahasiaan Confidentiality constraints	

Aktivitas dan pekerja

Activities and workers

2-22	Pernyataan tentang strategi pembangunan berkelanjutan Statement on sustainable development strategy	34-42	
2-23	Komitmen kebijakan Policy commitments	56-57, 103-104	
2-24	Menanamkan komitmen kebijakan Embedding policy commitments	103-105	
2-25	Proses untuk memulihkan dampak negatif Processes to remediate negative impacts	155-159, 220-228	
2-26	Mekanisme untuk mendapatkan saran dan meningkatkan isu Mechanisms for seeking advice and raising concerns	155-159, 220, 226-229	
2-27	Kepatuhan terhadap hukum dan peraturan Compliance with laws and regulations	160-163	
2-28	Keanggotaan asosiasi Membership associations	91-92	

Keterlibatan pemangku kepentingan

Stakeholder engagement

2-29	Pendekatan keterlibatan pemangku kepentingan Approach to stakeholder engagement	144-146	
2-30	Perjanjian perundingan kolektif Collective bargaining agreements	198-199	

GRI 3 (2021) Topik Material Material Topics

Pengungkapan dalam topik material

Disclosures on material topics

3-1	Proses untuk menentukan topik material Process to determine material topics	47-48	
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Standar GRI GRI Standards	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
			Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
3-2	Daftar topik material List of material topics	48-49			
GRI 205 (2016) Antikorupsi Anti-corruption					
3-3	Manajemen topik material Management of material topic	150-154			
205-1	Operasi-operasi yang dinilai memiliki risiko terkait korupsi Operations assessed for risks related to corruption	150			
205-2	Komunikasi dan pelatihan tentang kebijakan dan prosedur antikorupsi Communication and training about anti-corruption policies and procedures	151-152			
205-3	Insiden korupsi yang terbukti dan tindakan yang diambil Confirmed incidents of corruption and actions taken	150	205-3 (b,c,d)	Kendala kerahasiaan Confidentiality constraint	
GRI 305 (2016) Emisi GRK GHG Emissions					
3-3	Manajemen topik material Management of material topic	184			
305-1	Emisi GRK (Cakupan 1) langsung Direct (Scope 1) GHG emissions	185			
305-2	Emisi energi GRK (Cakupan 2) tidak langsung Energy indirect (Scope 2) GHG emissions	185			
305-3	Emisi GRK (Cakupan 3) tidak langsung lainnya Other indirect (Scope 3) GHG emissions	185			
305-4	Intensitas emisi GRK GHG emissions intensity	185			
305-5	Pengurangan emisi GRK Reduction of GHG emissions	186-187			
305-6	Emisi zat perusak ozon (ODS) Emissions of ozone-depleting substances (ODS)		305-6	Tidak berlaku Not Applicable	
305-7	Nitrogen oksida (NOx), belerang oksida (SOx), dan emisi udara signifikan lainnya Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		305-7	Tidak berlaku Not Applicable	

Standar GRI GRI Standards	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
			Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
GRI 306 (2020) Limbah Waste					
3-3	Manajemen topik material Management of material topic	189-192			
306-1	Timbulan limbah dan dampak signifikan terkait limbah Waste generation and significant waste-related impacts	190-192			
306-2	Pengelolaan dampak yang signifikan terkait limbah Management of significant waste-related impacts	189-192			
306-3	Timbulan limbah Waste generated	190			
306-4	Limbah yang dialihkan dari pembuangan akhir Waste diverted from disposal		306-4	Informasi tidak tersedia Information unavailable	
306-5	Limbah yang dikirimkan ke pembuangan akhir Waste directed to disposal	191-192			
GRI 401 (2016) Kepegawaian Employment					
3-3	Manajemen topik material Management of material topic	198-199			
401-1	Perekrutan karyawan baru dan pergantian karyawan New employee hires and employee turnover	200-202			
401-2	Tunjangan yang diberikan kepada karyawan purnawaktu yang tidak diberikan kepada karyawan pada kurun waktu tertentu atau paruh waktu Benefits provided to full-time employees that are not provided to temporary or parttime employees	213-214			
401-3	Cuti melahirkan Parental leave	214-215			
GRI 403 (2018) Kesehatan dan Keselamatan Kerja Occupational Health and Safety					
3-3	Manajemen topik material Management of material topic	202			
403-1	Sistem manajemen kesehatan dan keselamatan kerja Occupational health and safety management system	202-203			

Standar GRI GRI Standards	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
			Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
403-2	Pengidentifikasian bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment, and incident investigation	205-206			
403-3	Layanan kesehatan kerja Occupational health services	206			
403-4	Partisipasi, konsultasi, dan komunikasi pekerja tentang kesehatan dan keselamatan kerja Worker participation, consultation, and communication on occupational health and safety	206-207			
403-5	Pelatihan pekerja mengenai kesehatan dan keselamatan kerja Worker training on occupational health and safety	207			
403-6	Peningkatan kualitas kesehatan pekerja Promotion of worker health	208			
403-7	Pencegahan dan mitigasi dampak-dampak kesehatan dan keselamatan kerja yang secara langsung terkait hubungan bisnis Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	208			
403-8	Pekerja yang tercakup dalam sistem manajemen kesehatan dan keselamatan kerja Workers covered by an occupational health and safety management system	202-204			
403-9	Kecelakaan kerja Work-related injuries	208-210			
403-10	Penyakit Akibat Kerja Work-related ill health	210			
GRI 404 (2016) Pendidikan dan Pelatihan Training and Education					
3-3	Manajemen topik material Management of material topic	215			
404-1	Rata-rata jam pelatihan per tahun per karyawan Average hours of training per year per employee	216			

Standar GRI GRI Standards	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
			Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Programs for upgrading employee skills and transition assistance programs	216			
404-3	Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier Percentage of employees receiving regular performance and career development reviews	217			
GRI 405 (2016) Keragaman dan Kesempatan Setara Diversity and Equal Opportunity					
3-3	Manajemen topik material Management of material topic	199-200			
405-1	Keanekaragaman badan tata kelola dan karyawan Diversity of governance bodies and employees	90			
405-2	Rasio gaji pokok dan remunerasi perempuan dibandingkan laki-laki Ratio of basic salary and remuneration of women to men	211-212			
GRI 418 (2016) Privasi Pelanggan Customer Privacy					
3-3	Manajemen topik material Management of material topic	234-236			
418-1	Pengaduan yang berdasar mengenai pelanggaran terhadap privasi pelanggan dan hilangnya data pelanggan Substantiated complaints concerning breaches of customer privacy and losses of customer data	237			

LEMBAR UMPAN BALIK [OJK G.2]

FEEDBACK FORM

Terima kasih kepada Bapak/Ibu/Saudara yang telah membaca Laporan Keberlanjutan PT SUCOFINDO (Persero) Tahun 2025. Untuk meningkatkan kualitas isi laporan keberlanjutan pada tahun berikutnya, kami berharap Bapak/Ibu/Saudara bersedia mengisi Lembar Umpan Balik ini dengan memberi tanda (✓) pada salah satu jawaban atau mengisi titik-titik yang tersedia, kemudian mengirimkannya kepada kami.

Thank you for reading the 2025 Sustainability Report of PT SUCOFINDO (Persero). To improve the quality of the content of the sustainability report in the following year, we hope that you will be willing to fill out this Feedback Form by checking (✓) on one of the answers or fill in the available points, then send it to us.

Data Diri Personal Data

Nama (bila berkenan)

Name (if you'd like)

:

Institusi/Perusahaan

Institution/Company

:

Telp/HP

Phone/HP

:

Golongan Pemangku Kepentingan (beri tanda ✓ yang sesuai)

Stakeholder Groups (mark ✓ appropriately)

☐

Pemegang Saham
Shareholders

☐

Pemasok
Supplier

☐

Media Massa
Mass Media

☐

Pegawai
Employees

☐

Pemerintah
Government

☐

Lain-lain, mohon sebutkan
Others, please specify:

☐

Pelanggan
Customers

☐

Masyarakat
Community

Mohon pilih jawaban yang paling sesuai dengan memberi tanda ✓

Please select the most appropriate answer by marking ✓

1

Laporan ini bermanfaat bagi Anda:

This report is beneficial to you:

☐

Sangat Tidak Setuju
Strongly disagree

☐

Tidak Setuju
Disagree

☐

Netral
Neutral

☐

Setuju
Agree

☐

Sangat Setuju
Strongly Agree

2

Laporan ini telah menggambarkan kinerja Perusahaan dan dukungannya terhadap pembangunan berkelanjutan di Indonesia:

This report has described the Company's performance and its support for the sustainable development in Indonesia:

☐

Sangat Tidak Setuju
Strongly disagree

☐

Tidak Setuju
Disagree

☐

Netral
Neutral

☐

Setuju
Agree

☐

Sangat Setuju
Strongly Agree

3

Laporan ini mudah dimengerti dan dipahami:

The report is easy to understand and comprehend:

☐

Sangat Tidak Setuju
Strongly disagree

☐

Tidak Setuju
Disagree

☐

Netral
Neutral

☐

Setuju
Agree

☐

Sangat Setuju
Strongly Agree

4

Materi dan data dalam laporan ini sudah cukup lengkap:

The material and data in this report are quite complete:

☐

Sangat Tidak Setuju
Strongly disagree

☐

Tidak Setuju
Disagree

☐

Netral
Neutral

☐

Setuju
Agree

☐

Sangat Setuju
Strongly Agree

5 Laporan ini meningkatkan kepercayaan Anda terhadap kinerja keberlanjutan PT SUCOFINDO:
This report increases your confidence in PT SUCOFINDO sustainability performance:

☐ Sangat Tidak Setuju Strongly disagree
 ☐ Tidak Setuju Disagree
 ☐ Netral Neutral
 ☐ Setuju Agree
 ☐ Sangat Setuju Strongly Agree

Mohon berkenan mengisi:
Please fill in:

Informasi apa yang paling bermanfaat dari Laporan Keberlanjutan ini?
What is the most useful information from this Sustainability Report?

Informasi apa yang dinilai kurang bermanfaat dari Laporan Keberlanjutan ini?
What information is considered less useful from this Sustainability Report?

Informasi apa yang dinilai masih kurang dari Laporan Keberlanjutan ini dan perlu ditambahkan pada Laporan Keberlanjutan mendatang?
What information is still missing from this Sustainability Report and needs to be added to future Sustainability Reports?

Terima kasih atas partisipasi Bapak/Ibu/Saudara.
Mohon agar lembar ini dikirimkan ke alamat berikut:

Thank you for your participation. Please have this sheet sent to the following address:

Sekretaris Perusahaan

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