KEBIJAKAN KEBERLANJUTAN
SUSTAINABILITY POLICY

PT SUCOFINDO (PERSERO)

PT SUCOFINDO (PERSERO) berkomitmen menerapkan prinsip keberlanjutan yang terintegrasi dengan strategi, proses bisnis, operasional, pengambilan keputusan, manajemen risiko, pengelolaan sumber daya, dan budaya Perusahaan melalui kerangka ESG dan Model Tiga Lini untuk menciptakan dan melindungi nilai serta keberlanjutan jangka panjang.

Penerapan keberlanjutan berlandaskan kepatuhan, materialitas, akuntabilitas, transparansi, keterlibatan pemangku kepentingan, pendekatan berbasis risiko, integritas, penciptaan nilai, dan perbaikan berkelanjutan. Isu material ditetapkan berdasarkan dampak terhadap ekonomi, lingkungan, manusia, dan masyarakat serta risiko dan peluang yang dapat memengaruhi prospek dan keberlangsungan usaha.

PT SUCOFINDO (PERSERO) is committed to implementing sustainability principles integrated into its strategy, business processes, operations, decision-making, risk management, resource management, and corporate culture through the ESG framework and Three Lines Model to create and protect long-term value and sustainability.

Sustainability is implemented based on compliance, materiality, accountability, transparency, stakeholder inclusiveness, a risk-based approach, integrity, value creation, and continual improvement. Material matters are determined based on impacts on the economy, environment, people, and society, as well as risks and opportunities that may affect the Company's prospects and business continuity.

Lingkungan (E) / *Environmental (E)*

1. Memenuhi ketentuan lingkungan dan menetapkan peran serta tanggung jawab yang jelas dalam pengelolaan lingkungan.
2. Mengidentifikasi dan mengelola dampak lingkungan serta risiko dan peluang perubahan iklim berdasarkan materialitas, termasuk *physical risks* dan *transition risks*, terintegrasi dengan manajemen risiko, strategi, dan *Business Continuity Management*.
3. Mendukung pencapaian target *Net Zero Emission* nasional melalui pengurangan emisi GRK, peningkatan efisiensi energi, dan transisi ke energi rendah emisi/terbarukan, yang didukung oleh kajian *Internal Carbon Pricing* (ICP) secara bertahap sesuai relevansi dan kapasitas Perusahaan.
4. Mengelola air, limbah, bahan berbahaya, dan pencemaran secara bertanggung jawab dengan prinsip ekonomi sirkular dan efisiensi sumber daya.
5. Melindungi biodiversitas berdasarkan materialitas dan dampak serta menerapkan *responsible sourcing* dan *due diligence* pada rantai pasok yang berpotensi berdampak signifikan, termasuk deforestasi.
6. Menerapkan sistem pengelolaan lingkungan yang terukur, dipantau, dievaluasi, dan ditingkatkan secara berkelanjutan.
7. Meningkatkan kompetensi serta menetapkan sasaran dan indikator kinerja lingkungan berdasarkan materialitas, risiko, peluang, dan kemampuan Perusahaan.

1. *Comply with environmental requirements and establish clear roles and responsibilities for environmental management.*
2. *Identify and manage environmental impacts and climate-related risks and opportunities based on materiality, including physical and transition risks, integrated with risk management, strategy, and Business Continuity Management.*
3. *Supporting national Net Zero Emission goals by reducing GHG emissions, boosting energy efficiency, and transitioning to low-emission/renewable energy through phased Internal Carbon Pricing (ICP) assessments aligned with the Company's relevance and capacity.*
4. *Responsibly manage water, waste, hazardous materials, and pollution through circular economy principles and resource efficiency.*
5. *Protect biodiversity based on materiality and impacts and apply responsible sourcing and due diligence to potentially significant supply-chain impacts, including deforestation.*
6. *Implement an environmental management system that is measurable, monitored, evaluated, and continually improved.*
7. *Improve competence and establish environmental objectives and performance indicators based on materiality, risks, opportunities, and Company capability.*

Sosial (S) | *Social (S)*

1. Menghormati dan melindungi HAM serta menerapkan *human rights due diligence* secara proporsional untuk mencegah, memitigasi, memantau, dan menangani dampak HAM.
2. Melarang diskriminasi, kerja paksa, pekerja anak, kekerasan, pelecehan, eksploitasi, dan tindakan yang bertentangan dengan hak dan martabat manusia.
3. Membangun lingkungan kerja aman, sehat, inklusif, beragam, setara, dan menghormati setiap individu melalui pelatihan dan pengembangan budaya.
4. Menerapkan K3 berbasis risiko untuk mencegah kecelakaan, penyakit akibat kerja, dan insiden serta meningkatkan kinerja K3 secara berkelanjutan.
5. Mengembangkan *human capital* melalui kompetensi, *employee engagement*, *talent management*, dan budaya yang mendukung keberlanjutan.
6. Menjaga kualitas, independensi, objektivitas, dan kepuasan pelanggan serta membangun *stakeholder engagement*, *grievance mechanism*, dan kontribusi masyarakat secara bertanggung jawab.
7. Mendorong standar sosial yang bertanggung jawab dalam rantai pasok, termasuk ketenagakerjaan, HAM, K3, keberagaman, dan integritas mitra usaha.

1. *Respect and protect human rights and apply proportionate human rights due diligence to prevent, mitigate, monitor, and address human rights impacts.*
2. *Prohibit discrimination, forced labour, child labour, violence, harassment, exploitation, and conduct contrary to human rights and dignity.*
3. *Foster a safe, healthy, inclusive, diverse, equitable workplace that respects every individual through training and culture development.*
4. *Implement risk-based OHS to prevent accidents, occupational illnesses, and incidents and continually improve OHS performance.*
5. *Develop human capital through competency, employee engagement, talent management, and a sustainability-supporting culture.*
6. *Maintain quality, independence, objectivity, and customer satisfaction and establish responsible stakeholder engagement, grievance mechanisms, and community contributions.*
7. *Promote responsible social standards throughout the supply chain, including labour, human rights, OHS, diversity, and business partner integrity.*

Tata Kelola (G) | *Governance (G)*

1. Menjalankan bisnis berdasarkan GCG, kepatuhan, transparansi, akuntabilitas, responsibilitas, independensi, dan kewajaran.
2. Mengidentifikasi, mengevaluasi, dan mengelola risiko serta peluang ESG untuk menciptakan dan melindungi nilai Perusahaan, termasuk risiko strategis, operasional, teknologi, siber, hukum, reputasi, kepatuhan, sosial, lingkungan, dan iklim.
3. Melarang *fraud*, korupsi, gratifikasi yang tidak sesuai ketentuan, dan suap serta menerapkan *anti-bribery*, *anti-fraud*, *Code of Conduct*, *Whistleblowing System*, dan pengendalian internal.
4. Menyediakan produk dan layanan berbasis ESG secara bertanggung jawab sesuai standar, regulasi, persyaratan akreditasi, dan kebutuhan pelanggan.
5. Menerapkan *responsible and sustainable procurement* dengan mempertimbangkan aspek E, S, G, integritas, HAM, K3, dan dampak rantai pasok berdasarkan risiko dan materialitas.

1. *Conduct business based on GCG, compliance, transparency, accountability, responsibility, independence, and fairness.*
2. *Identify, evaluate, and manage ESG risks and opportunities to create and protect Company value, including strategic, operational, technology, cyber, legal, reputational, compliance, social, environmental, and climate risks.*
3. *Prohibit fraud, corruption, improper gratification, and bribery and implement anti-bribery, anti-fraud, Code of Conduct, Whistleblowing System, and internal controls.*
4. *Provide ESG-based products and services responsibly in accordance with standards, regulations, accreditation requirements, and customer needs.*
5. *Implement responsible and sustainable procurement considering E, S, G, integrity, human rights, OHS, and supply-chain impacts based on risk and materiality.*

6. Menetapkan *governance* keberlanjutan melalui Direksi, fungsi keberlanjutan, unit kerja, fungsi risiko dan kepatuhan, serta Internal Audit sesuai Model Tiga Lini.
7. Menetapkan sasaran, KPI, target, *baseline*, metodologi pengukuran, dan pemantauan ESG berdasarkan materialitas, risiko, peluang, strategi, dan kemampuan Perusahaan.
8. Memastikan kualitas, keamanan, konsistensi, dan keterlacakan data ESG serta melakukan pelaporan keberlanjutan secara akurat, transparan, dapat diverifikasi, dan tidak menyesatkan.
9. Melakukan evaluasi, *monitoring*, *assurance* sesuai materialitas dan risiko, serta perbaikan berkelanjutan.

PT SUCOFINDO (PERSERO) melakukan peninjauan dan peningkatan secara periodik dengan mempertimbangkan perubahan regulasi, strategi, profil risiko, materialitas, ekspektasi pemangku kepentingan, perkembangan standar ESG, serta kondisi lingkungan dan sosial.

Kebijakan ini menjadi landasan bagi Pedoman Implementasi ESG dan Keberlanjutan serta prosedur turunannya, termasuk *materiality assessment*, ESG *risk and opportunity management*, ESG KPI dan target, ESG data *management*, *climate risk management*, *stakeholder engagement*, *human rights due diligence*, *sustainable procurement*, *sustainability reporting*, dan ESG *assurance*.

6. *Establish sustainability governance through the Board of Directors, sustainability function, business units, risk and compliance functions, and Internal Audit in accordance with the Three Lines Model.*
7. *Establish ESG objectives, KPIs, targets, baselines, measurement methodologies, and monitoring based on materiality, risks, opportunities, strategy, and Company capability.*
8. *Ensure ESG data quality, security, consistency, and traceability and conduct sustainability reporting accurately, transparently, verifiably, and without misleading claims.*
9. *Conduct evaluation, monitoring, and assurance as appropriate based on materiality and risk, and continually improve.*

PT SUCOFINDO (PERSERO) conducts periodic review and improvement considering changes in regulations, strategy, risk profile, materiality, stakeholder expectations, ESG standards, and environmental and social conditions.

This Policy serves as the basis for the ESG and Sustainability Implementation Guideline and supporting procedures, including materiality assessment, ESG risk and opportunity management, ESG KPIs and targets, ESG data management, climate risk management, stakeholder engagement, human rights due diligence, sustainable procurement, sustainability reporting, and ESG assurance.

Jakarta, 2 Oktober 2026

SANDRY PASAMBUNA
Direktur Utama / *Chief Executive Officer*

Direktur Keuangan *Director of Finance*	Direktur Sumber Daya Manusia *Director of Human Resource*	Direktur Komersial *Director of Commercial*	Direktur Operasi *Director of Operation*