BMJ

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2025 SUSTAINABILITY REPORT

BEYOND CAPABILITY, BUILDING CREDIBILITY **FOR A SUSTAINABLE FUTURE**



RENEWABLE ENERGY | PCC PLANT INNOVATION | ENERGY TRANSITION | CARBON FOOTPRINT | SUSTAINABLE OPERATIONS | CLIMATE TRANSITION JOURNEY

OUR JOURNEY TO 2030

Creating long-term value for people, planet, and future generations

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Theme Explanation

Beyond Capability, Building Credibility for a Sustainable Future

BMJ continues to promote the implementation of sustainability principles through the development of capabilities and more mature, consistent, and reliable systems. This direction is reflected in strengthened governance, clear operational standards, structured performance measurement, and improved data quality to support decision-making. Through this approach, sustainability is no longer viewed as a series of initiatives, but as a management process integrated into business activities and guided by the principles of accountability, transparency, prudence, and responsibility for economic, social, and environmental impacts.

Sustainability credibility is built through consistent implementation, measurable benefits, and the Company's readiness to be evaluated objectively by stakeholders and external parties. Each initiative is intended to support social well-being, maintain environmental balance, create long-term economic value, and strengthen good governance through strategic partnerships. Through this foundation, BMJ continues to strengthen a sustainable business that is adaptive, responsible, and resilient, ensuring that the Company's growth remains relevant to current needs while providing benefits to stakeholders and future generations.

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Table of Contents

Theme Explanation 3
Table of Contents 4
Sustainability Performance Overview 6
Recognition of Sustainability Performance 8
Credibility
Message from the President Director 11
Sustainability Strategy and ESG Targets 14
BMJ's Contribution to Sustainable Development

01
ABOUT THE SUSTAINABILITY REPORT

Report Profile 22
Materiality Assessment 23
Stakeholder Engagement 28

02 ABOUT BMJ

BMJ Profile 30
Corporate Vision, Mission, and Values 32
BMJ Business Scope 33
Operational Areas and Market Reach 34
Sustainable Supply Chain 35
Economic Performance 36

03 PRESERVING ENVIRONMENTAL RESPONSIBILITY

Energy Efficiency Management 38
GHG Emissions Management 41
Water and Effluent Management System 44
Material Use 48
Waste Management 51
Biodiversity Conservation 54

04 DRIVING SUSTAINABLE SOCIAL IMPACT

Sustainable Employment Practices 61
Human Resource Management 63
Occupational Health and Safety 72
Product Stewardship 80
Community Empowerment and Social Contributions 86

05 STRENGTHENING THE FOUNDATION OF SUSTAINABILITY GOVERNANCE

Sustainability Governance Framework 96
Governance Structure and Oversight 99
Strengthening Ethics and Governance Culture 103
Risk Management and Governance Controls 106

Independent Assurance Report 109
GRI Standards Content Index 116
Feedback Sheet 121

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

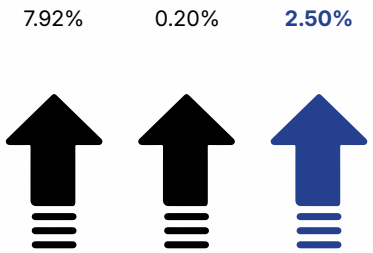
Sustainability Performance Overview

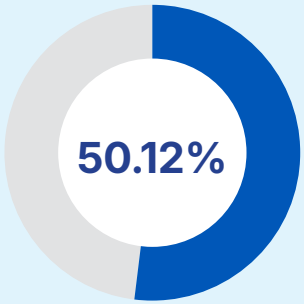
Economic Performance

Revenue

2025	7.77%
2024	7.08%
2023	6.66%

Total Assets





Proportion of BMJ's Procurement Spending on Local Suppliers in 2025

Ratio of Entry-Level Employee Wages to the Minimum Wage in 2025

Karawang	Kudus
100%	100%

Environmental Performance

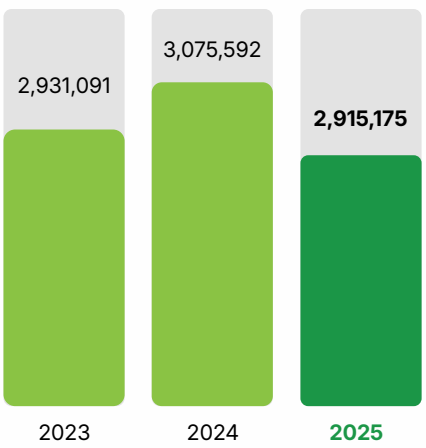
Scope 1 Greenhouse Gas (GHG) Emissions (Ton CO_2e)
62,052

Scope 2 Greenhouse Gas (GHG) Emissions (Ton CO_2e)
93,426

Scope 3 Greenhouse Gas (GHG) Emissions (Ton CO_2e)
215,131

Emissions Intensity
(Ton CO_2e/Ton)
2.59

Total Water Withdrawal (megaliter)



8.3% Water needs were met through recycled water, totaling 242 megaliters in 2025.

39% The reduction in e-waste was achieved by segregating electronic components into hazardous and non-hazardous waste categories.

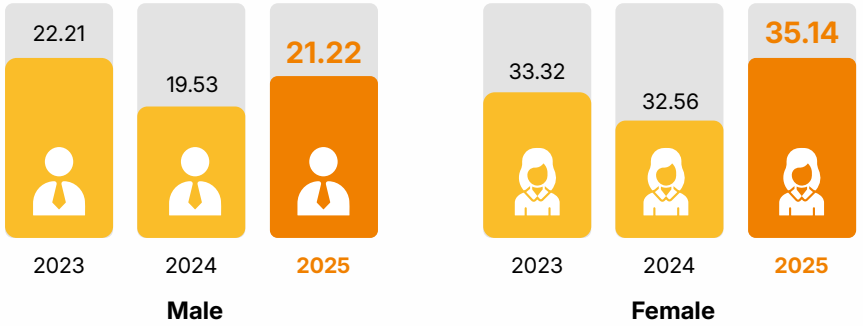
64% BMJ's concession area includes an 11.1 hectare conservation area designated to support biodiversity conservation.

Social Performance

Number of Female Employees (People)



Average Employee Training Hours (Hours)



Corporate Social Responsibility (CSR) 2025

11 Number of CSR Activities

5 Long-Term Program

1 : 3.47 Social Return on Investment (SROI) value of the flagship CSR program in 2025.

- SROI reflects the social value generated from every Rp1 invested in CSR programs.
- The SROI calculation was conducted internally by the BMJ team following guidance from an independent consultant.

4.11/5 BMJ achieved a high level of customer satisfaction in 2025, reflecting the consistently maintained quality of its products and services.

Governance Performance

The establishment of the ESG Committee and Energy Management Team strengthens measurable, credible, and verifiable sustainability governance.

Sustainability management and reporting practices are aligned with global standards and external assessment processes, including GRI, CDP, EcoVadis, and SBTi readiness.

100% of Managers and Directors participated in anti-bribery training to strengthen integrity and transparency in governance.

Zero cases of corruption occurred or were reported throughout 2025.

Zero cases of legal non-compliance resulting in fines or non-monetary sanctions were recorded in 2025.

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Recognition of Sustainability Performance Credibility

BMJ continues to enhance the quality of its ESG implementation through stronger operational practices, more efficient resource management, and the delivery of social programs that provide benefits to stakeholders. These efforts are also reflected in the external recognition received by the Company, reinforcing BMJ's commitment to implementing sustainability practices in a consistent manner.



ESG Ratings

During the reporting year, BMJ received ESG assessments from various independent institutions in recognition of the Company's efforts to integrate sustainability principles across its business activities. Details of the ESG assessment results are presented below:

CDP

BRONZE
ecovadis
Sustainability Rating

Climate Change	B-
Water Security	B
Forest	C

Overall Score

65/100

Awards in 2025

BMJ also received various awards from national and international institutions in recognition of its sustainability practices, responsible operational management, good governance, and contributions to social and environmental development. The list of awards received is presented below:



Jakarta, November 13, 2025
Silver Achievement
OPEXCON Awards 2025

Organizer: SSCX



Jakarta, November 13, 2025
Bronze Achievement
OPEXCON Awards 2025

Organizer: SSCX



Karawang, December 18, 2025
Corporate Environmental Performance Assessment Program (PROPER)

Organizer:
Karawang Regency Environmental Agency



Bandung, January 9, 2026
Platinum Category
West Java Provincial Occupational Safety and Health Committee (P2K3) Award 2025

Organizer:
Governor of West Java



Bandung, January 9, 2026
Platinum Category
Award for the Implementation of Workplace Tuberculosis Prevention and Control Program, West Java Province 2025

Organizer:
Governor of West Java



Bandung, January 9, 2026
Platinum Category
Award for the Implementation of Workplace HIV/AIDS Prevention and Control Program, West Java Province 2025

Organizer:
Governor of West Java

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Certifications

BMJ holds various certifications that reflect its implementation of nationally and internationally recognized management standards. These certifications form part of the Company's efforts to strengthen its management systems and support responsible and sustainable business practices. Details of BMJ's certifications are presented below:



ISO 9001: 2015
Quality Management System
Since 1993
Karawang and Kudus



ISO 14001: 2015
Environmental Management System
Since 2011
Karawang and Kudus



ISO 45001: 2018
OHS Management System
Since 2011
Karawang and Kudus



Sistem Verifikasi Legalitas Kayu (SVLK)
Wood Products
Since 2013
Karawang and Kudus

PT TUV Rheinland Indonesia



Programme for the Endorsement of Forest Certification (PEFC)
Wood Products
Since 2012
Karawang
PT SCS Indonesia



Authorized Economic Operator (AEO)
Export-Import
Since 2019
Karawang and Kudus
Ministry of Finance



SMK3 in accordance with Government Regulation No. 50 of 2012
OHS Management System (SMK3)
Since 2019
Karawang and Kudus
PT Surveyor Indonesia



SNI 3755 : 2019
Cigarette Paper
Since 2021
Karawang
Pulp and Paper Research and Development Center - Indonesia



Halal Certificate
Halal Product Assurance System for the Offset Plant
Since 2023
Karawang
Ministry of Religious Affairs

Message from the President Director [GRI 2-22]

We are grateful to God Almighty for His blessings and grace, which have enabled PT Bukit Muria Jaya to continue its sustainability journey and present the 2025 Sustainability Report, the fourth edition since the Company began publishing sustainability reports. This report marks an important milestone for BMJ following several years of strengthening awareness, building capabilities, and implementing various Environmental, Social, and Governance (ESG) initiatives. In 2025, sustainability is no longer viewed as an additional agenda but has become an integral part of how the Company manages its business, makes decisions, measures performance, and builds trust with stakeholders.

Against this backdrop, the 2025 Sustainability Report is presented under the theme **"Beyond Capability, Building Credibility for a Sustainable Future."** This theme reflects BMJ's commitment to moving beyond the internal capabilities it has developed toward increasingly credible sustainability practices, supported by structured systems, stronger data, consistent implementation, and readiness for objective evaluation by external parties.

BMJ recognizes that capability is the foundation, while credibility can only be built through consistency, demonstrated performance, and accountability. Accordingly, this report serves not only as a record of activities undertaken, but also as an illustration of how sustainability has evolved into an integral part of a management system that is increasingly aligned with the Company's business strategy. This approach has become even more relevant amid rising expectations from global customers, regulators, and business partners for transparency, traceable data, consistent governance practices, and verifiable performance outcomes. On the other hand, the growing demand for green products, including environmentally friendly packaging, presents opportunities for BMJ to further strengthen its position in the paper and packaging industry based on wood products and their derivatives.



Augustinus Omar Rahmanadi
Presiden Direktur

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Strengthening ESG Capabilities, Building Sustainability Credibility

Throughout 2025, BMJ continued to strengthen the foundation of its sustainability management by enhancing ESG data quality, improving cross-functional coordination, and aligning sustainability practices with long-term business needs. On the environmental front, the Company advanced its emissions reduction efforts through the first phase installation of solar panels at the Karawang and Kudus plants under a vendor-financed scheme that required no direct capital expenditure by the Company, the transition of boiler fuel from coal to biomass and gas, and the increased use of electric vehicles in operational and supporting transportation activities. These efforts were further supported by the operation of the Precipitated Calcium Carbonate Plant (PCC Plant), which contributed to a reduction in greenhouse gas emissions of 3,773 tonnes of CO_2e. This estimate is calculated based on reference conditions prior to the implementation of the PCC plant, taking into account activity data, calculation boundaries, assumptions, and relevant emission factors. This reduction is categorized as avoided emissions, not carbon removal. Overall, these initiatives helped reduce Scope 1 and Scope 2 emissions by 17.54% compared with the previous year. BMJ also strengthened its water management by increasing the use of recycled water, which accounted for 8.3% of total water consumption. These achievements were reflected in improved CDP scores for the Climate Change and Water Security categories, as well as a higher EcoVadis score.

On the social front, BMJ continued to strengthen sustainable social value creation through targeted, participatory, and data-driven empowerment programs. These efforts were supported by social mapping activities in villages surrounding the Company's operational areas to identify local potential, understand community needs, and determine relevant program priorities. BMJ also continued to implement its Corporate Social Responsibility (CSR) programs across the education, environmental, economic, and cultural pillars as part of its contribution to improving community well-being. Within the workplace, the Company maintained the consistent implementation of Occupational Health and Safety (OHS) practices and recorded zero fatal workplace accidents in 2025. In addition, capacity building for employees and business partners continued through various training programs, while the implementation of SEDEX-SMETA social audits formed part of the Company's efforts to strengthen social performance, labor practices, ethics, and compliance throughout its value chain.

On the governance front, BMJ continued to strengthen its oversight mechanisms, compliance practices, risk management, and sustainability reporting to further integrate them into business processes. This serves as the foundation for ensuring that business decisions consider not only operational and financial performance, but also their impacts on the environment, communities, employees, customers, business partners, and other stakeholders. Governance and transparency were further reinforced





through the provision of grievance and reporting channels under the Whistleblowing System (WBS), providing stakeholders with a clear and responsible mechanism to submit reports and feedback. Internally, BMJ also organized a Sustainability Convention as a platform to broaden sustainability awareness, strengthen the sustainability culture, and align cross-functional roles in supporting the ESG agenda. For BMJ, sustainability credibility is built over the long-term through consistency, responsiveness to evaluation outcomes, continuous improvement, and the ongoing enhancement of management standards.

Sustainability Direction Going Forward

Looking ahead, BMJ will continue its sustainability journey through a more structured, adaptive, and impact-oriented approach. The Company's focus extends beyond introducing new initiatives to strengthening strategic direction, performance indicators, and outcomes that are relevant to stakeholders. These efforts will be supported by the implementation of circular economy practices, stronger collaboration across the raw material supply chain, and support for the decarbonization agenda towards achieving Net Zero Emission (NZE). As part of its long-term climate commitment, BMJ has also submitted its commitment letter to the SBTi to align its emissions reduction strategy with a science-based approach and further strengthen the Company's credibility in supporting the transition to a low-carbon economy.

Appreciation and Commitment to a Sustainable Future

In closing, we would like to express our sincere appreciation to all employees, business partners, customers, communities, regulators, and other stakeholders for their support, trust, and collaboration throughout our sustainability journey. Every achievement reflects a shared commitment to advancing business practices that are more responsible, adaptive, and aligned with stakeholder expectations.

With the capabilities we have built and the credibility we continue to strengthen, BMJ remains committed to creating sustainable value for the environment, society, and all stakeholders. Moving forward, we will continue to maintain consistency, enhance the quality of our ESG management, and strengthen the Company's contribution towards a more inclusive, resilient, and sustainable future.

Karawang, August 1, 2026

Augustinus Omar Rahmanadi
President Director

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Sustainability Strategy and ESG Targets

Sustainability Strategy Direction

BMJ's sustainability management in 2025 marked an important transition from the awareness-building phase toward demonstrating more measurable capabilities. Sustainability is no longer positioned as a series of separate activities, but as part of a more structured and data-driven business management system supported by increasingly clear governance. This progress demonstrates that ESG practices at BMJ have evolved from individual initiatives into an approach that is managed more consistently and accountably, while remaining relevant to business needs and stakeholder expectations.

The Sustainability Blueprint and ESG Roadmap 2024–2028 serve as the main frameworks for integrating sustainability into BMJ's business activities. These frameworks help the Company establish clearer direction, priorities, policies, and measurable programs for managing environmental, social, and governance aspects. Internally, BMJ continues to strengthen its sustainability culture, capabilities, and shared understanding through the engagement of employees and business partners. This approach is aligned with the 5Ps concept of People, Planet, Prosperity, Peace, and Partnership, which recognizes that business success is not determined solely by financial performance, but also by the Company's ability to contribute to society, the environment, and sustainable development.

In addressing climate change risks, BMJ continues to strengthen its sustainability strategy through enhanced governance, regulatory readiness, supply chain resilience, and the identification of more sustainable business opportunities. The Company regularly monitors developments in policies related to the carbon economy, Nationally Determined Contributions (NDCs), carbon tax, and sustainable finance, while also considering the continuity of wood and wood-derived raw material supplies.

As part of its transition strategy, BMJ is gradually promoting increased energy efficiency, the use of renewable energy, reduced reliance on high-carbon energy sources, optimization of production processes, and strengthened emissions management across the value chain. The implementation of these measures takes into account technological readiness, operational and financial feasibility, regulatory developments, and the needs of customers and stakeholders.

Strengthening the four pillars is also supported by improvements in data quality, measurement processes, and external evaluation and recognition. Improvements in CDP Climate Change and Water Security scores, the continued achievement of the EcoVadis Bronze Medal, the preparation of carbon footprint reports for Karawang and Kudus, and the development of targets under the Science Based Targets initiative (SBTi) demonstrate that BMJ's ESG management is increasingly being implemented in a measurable, transparent, and responsible manner. These achievements serve as a foundation for the Company to continue strengthening its systems, closing gaps, improving the quality of management, and building sustainability credibility on an ongoing basis.

ESG Targets

BMJ's ESG performance is reinforced by targets that have been established as benchmarks to guide the Company's sustainability management. These targets support the implementation of the Sustainability Blueprint and the 2024–2028 ESG Roadmap and serve as the foundation for measuring performance progress in a structured, results-based manner. As BMJ's approach to sustainability evolves, the ESG targets remain a reference point for the implementation of strategies and initiatives across the four strategic pillars.

In line with the Beyond Capability, Building Credibility strategy, BMJ continues to strengthen its sustainability management by setting increasingly measurable goals. Each target is designed to be supported by performance indicators, baselines, achievement periods, and adequate evaluation mechanisms to ensure that progress toward these targets can be systematically reviewed. To facilitate the monitoring process, these targets are presented according to environmental, social, and governance aspects as follows:

Building Capability

Human Resources and Corporate Culture	• Increase the proportion of high-potential young employees entering management positions, including leadership roles, through succession programs.
Occupational Health and Safety	• Achieve zero workplace accidents (zero accident). • Ensure employees have easy access to personal protective equipment whenever required.

Building Credibility

Business Ethics	• Achieve 100% compliance with the Company's Business Conduct Policy. • Conduct training programs related to business ethics..
Compliance with Laws, Regulations, and Policies	• Achieve 100% compliance with the Company's Business Conduct Policy.

Climate Transition

Addressing Climate Change Impacts	• Achieve net-zero emissions. • Implement zero-emission operational activities for Scope 1 and Scope 2 emissions, with the aim of achieving carbon neutrality by 2030. • Achieve net-zero emissions for Scope 1, Scope 2, and Scope 3 by 2050. • Shift to renewable energy sources across operational activities, where feasible, by 2030.
Reducing Waste and Waste Disposal	• Reduce the use of single-use plastics wherever they are not required. • Use paper materials made from recycled paper and reuse paper, leaves, and other organic materials as compost. • Avoid disposing of waste generated from operational activities into the ground.
Water Stewardship	• Reduce water requirements for operational activities by 35%. • Increase the use of recycled water to 30% of total water use in operational activities.
Biodiversity and Reforestation	• Ensure that 100% of pulp raw materials and other forest products used in the supply chain are sourced from sustainably managed forests and do not contribute to forest degradation or deforestation.

Sustainable Future

Human Rights	• Ensure that no underage employees are employed in the Company's operations. • Ensure that 100% of raw materials and services within the supply chain are not sourced from suppliers that violate human rights, as verified through audit results for the relevant period.

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Strengthening ESG Credibility through Key Initiatives

BMJ recognizes that ESG performance has become a key consideration for investors, global customers, business partners, and rating agencies in assessing corporate credibility. In response, BMJ implements various key initiatives to strengthen ESG management by making it more measurable, data-driven, and integrated into operational activities. This approach reflects BMJ's progress from building awareness toward more systematic, well-documented, and accountable sustainability implementation.

Through these initiatives, BMJ continues to strengthen its systems, data quality, governance, internal capabilities, and cross-functional coordination, while enhancing credibility through participation in external assessments and audits, including CDP, EcoVadis, and the Sedex Members Ethical Trade Audit (SMETA). Accordingly, BMJ's ESG management is no longer positioned as a collection of stand-alone programs, but as a management process that supports decision-making, performance improvement, and greater stakeholder trust. Key initiatives supporting this progress include:

1. **Sustainability Governance and Energy Management**
   Establishment of a sustainability team or committee, support for implementing an energy management system, and development of energy efficiency and carbon emission reduction targets within the SBTi framework.
2. **Decarbonization and Low-Carbon Energy**
   Utilization of solar panels, increased use of electric vehicles, replacement of coal with gas and biomass, and exploration of more environmentally friendly energy sources to support operational efficiency.
3. **Sustainable Supply Chain and Business Opportunities**
   Expansion of the supplier base for wood and wood-derived raw materials, as well as identification of business opportunities that support the development of more environmentally friendly and sustainable products.
4. **Sustainability Regulatory Readiness**
   Monitoring developments in regulations related to the carbon economy, NDCs, carbon tax, sustainable finance, and other policies relevant to the Company's operations and value chain.
5. **Resource Efficiency and Technology Adaptation**
   Energy management, increased use of renewable energy, utilization of environmental data for operational and investment planning, and adoption of more effective and efficient technologies.
6. **Global Standards and External Assessments**
   Participation in SBTi, implementation of ISO-based management systems, and participation in CDP, EcoVadis, SMETA, sustainability reporting, and carbon footprint reporting.
7. **ESG Governance and Social Compliance**
   Regular meetings, performance evaluations, follow-up on areas for improvement, social mapping, and training for business partners to support employment practices, occupational health and safety, environmental management, and business ethics in line with ESG principles.

To support the consistent implementation of these seven initiatives, BMJ is also developing an ESG Data Platform as a tool for recording and managing environmental data, including energy, emissions, water, and waste. Data submitted by data producers is first reviewed by supervisors or area managers before being uploaded to the platform. Moving forward, this platform will be supported by data management standards and a division of roles based on the Responsible, Accountable, Consulted, and Informed (RACI) approach, ensuring that responsibilities, coordination workflows, and the process of fulfilling ESG data requirements across work units are clearer and more structured. In line with the strengthening of this system, BMJ conducts regular monitoring and evaluation of progress toward ESG targets. The results of this monitoring serve as the basis for assessing the effectiveness of initiative implementation, identifying gaps, and determining follow-up actions and refinements to the sustainability strategy for the next period.

As part of the monitoring and evaluation process, BMJ also uses its ESG rating results as a benchmark to assess its position, achievements, and areas that require further improvement in sustainability implementation. The evaluation results serve as a reference for improving data quality, expanding the use of renewable energy, strengthening supplier engagement, and supporting readiness for long-term science-based commitments. Through these efforts, BMJ aims to strengthen the link between its sustainability commitments, targets, initiative implementation, performance achievements, and continuous improvement actions. Along with stronger internal capabilities and increasing external recognition, BMJ continues to advance its sustainability practices toward a more measurable, consistent, and credible system.

BMJ's Support for Sustainable Development

Across its operational activities, BMJ manages sustainability aspects by considering social, economic, and environmental impacts in a measurable manner. This approach reflects the Company's progress from implementing individual initiatives toward a more integrated and responsible sustainability management system.

In support of the Sustainable Development Goals (SDGs), BMJ implements various social responsibility programs and sustainable business practices to create benefits for the Company, its stakeholders, and the surrounding environment, while strengthening the capabilities, consistency, and credibility of its sustainability performance. The following are some of BMJ's initiatives and contributions toward achieving the SDGs:



- Assistance with obtaining Business Identification Numbers (NIB), halal certification, and Home Industry Food Production Certificates (PIRT), as well as support for packaging design innovation totaling 1,000 units.
- Screen-printing training and partnership skills development for the printing business.
- Implementation of retirement programs, including severance pay, pension funds, long-service awards, and pre-retirement training.
- Ensuring fair labor practices by eliminating discrimination and child labor in recruitment processes and across the supply chain.

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance



- Dengue fever fogging to help prevent the spread of dengue in Purwadana Village.
- Blood donation activities for BMJ employees in collaboration with the Indonesian Red Cross (PMI) of Karawang Regency.
- Provision of employee health benefits, including BPJS Health, BPJS Employment, and accident insurance.
- Provision of a licensed clinic accessible 24 hours a day to employees and their families, supported by personnel certified in Industrial Hygiene, Occupational Health and Safety (Hiperkes and KK).
- Recreational and sports programs for employees.



- Capacity building for school principals through School Principal Management and Leadership Training.
- Scholarships for orphaned children residing in Purwadana Village.
- Training and education for all employees, with average annual training hours of 21.22 hours for male employees and 35.14 hours for female employees.



- Provision of annual leave, maternity leave, meal allowances, and employee shuttle facilities.
- Provision of bonuses, remuneration, and long-service awards in accordance with employment status.
- Maintaining female representation at the managerial level as part of the Company's commitment to diversity and gender equality.
- Strengthening social dialogue through an annual forum between the labor union and management.



- Provision of clean water facilities with a capacity of 5,000 liters for residents of Dusun II Bobojong.
- Integrated management of domestic and industrial wastewater.
- Implementation of water recycling to reduce groundwater use and improve water resource efficiency.



- Organic waste management program and development of additional infrastructure for the BMJ Workshop (Rumah Pemberdayaan BMJ).
- Development of emission reduction commitments through the submission of commitments to SBTi and strengthening of Scope 3 emissions data.
- Supporting the clean energy transition through the use of solar panels, solar-powered lighting, electric vehicles, electric forklifts, and the provision of public electric vehicle charging stations (SPKLU).
- Reducing emissions through the operation of the PCC Plant, achieving a reduction of 3,773 tons CO_2e in 2025.



- Provision of tables, chairs, and umbrellas for public facilities in the Resinda residential area, Purwadana Village.
- 100% of raw material purchases sourced from suppliers certified under Sustainable Forest Management and Chain of Custody Systems.
- Responsible management of hazardous and non-hazardous waste and strengthened waste recycling practices in production areas.
- Integration of environmental aspects into supplier selection and evaluation processes.



- Maintaining river ecosystem functions through natural habitat restoration and riverbank erosion prevention.
- Management of green open spaces through the conservation of rain trees and Solomon teak trees.
- Reforestation along the Citarum Riverbank to support a greener and more sustainable surrounding area.



- Operational assistance for mosques and prayer rooms, as well as donations for low-income communities and elderly residents in Purwadana Village.
- Strengthening sustainability governance through the ESG Committee to support compliance, accountability, and ESG risk management.
- Upholding Human Rights and rejecting all forms of discrimination.



- Aligning sustainability management and reporting practices with global standards and external assessment processes, including GRI, CDP, EcoVadis, and SBTi readiness.

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance





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About the Sustainability Report

RENEWABLE ENERGY | PCC PLANT INNOVATION | ENERGY TRANSITION | CARBON FOOTPRINT | SUSTAINABLE OPERATIONS | CLIMATE TRANSITION JOURNEY

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About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Report Profile

PT Bukit Muria Jaya, hereinafter referred to as "BMJ" or the "Company," publishes the 2025 Sustainability Report as a form of transparency to stakeholders regarding the management and performance of its sustainability initiatives throughout the reporting year. This report covers the Company's environmental, social, and governance performance and presents BMJ's efforts to strengthen long-term sustainable value creation.

This report has been prepared in accordance with the GRI Universal Standards 2021, a globally recognized sustainability reporting framework. In addition, the information presented in this report considers the alignment between BMJ's sustainability initiatives and the Sustainable Development Goals (SDGs), reflecting the Company's contribution to the sustainable development agenda.

Reporting Period [GRI 2-3]	January 1– December 31, 2025, in line with the reporting period of the Company's Annual Report.
Reporting Boundary [GRI 2-2, 3-1]	All information presented in this report covers only PT Bukit Muria Jaya. The Company does not have any subsidiaries, associates, or joint venture entities.
Determination of Report Content and Quality [GRI 3-1]	Maintaining the quality of the report through the application of reporting principles, including accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and the presentation of verifiable information. BMJ continuously strengthen its processes for collecting, consolidating, reviewing, documenting, and controlling ESG data to ensure that the reported information is increasingly accurate, consistent, traceable, and verifiable.
Restatement of Information [GRI 2-4]	There were changes and restatements of information related to total Scope 1 and Scope 2 emissions, Scope 3 emissions, and material use. The restatements were made for several reasons, including the expansion of data coverage and changes in the calculation methodologies used. Restatements are made to improve the quality, representation, and comparability of information across periods and do not necessarily reflect changes in operating activities during previously reported periods. Information. More detailed information on the restatements and the reasons for them is provided in the notes below the relevant tables or infographics.
Changes During the Reporting Period [GRI 2-6]	There were no significant changes during the reporting period.
External Assurance [GRI 2-5]	This Sustainability Report has been assured by an independent external assurance provider, CBC Global Indonesia, in accordance with the AA1000AS v3 standard. The engagement was conducted through a formal procurement process, with the Board of Directors responsible for determining the scope, selecting the assurance provider, and reviewing the assurance results. The independent assurance provider was not involved in the preparation of the Sustainability Report, thereby ensuring the absence of any conflict of interest. The results of the assurance process also serve as input for BMJ to continue improving the quality of its data management, documentation, internal controls, and ESG reporting.
Contact for Sustainability Report	**Fanny Wibowo** **Head of Purchasing Department/Sustainability Team** Jl. Karawang Spoor, Desa Purwadana, Kec. Teluk Jambe Timur, P.O. BOX 54 KW Karawang 41300, Jawa Barat, Indonesia Telephon: +62 (267) 601030 Facsimile: +62 (267) 600700 Email: info@bmjpaperpack.com

Materiality Assessment

[GRI 3-1]

In 2025, BMJ adopted a Double Materiality Assessment (DMA) in determining its material topics, while also reviewing the material topics identified in 2024. This approach ensures that relevant environmental, social, and governance issues are comprehensively covered and aligned with industry developments and stakeholder perspectives.

Double Materiality Assessment

BMJ applied a Double Materiality Assessment (DMA) approach to obtain a more comprehensive understanding of sustainability issues, both in terms of their environmental and social impacts and their implications for the Company's financial performance. Through this approach, materiality is assessed from two main perspectives, namely:

Inside-Out Perspective

Assesses the impacts of the Company's business activities on the environment and society across the value chain, including its contribution to broader social and environmental issues.

Outside-In Perspective

Assesses sustainability-related risks and opportunities that may affect the Company's financial performance, competitiveness, and strategic position.

To support the implementation of this approach, the Company developed an assessment matrix and prioritization mechanism in accordance with the GRI framework. This reference was used to assess and rank sustainability issues based on the significance of their impacts, ensuring that the material topics presented reflect the issues most relevant to the Company and its stakeholders.

Double Materiality Assessment Process

Review and Identification of Topics

Review and identify material topics based on benchmarking, emerging developments, and alignment with sustainability standards and ESG ratings. Based on this process, the Company identified 14 relevant topics.

Determination of Priority Topics

The materiality assessment was conducted using a double materiality approach. At this stage, 91 internal stakeholders (Company personnel) and 56 external stakeholders (suppliers, customers, government institutions or regulators, surrounding communities or local communities, and the media) participated in the questionnaire survey.

Development of the Materiality Matrix and Prioritization

The assessment results were subsequently mapped into a materiality matrix based on the scores obtained to identify priority topics.

Validation and Approval

The materiality matrix was reviewed and approved by the Board of Directors. All information and data presented in this report have been reviewed and validated by the relevant authorized functions within the Company to ensure their quality and materiality.

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Double Materiality Matrix [GRI 3-2]

Based on the results of the comprehensive assessment, BMJ identified 14 material topics as key priorities in the implementation of its sustainability strategy. These topics reflect the Company's commitment to strengthening responsible and sustainable business practices.

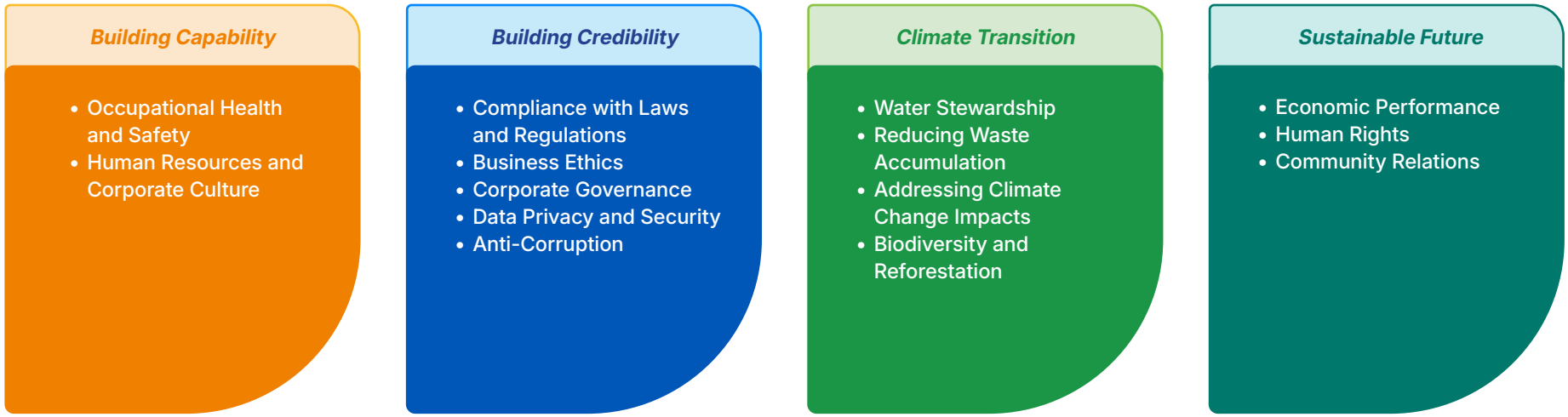
Materiality Matrix



To clarify the link between the Double Materiality Assessment results and the Company's sustainability direction, BMJ mapped its 14 material topics into four strategic pillars: Building Capability, Building Credibility, Climate Transition, and Sustainable Future. This mapping serves as a communication framework that helps stakeholders understand how each material topic supports BMJ's sustainability priorities and provides a more comprehensive view of the Company's sustainability management focus.

The results of the Double Materiality Assessment also provide a basis for BMJ to strengthen the implementation of its sustainability strategy and support the achievement of established ESG targets. Through this mapping, each material topic is linked to relevant policies, programs, and initiatives, enabling the sustainability strategy to be implemented in a more focused, measurable, and aligned manner with the issues that are most material to the Company and its stakeholders.

Mapping of Material Topics Across the Four Strategic Sustainability Pillars



Material Topics and Reporting Boundaries by Strategic Pillar

Material Topic	Description of Material Topic	GRI Topic Standard	GRI Standard Index	Topic Boundary	
				Within the Company	Outside the Company
Building Capability					
Occupational Health and Safety	Describes the Company's commitment to protecting the health and safety of employees and customers	• Occupational Health and Safety • Customer Health and Safety	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10 416-1, 416-2	√	√
Human Resources and Corporate Culture	Describes the Company's commitment to managing a qualified, diverse, equitable, and inclusive workforce, free from discrimination	• Employment • Training and Education • Diversity and Equal Opportunity • Non-discrimination	401-1, 401-2 404-1, 404-2, 404-3, 405-1, 405-2	√	

Material Topic	Description of Material Topic	GRI Topic Standard	GRI Standard Index	Topic Boundary	
				Within the Company	Outside the Company
Building Credibility					
Compliance with Laws and Policies	Describes the Company's commitment to applying compliance principles across its operations	Compliance with Laws and Regulations	2-27		√
Business Ethics	Describes the Company's commitment to applying ethical principles in conducting its business activities	Marketing and Labeling	417-1, 417-2, 417-3	√	
Corporate Governance	Describes the Company's management of market presence, employment practices, and supply chain activities	• Market Presence • Procurement Practices	202-1, 202-2, 204-1	√	√
Data Privacy and Security	Describes the Company's commitment to managing customer data privacy and security	Customer Privacy	418-1	√	√
Anti-Corruption	Describes the Company's commitment to preventing corruption throughout its value chain	Anti-Corruption	205-1, 205-2, 205-3	√	√
Climate Transition					
Water Stewardship	Describes the Company's efforts to manage water use and wastewater discharge responsibly	Water and Effluents	303-1, 303-2 303-3, 303-4, 303-5	√	√
Reducing Waste Accumulation	Describes the Company's commitment to responsible waste and effluent management	• Materials • Waste	301-1, 301-2, 301-3, 306-1, 306-2, 306-3, 306-4, 306-5	√	√
Addressing Climate Change Impacts	Describes the Company's efforts to reduce greenhouse gas (GHG) emissions and improve energy efficiency	• Energy • Emissions	302-1, 302-2, 302-3, 302-4, 302-5, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7	√	√
Biodiversity and Reforestation	Describes the Company's commitment to environmental conservation, particularly with respect to the preservation of flora and fauna diversity	Biodiversity	101-1, 101-2, 101-3, 101-4, 101-5, 101-6 101-7, 101-8		√

Material Topic	Description of Material Topic	GRI Topic Standard	GRI Standard Index	Topic Boundary	
				Within the Company	Outside the Company
Sustainable Future					
Economic Performance	Describes the Company's commitment to managing its economic performance and accountability to stakeholders	Economic Performance	201-1, 201-2, 201-3, 201-4	√	√
Human Rights	Describes the Company's commitment to upholding human rights in its operations	• Non-discrimination • Child Labor • Forced or Compulsory Labor	406-1, 408-1, 409-1	√	
Community Relations	Describes the Company's commitment to engaging with surrounding communities through various programs and activities	• Indirect Economic Impacts • Local Communities	203-1, 203-2 413-1, 413-2	√	√

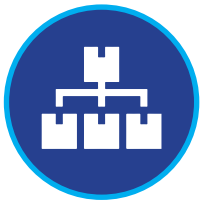


Stakeholder Engagement [GRI 2-29]

BMJ views stakeholders as an important part of supporting the effective implementation of its sustainability strategy and the achievement of the Company's objectives. Accordingly, BMJ actively engages relevant stakeholders in discussions on strategic issues related to environmental, social, economic, and governance aspects.

As part of this process, BMJ conducts stakeholder mapping to identify its key stakeholder groups. This mapping is used to classify stakeholders based on their level of interest, relationship with the Company, issues that need to be communicated, and the communication approaches considered most effective. The results of this mapping serve as a reference for BMJ in developing engagement strategies that support the achievement of its long-term sustainability objectives. The stakeholder groups identified by the Company are presented in the following table.









Stakeholder	Employees	Suppliers	Customers	Government	Communities	Media
Areas of Interest						
Financial performance	Employment practices	Business relationships	• Product quality • Customer service	Compliance with laws and regulations	Contribution to socio-economic development	• Product-related communication • Publication of CSR activities • Sustainability progress updates
Frequency						
At least once a year	At least once a year	As needed	Continuously	Continuously	As needed	As needed
Engagement Methods						
• General Meeting of Shareholders (GMS) • Publication of the annual report	Meetings between employee representatives and Company management	Regular coordination with suppliers	• Complaint handling • Product communication • Customer satisfaction surveys	• Compliance with applicable regulations and communication with relevant authorities • Employment and environmental reporting	• CSR activities • Discussions with community representatives	• Media briefings • Press releases • Plant visits



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people, planet, and future generations

BMJ Profile

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Company Name [GRI 2-1]
PT Bukit Muria Jaya

Number and Name of Countries of Operation [GRI 2-1]
1 (one), Indonesia

Legal Entity and Company Status [GRI 2-1]
Perseroan Terbatas (PT)

Head Office Address [GRI 2-1]
Jl. Karawang Spoor, Purwadana Village, East Telukjambe District, P.O. Box 54 KW, Karawang 41300

Business Activities [GRI 2-6]
Cigarette Paper and Packaging Manufacturing

Telephone and Facsimile
Tel. +62 (267) 601030
Fax. +62 (267) 600700

Email and Website
info@bmjpaperpack.com
www.bmjpaperpack.com

Shareholders [GRI 2-1]

- PT Eragraha Pirantimegah
- Michael Bambang Hartono
- Robert Budi Hartono

Overview of BMJ

BMJ Eureka Everyday!

BMJ's journey in the paper industry began in 1989 and expanded further in 1997 with the establishment of its Packaging Division as part of the Company's business growth strategy. This division enabled BMJ to manufacture a wide range of packaging products, including product packaging boxes, food packaging, foil-laminated paper, airline tickets, and other specialty paper products.

BMJ's slogan, "Eureka Everyday," reflects the Company's commitment to delivering the best solutions to customers in both domestic and international markets. Guided by a strong commitment to quality, BMJ consistently provides products and services that meet industry standards while continuously pursuing innovation to enhance productivity and create added value for its customers.

Company Scale [GRI 2-6, 2-7]

Description	2025	2024	2023
Revenue	7.77%	7.08%	6.66%
Net Profit (Loss)	(7.46%)	59.72%	146.81%
Total Assets	2.50%	0.20%	7.92%
Total Equity	(1.83%)	4.61%	10.27%
Total Liability	29.82%	(20.84%)	(2.03%)
Number of Operational Areas	2 Units	2 Units	2 Units
Total Employees	1,254 People	1,229 People	1,205 People

Association Memberships [GRI 2-28]

Indonesian Chamber of Commerce and Industry (KADIN)
Regional Administrator

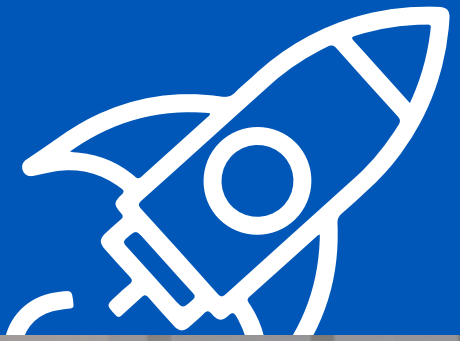
Indonesian Employers Association (APINDO)
Member

Indonesian Pulp and Paper Association (APKI)
Member

Corporate Vision, Mission, and Values

Vision and Mission

To be the world's number one partner in the cigarette industry by providing total solutions for non-tobacco materials through intimate customer experiences, as well as operational and service excellence.



Corporate Values

BMJ has four core company values that align with the Company's brand identity and are consistently upheld as the foundation for advancing the business.

We Are One

The key attitude that places corporate interest over personal interest. Departments and divisions that aim to create synergy among them and are able to communicate openly and straightforwardly.

Wow The Customer

The provision of best service that exceeds customer's expectation, either internal or external, while showing effort to stay excellent in all aspects.

Learning and Sharing

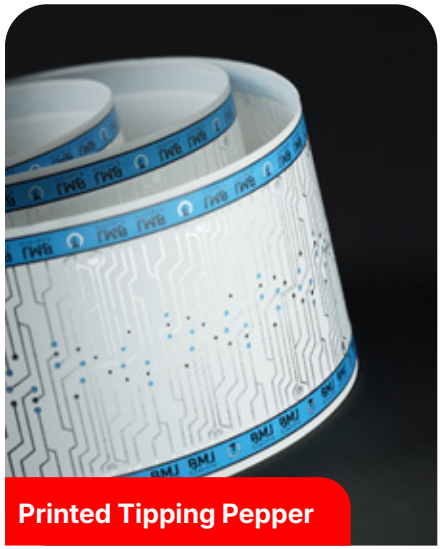
The commitment to continuous learning, knowledge sharing, and self-development.

Lead by Integrity

A role model for taking actions, based on ethics, integration, and respect for others.

BMJ Business Scope [GRI 2-6]

As a supplier of non-tobacco raw materials for the cigarette industry, BMJ provides a wide range of products, including cigarette paper, tipping paper, aluminum foil laminated paper, plug wrap paper, inner frame paper, and base paper for printed packaging. In addition, BMJ offers customized features tailored to the specific requirements of each customer. The Company's commitment to international quality standards is reflected in every product, which is specifically designed to ensure customer satisfaction.



Printed Tipping Pepper



Inner Frame Paper



Tipping Base Paper



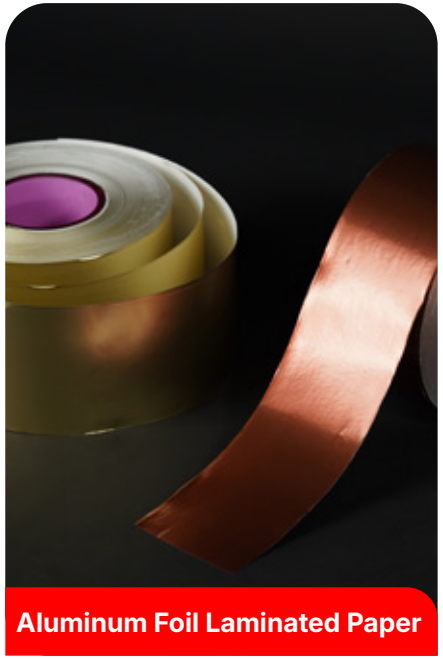
Plug Wrap Paper



Printed Packaging Base Paper



Cigarette Paper

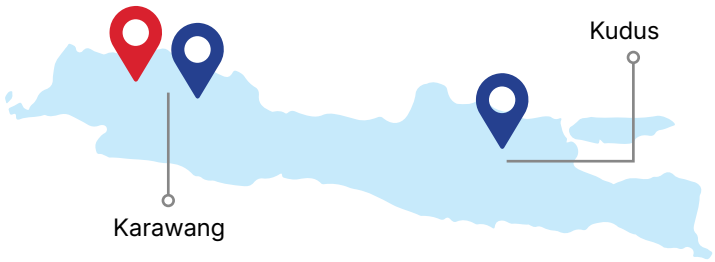


Aluminum Foil Laminated Paper

Operational Areas and Market Reach

Head Office and Operational Areas [GRI 2-1]

During the reporting period, BMJ conducted its business and operational activities in Indonesia through its Head Office in Karawang and two production facilities located in Karawang and Kudus. There were no changes to the Company's operational locations throughout 2025.



Head Office
Jl. Karawang Spoor, East Telukjambe District, P.O. Box 54 KW, Karawang 41300, West Java, Indonesia

Operational Area (Karawang Plant)
Jl. Karawang Spoor, East Telukjambe District, P.O. Box 54 KW, Karawang 41300, West Java, Indonesia

Operational Area (Kudus Plant)
Jl. Raya Kudus–Jepara Km 14, Papringan, Kaliwungu District, Kudus Regency 59332, Central Java, Indonesia

Markets Served [GRI 2-6]

Supported by professional services and a consistent commitment to product quality that meets international standards, BMJ serves a diverse customer base across both domestic and international markets. This strong market presence has established BMJ as a trusted partner for its customers worldwide.



Sustainable Supply Chain [GRI 2-6]

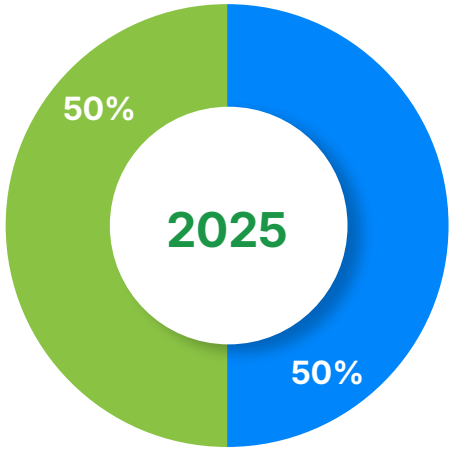
In conducting its operations, BMJ recognizes an effective and efficient supply chain as a key enabler of operational continuity and business performance. To ensure the availability of required goods and services, particularly raw materials, BMJ collaborates with a network of business partners and suppliers while applying a procurement approach based on quality, cost, and service considerations, supported by procurement risk management practices aligned with the Company's strategies and policies. In addition, all suppliers are required to comply with the Supplier Code of Conduct, which encompasses environmental, social, and governance (ESG) aspects. This approach is implemented to maintain quality and operational efficiency while mitigating potential social impacts arising from business activities. [GRI 3-3]

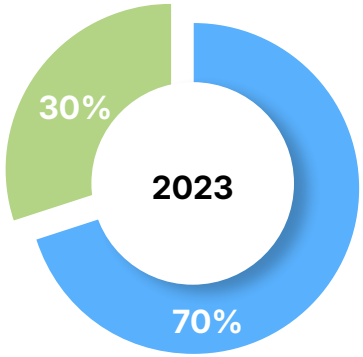
The implementation of procurement policies is regularly monitored and evaluated through two key assessment tools: the Service Assessment Survey (SAS), which evaluates service performance, and the Supplier Quality Index (SQI), which measures quality performance. These mechanisms support the continuous improvement of supplier performance while ensuring compliance with the standards established by the Company. [GRI 3-3]

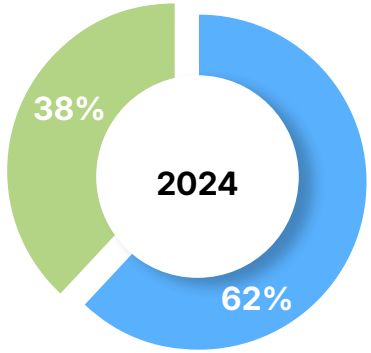
BMJ manages its supply chain selectively by considering quality, supply continuity, lead time, and cost efficiency to support operational sustainability. In meeting its raw material requirements, the Company continues to engage local suppliers, particularly those located on Java Island, to benefit from closer access to supplies and more efficient delivery times. The supplier composition is adjusted based on operational needs and material specifications; therefore, the number of suppliers is not used as the sole measure of procurement effectiveness.

To meet product specifications and quality requirements based on customer needs, BMJ sources certain pulp materials from European suppliers that offer higher-quality materials. Consequently, these materials carry relatively higher procurement costs, which also affects the proportion of procurement value attributable to non-local suppliers. To maintain overall cost efficiency, BMJ optimizes the procurement of non-pulp requirements, including chemicals, by purchasing directly from local suppliers without intermediaries. This approach enables the Company to balance product quality, supply reliability, and production cost efficiency. [GRI 204-1]

Proportion of Spending on Local and Non-Local Suppliers







Economic Performance

BMJ is committed to conducting business operations that contribute to long-term economic growth while maintaining a balance between economic performance and the well-being of its stakeholders, both directly and indirectly. To achieve its economic performance objectives, BMJ optimizes the use of capital and resources as part of its production development and expansion strategy. All aspects of the business are regularly monitored and evaluated through data collection, information analysis, and ongoing internal coordination. [GRI 3-3]

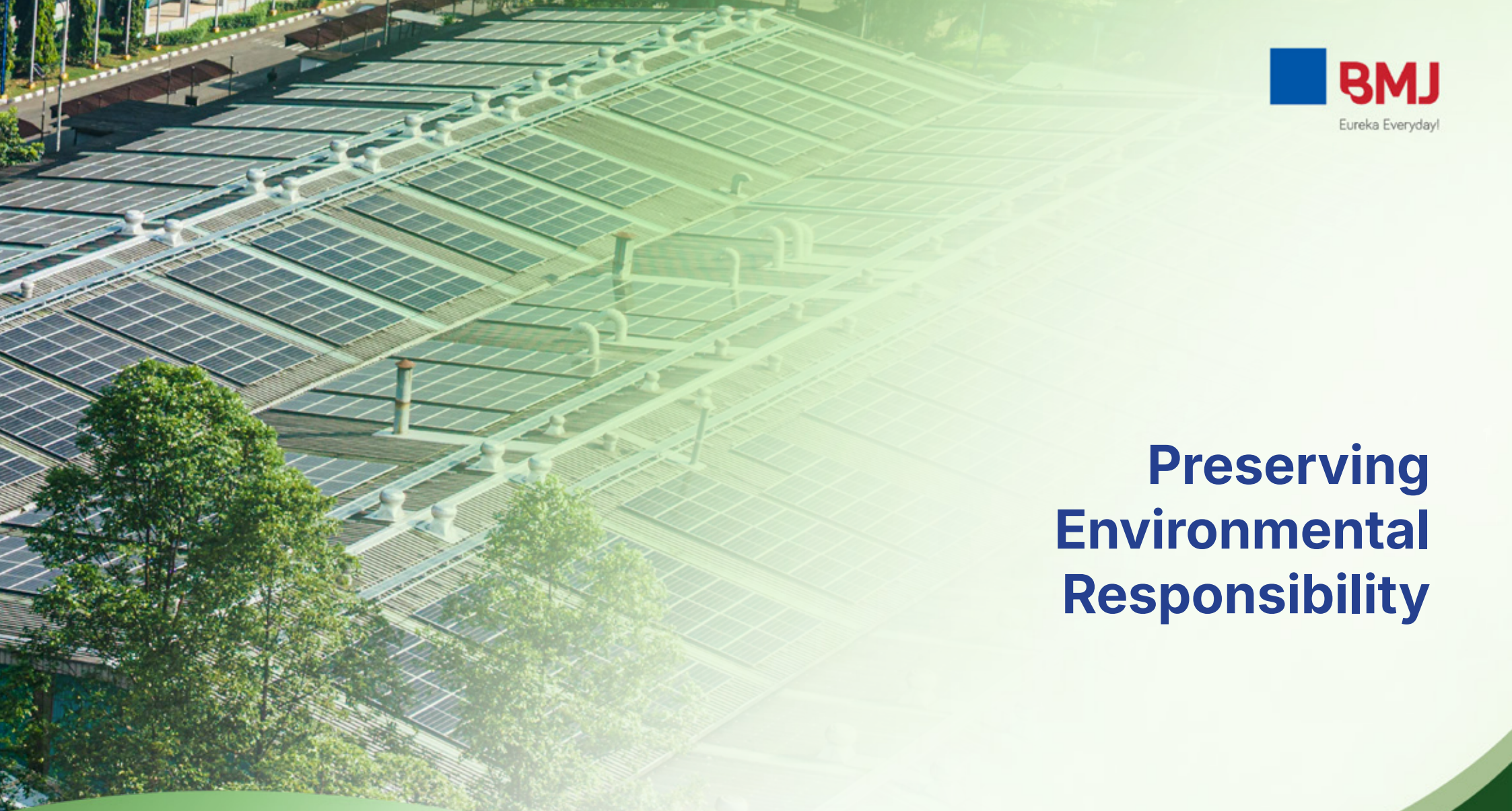
To ensure sustainable value creation for all stakeholders, BMJ consistently pursues production improvements and innovation development in line with Environmental, Social, and Governance (ESG) principles. This approach encompasses the monitoring of all aspects of economic value creation and distribution, from revenue generation to the allocation of value among stakeholders. Accordingly, BMJ reports its economic performance under three main categories: economic value generated, economic value distributed, and economic value retained, as presented in the table below. [GRI 3-3, 201-1]

Economic value generated represents the revenue earned from all of BMJ's business activities. Economic value distributed comprises expenditures allocated to support economic growth and stakeholder welfare, including employee compensation, tax payments, dividends, supplier payments, and social contributions through Corporate Social and Environmental Responsibility (CSER) programs. Economic value retained represents the difference between economic value generated and economic value distributed and is reinvested to support business development and ensure sustainable long-term growth. All data on economic value generated and distributed are based on the Company's financial statements for the 2025 reporting period. [GRI 201-1]

Description	2025	2024	2023
Revenue	7.77%	7.08%	6.66%
Generated Economic Growth	**7.77%**	**7.08%**	**6.66%**
Operating costs	12.56%	0.89%	(1.30%)
Employee wages and benefits	(5.61%)	14.12%	10.31%
Payments to government	0.67%	60.55%	332.08%
Community investments	(22.29%)	25.84%	22.22%
Distributed Economic Growth	**9.56%**	**3.73%**	**1.55%**

BMJ actively monitors and responds to climate change-related risks, recognizing their potential impact on the Company's operations, revenues, and expenditures. As a concrete step, BMJ implemented a range of initiatives throughout 2025, including strengthening sustainability awareness across its operational entities, implementing climate risk management programs, and actively participating in the Carbon Disclosure Project (CDP) and EcoVadis reporting platforms. During the reporting period, BMJ did not generate any revenue from climate-related opportunities or experience any financial implications arising from climate change. In addition, the Company did not receive any financial assistance from the government. [GRI 201-1, 201-2, 201-4]

As part of its commitment to employee well-being, BMJ allocates a portion of the economic value distributed to support employee protection and welfare programs. The Company provides three retirement-related programs: the Old-Age Security Program (JHT), the Pension Security Program (JP), and the Post-Employment Compensation Pension Program (PPUKP), with contribution rates ranging from 1% to 2% of salary. These programs are administered through BPJS Ketenagakerjaan. In addition, BMJ provides healthcare coverage for employees through Admedika Healthcare Solution as part of its broader efforts to support employee well-being. [GRI 201-3]



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About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

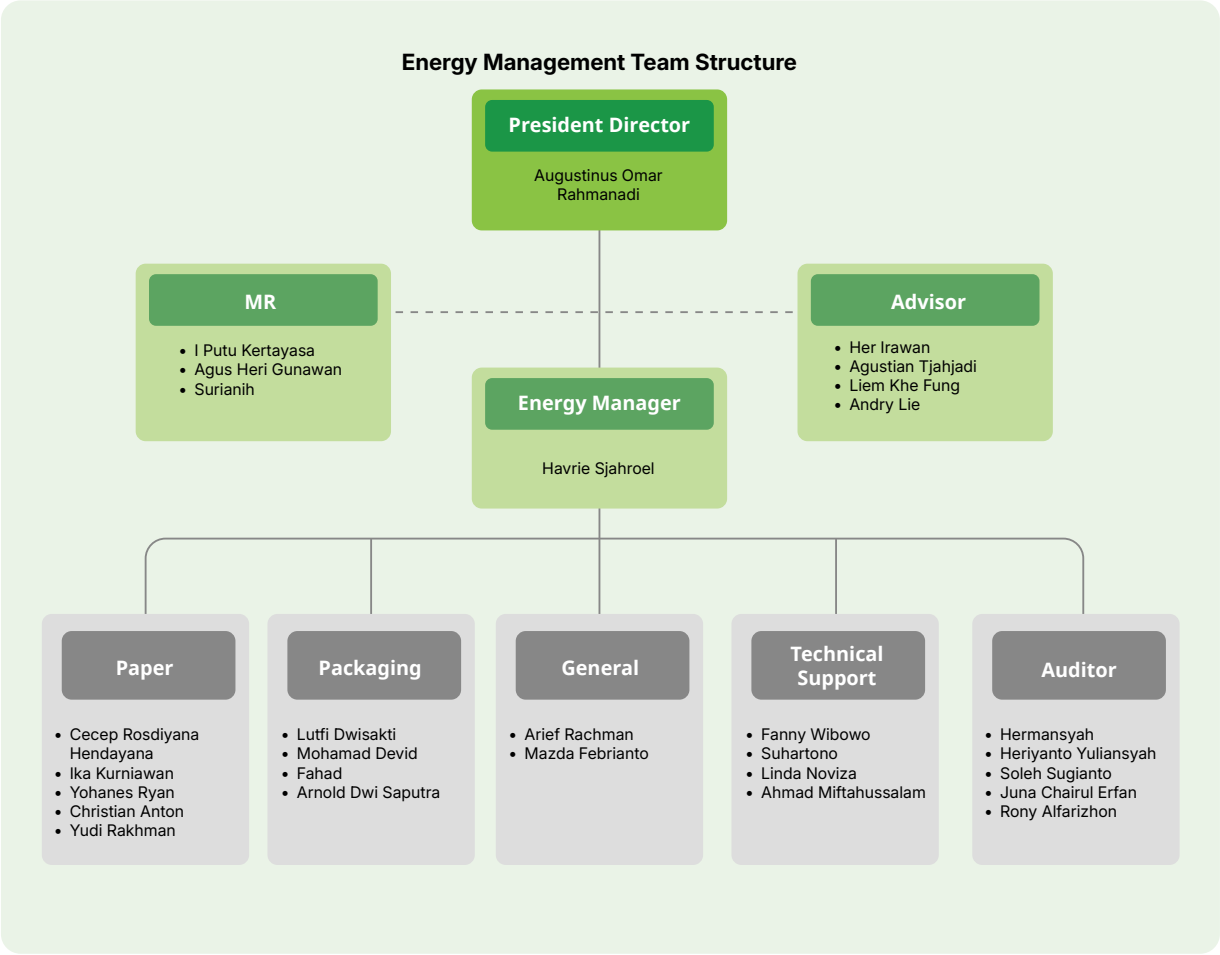
PT Bukit Muria Jaya (BMJ) regards environmental performance as a fundamental strategic element in supporting long-term business sustainability. Through the integration of ISO 14001, circular economy principles, and product life cycle analysis, the Company ensures that its operational activities not only comply with applicable regulations but also contribute to the Sustainable Development Goals through resource efficiency and transparent performance reporting.

BMJ's key priorities focus on the transition to renewable energy, the optimization of water management, and the protection of biodiversity to consistently minimize its ecological footprint. This strategy is implemented by engaging employees and stakeholders throughout the supply chain to foster an innovative, responsible, and resilient business ecosystem for the future.

Energy Efficiency Management

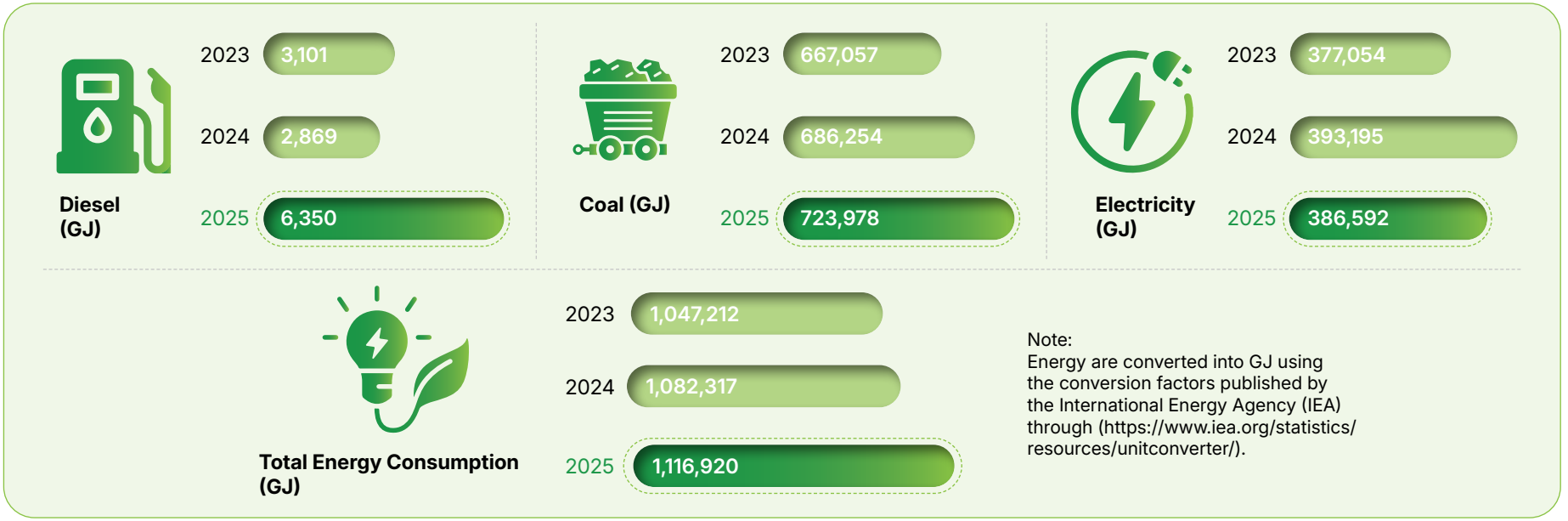
BMJ strengthens responsible energy management through strategic policies that integrate energy efficiency across its operations and organizational culture to minimize impacts on climate change. BMJ's energy consumption consists of diesel fuel for generators and vehicles, coal for steam boiler operations, and electricity supplied by the State Electricity Company (PLN) for office operations, lighting, and electric vehicle charging.

In practice, energy management at BMJ is led by the Paper Electrical Maintenance & Energy Plant Department, guided by Government Regulation No. 70 of 2009 on Energy Conservation and its implementation, as well as the international standard ISO 50001 Energy Management Systems. These efforts are implemented through energy conservation action plans that include fuel optimization, the adoption of low-emission technologies, and the integration of energy efficiency considerations into the Company's investment decisions. [GRI 3-3]



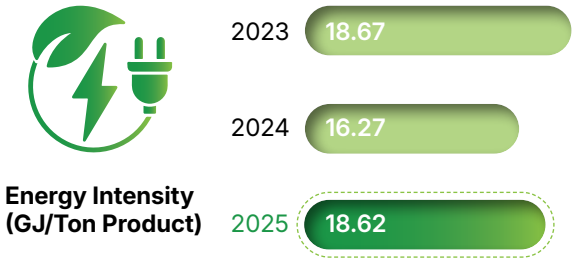
As part of its commitment to efficiency and sustainability, BMJ actively monitors and records energy consumption across its operations. Integration with the SAP system is utilized to manage coal consumption data on flowmeter and weight scale, while electricity usage is monitored regularly through monthly bill reconciliations. BMJ has adopted renewable energy sources through the use of solar panels for public street lighting and the installation of solar panels at its Karawang and Kudus plants. However, as of the reporting period, BMJ had not yet evaluated the potential energy savings from the products it markets. In addition, all available energy is consumed internally, and no energy is sold to external parties. Details of the Company's energy consumption are presented below. [GRI 302-2, 302-5]

Energy Consumption [GRI 302-1]



To evaluate the effectiveness of energy utilization across its operations, BMJ uses energy intensity as its primary performance indicator, measured as the ratio of total energy consumption (GJ) to total production volume (tons). Through this approach, BMJ can monitor energy efficiency by taking into account production rate dynamics, product characteristics, equipment operating patterns, utility requirements, and production process conditions. The monitoring results serve as the basis for identifying areas of significant energy use and opportunities for improving energy performance. The details of the Company's energy intensity are presented below: [GRI 302-3]

Energy Intensity [GRI 302-3]



Throughout 2025, BMJ recorded total energy consumption of 1,116,920 GJ, an increase of 3.10% compared to the previous year. Energy intensity also rose to 18.62 GJ/metric ton of product from 16.27 GJ/metric ton of product in 2024. These changes indicate that improvements in energy efficiency do not always follow a linear trend from year to year, as they are influenced by production levels, product characteristics, equipment operating patterns, utility requirements, and production process conditions. These factors are part of the evaluation conducted by BMJ's Energy Management Program to identify opportunities for efficiency gains, equipment and process optimization, and the development of lower-carbon energy sources.

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Energy Efficiency Initiatives [GRI 302-4]

1. Use of energy-efficient lighting, such as LED lamps.
2. Use of solar panels for public street lighting.
3. Use of electric forklifts and electric vehicles for employee operations and commuting (bicycles, motorcycles, and electric cars).
4. Electricity conservation campaigns.
5. Installation of skylights for lighting at the head office.
6. Reduction of coal consumption through substitution to clean energy such as biomass and natural gas.
7. Smart Building equipped with automatic lighting and automatic door systems.
8. Promoting and encouraging the use of bicycles among employees residing in Karawang City.

Going forward, BMJ will seek to optimize fuel utilization, expand the use of low-emission technologies, and gradually adopt renewable energy sources.



Substitute Coal with Natural Gas, Biomass, and Solar Energy

In an effort to support its energy mix targets, BMJ is currently in the implementation phase of a project to transition its operational energy sources from coal to gas and biomass. The integration of these clean technologies is supported by the optimization of building rooftops for solar power plants (PLTS), with the existing installed capacity estimated to have reached

5.5 MWp

and set to continue increasing periodically.

GHG Emissions Management

BMJ fully recognizes that its operational activities contribute to the release of greenhouse gas (GHG) emissions. Driven by this awareness, the Company undertakes decarbonization efforts through emissions reduction strategies, offset initiatives, and full support for the transition toward renewable energy sources.

This initiative represents a strategic step in supporting SDG 13 and is implemented through an emissions management approach aimed at controlling and reducing emissions generated by operational activities. All emissions management programs are carried out in full compliance with applicable regulations and are guided by environmentally responsible business principles. [GRI 3-3]

As a tangible manifestation of its emissions management efforts, BMJ consistently monitors and calculates Scope 1, 2, and 3 GHG emissions to evaluate environmental performance and develop adaptive strategies for the future. These comprehensive calculations are based on the 2006 IPCC Guidelines for National Greenhouse Gas Inventories. [GRI 305-1, 305-2, 305-3]

Scope of GHG Emissions Calculations

Scope 1

Direct emissions from sources owned or controlled by the Company.

- Fuel
- Coal

Scope 2

Indirect emissions from purchased energy consumed by the Company but generated by third parties.

- Electricity consumption from third parties.

Scope 3

Other indirect emissions occurring throughout the Company's value chain.

- Purchase services and goods
- Capital goods
- Fuel and energy related activities
- Upstream transportation and distribution
- Business travel
- Employee commuting
- Downstream transportation and distribution

To ensure data accuracy and consistency, Scope 1 emissions are calculated using emission factors published by the Department for Environment, Food & Rural Affairs (DEFRA). Scope 3 emissions are calculated using official emission factors issued by the Oil and Gas Research and Development Centre under the Ministry of Energy and Mineral Resources. Meanwhile, Scope 2 emissions are calculated based on parameters established by the Directorate General of Electricity of the Ministry of Energy and Mineral Resources. Through this methodological approach, BMJ ensures that its emissions reporting is credible and aligned with national regulations. The following table presents the Company's GHG emissions performance.

GHG Emissions Generated [GRI 305-1, 305-2, 305-3, 305-4, 305-5]

Scope 1
(Ton CO_2e)

2023	36,123
2024	84,454*
2025	62,052

Scope 2
(Ton CO_2e)

2023	99,815
2024	104,088
2025	93,426

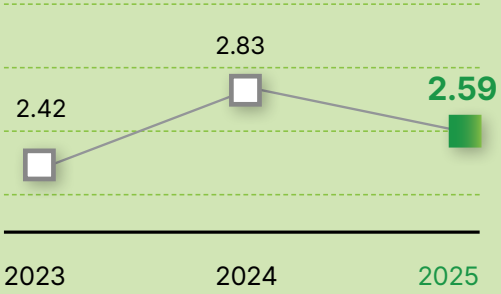
Scope 3
(Ton CO_2e)

2023	6,735
2024	182,309*
2025	215,131

Total Scope 1 and 2 Emissions
(Ton CO_2e)

2023	135,938
2024	188,542*
2025	155,478

Emission Intensity
(Ton CO_2e)/Tons Product)



Throughout 2025, BMJ successfully reduced total Scope 1 and Scope 2 emissions by 17.54%.

BMJ continues to fulfill its commitment to greenhouse gas management by monitoring every aspect of its operations.

Biogenic Emissions in 2025

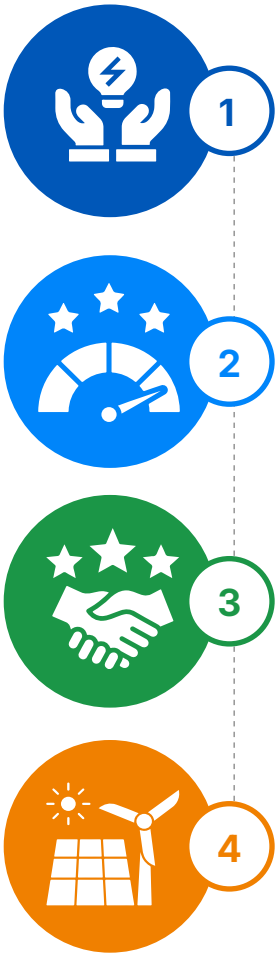
111.33 tons CO_2e

Note:
* There is a data restatement due to the expansion of data coverage.

BMJ continues to improve the quality of its GHG emissions inventory by refining the scope of emission sources, the completeness of activity data, the documentation of emission factors, and the consistency of calculation methodologies. Changes in emission values between periods must be understood by taking into account the dynamics of operational and production activities, the scope of the inventory, data quality, and methodological refinements. The increase in Scope 3 emissions in 2025 was driven by the addition of emission categories included in the calculation, reflecting a broader and more comprehensive emissions inventory compared with the previous year.

Special attention is given to Scope 3 emissions through the identification of relevant categories, improvements in the quality of supplier and supply chain activity data, and refinements to the calculation approach. These efforts are undertaken to enhance traceability and generate emissions data that is increasingly representative of the Company's emissions profile.

As part of its support for the net zero transition, the Company has also established a target to reduce Scope 1, 2, and 3 GHG emissions by 42% by 2030, using 2025 as the baseline year. The following are the details of the measures implemented: [GRI 305-5]



1. Fostering awareness and commitment among all employees to support efforts to reduce energy consumption and GHG emissions through various programs aimed at achieving carbon neutrality.
2. Identifying risks and opportunities to reduce carbon emissions.
3. Encouraging all business partners to support the achievement of Scope 1, 2, and 3 GHG emissions reduction targets.
4. Increasing the use of renewable energy in the Company's operations.

Throughout 2025, BMJ implemented the following emissions reduction initiatives:

International Commitments and Data Mapping

Submitted a commitment letter to the Science Based Targets initiative (SBTi) and promoted the collection of data and implementation of initiatives to reduce indirect emissions (Scope 3).

Electric Vehicle Transition and Supporting Infrastructure

Increased the use of electric operational vehicles, employee shuttle services, and electric forklifts, supported by the provision of strategically located dedicated parking areas and the installation of Electric Vehicle Charging Stations.

Renewable Energy Utilization Through Solar Panels

Utilized solar energy through the installation of rooftop solar panels at the Karawang and Kudus plants, as well as the implementation of solar-powered public street lighting.

ESG Management Digitalization

Developed and prepared an ESG Platform that serves as a centralized data center, including for energy data management and monitoring the effectiveness of emissions reduction initiatives.

Emission Reduction through The PCC Plant



BMJ operates a Precipitated Calcium Carbonate (PCC) plant to reduce emissions by partially substituting wood fiber (pulp) with PCC filler in paper production. In addition to serving as a paper filler, PCC has the capacity to absorb carbon dioxide. This environmentally friendly technology has been implemented since 2023 as part of the Company's ongoing efforts to enhance energy efficiency and optimize raw material utilization.

Through the operation of its PCC plant, BMJ has consistently reduced its operational carbon footprint, achieving emissions reductions of

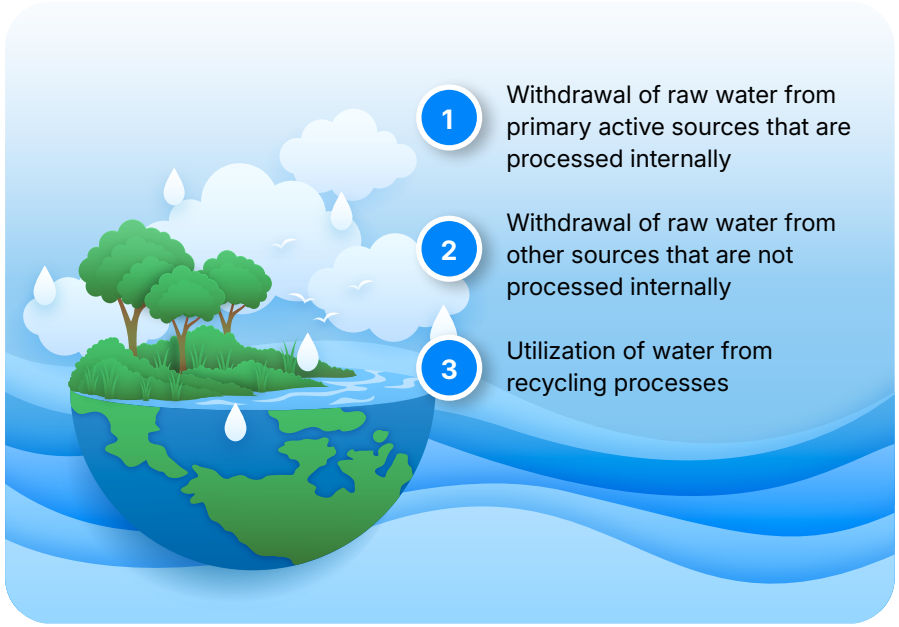
3,773 Ton CO_2e in 2025.

As part of its environmental management efforts, BMJ ensures that all operational activities are free from Ozone-Depleting Substances (ODS) through the use of non-CFC (chlorofluorocarbon) refrigerants. As of the reporting period, the Company has not yet quantified other ambient air emissions. However, BMJ remains committed to continuously improving its emissions management practices through the adoption of environmentally friendly technologies and the implementation of various sustainability initiatives in the future. [GRI 305-6, 305-7]

Water and Effluent Management System

As a key pillar of its sustainability agenda, BMJ places water resource management as a strategic priority in achieving environmentally responsible operations. The Company implements a comprehensive Water Policy guided by the 3R principles (Reduce, Reuse, Recycle), regulatory compliance, and a strong focus on minimizing its ecological footprint while maintaining water quality throughout the manufacturing process. [GRI 3-3]

At the operational level, the Paper Process Engineering Department prioritizes a water stewardship approach through the controlled withdrawal of surface water and groundwater in accordance with applicable permits. This is supported by a water stress risk monitoring system utilizing flow meters integrated into the Distributed Control System (DCS). As a tangible implementation of this policy, BMJ adopts various water conservation measures to enhance resource efficiency, reduce reliance on new water sources, and ensure stringent wastewater management to protect surrounding ecosystems, as outlined below: [GRI 303-1]



MJ has also established short- and long-term targets for water-use efficiency and water recycling, including an aspiration to achieve Zero Liquid Discharge status in operational units where feasible. To ensure data accuracy, the Company periodically conducts audits, seasonal water balance analyses, and risk mitigation measures, with the results reported transparently to government authorities and incorporated into internal Key Performance Indicators (KPIs). [GRI 303-1]

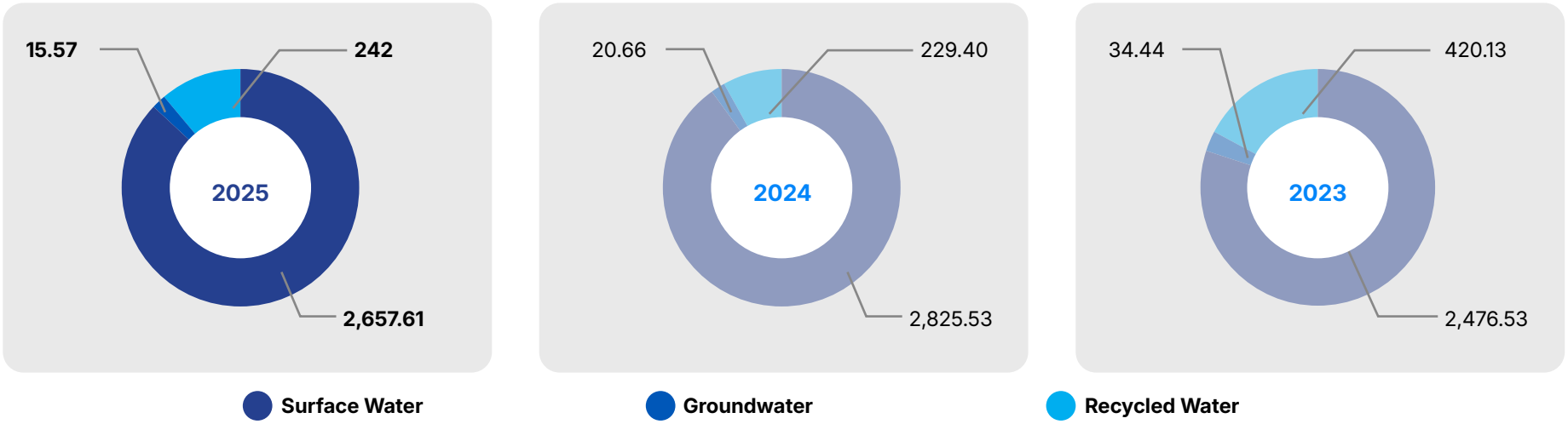
Rainwater Harvesting

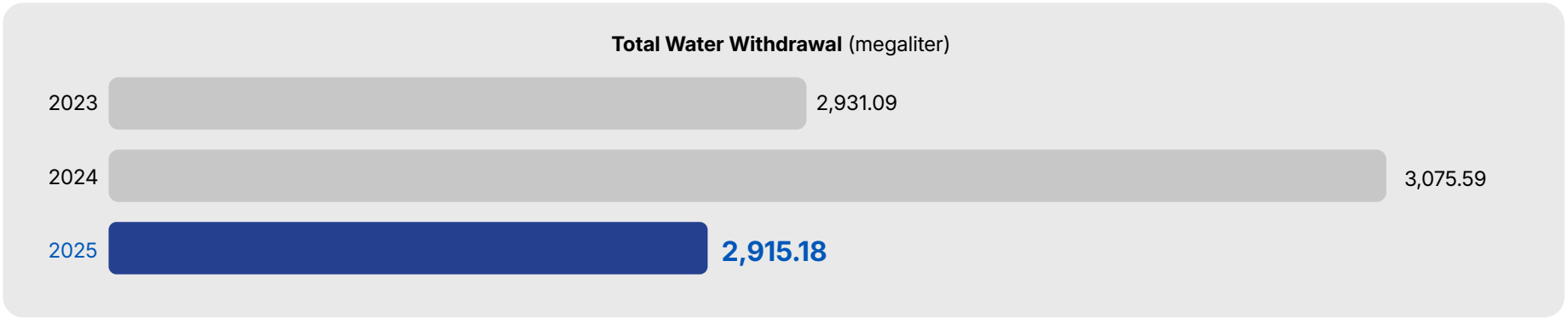
As an innovative initiative to explore alternative water sources, BMJ continues to implement and develop its rainwater harvesting process with a storage capacity of 2,000 liters, supported by Solar Power Generation (PLTS) technology to operate the pumping system.

This facility repurposes harvested rainwater for fleet washing and tree nursery irrigation, while also serving as a research platform to assess the effectiveness of rainwater utilization in sustainably reducing dependence on clean water supplies.

In addition, BMJ actively collaborates with research institutions, suppliers, and communities to adopt the latest water conservation innovations across its value chain. These collective efforts are reinforced through capacity-building programs for employees and business partners to ensure the consistent maintenance of wastewater quality standards and responsible water use practices. [GRI 303-2]

Total Water Withdrawal by Source (megaliter)* [GRI 303-3]





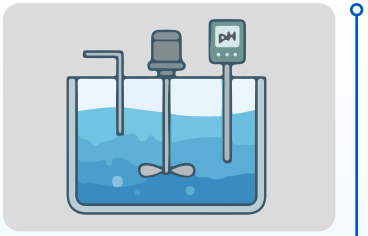
Notes:
* All water withdrawals have a Total Dissolved Solids (TDS) level of ≤ 1,000 mg/L.

8.3%

Of BMJ's total water withdrawal in 2025, the amount derived from the use of recycled water is equivalent to **242 megaliter.**

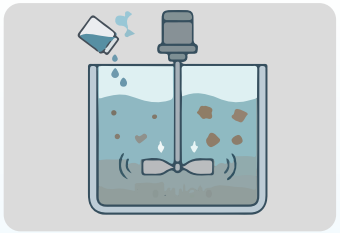
This initiative not only effectively minimizes dependence on clean water supplies and reduces the ecological burden, but also reinforces BMJ's commitment to sustainable water resource management.

BMJ also regularly monitors and reports total water discharges from its operational activities to ensure compliance with applicable wastewater quality standards. All wastewater is treated through the Company's Wastewater Treatment Plant (WWTP) before being discharged into surface water bodies, reflecting BMJ's commitment to maintaining ecosystem balance and protecting environmental quality in surrounding areas. The following outlines the stages of the WWTP. [GRI 303-2]



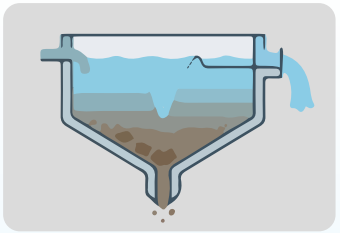
Neutralization (Equalization)

Stabilization of pH levels and wastewater concentrations before entering subsequent treatment stages



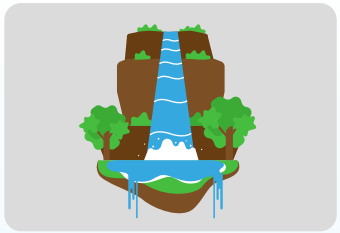
Coagulation–Flocculation (Agglomeration)

Addition of chemicals to form solids that are easily settled



Sedimentation (Settling)

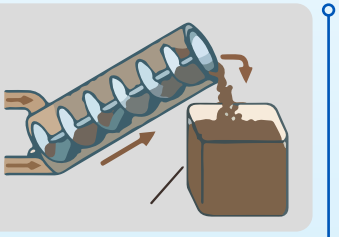
Separation of water from sludge resulting from the flocculation process



Receiving Water Body (River)

Treated water is discharged back into the receiving water body

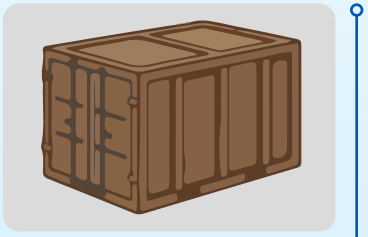
Sludge



Dewatering

Reduction of the moisture content in sludge to 72%

Sludge **(non-hazardous)**



Temporary Storage Facility (TPS)

Sludge is transferred to the temporary storage facility before being transported by a third party for further treatment

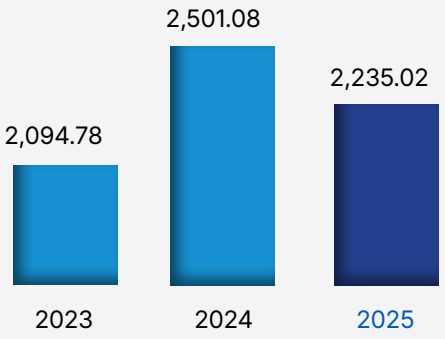
BMJ consistently ensures compliance with environmental regulations by conducting monthly evaluations of treated effluent quality to verify that all parameters meet the standards stipulated in Ministry of Environment Regulation No. 5 of 2014 before discharge into receiving water bodies. This oversight is supported by real-time monitoring through the Continuous and Online Wastewater Quality Monitoring System (SPARING) operated by the Ministry of Environment, which transmits data to the national database every two minutes.

As part of this monitoring mechanism, the Company applies a stringent tolerance threshold of no more than

5% above the applicable effluent quality standards within a one-year period as a control measure to safeguard the integrity of surrounding ecosystems.

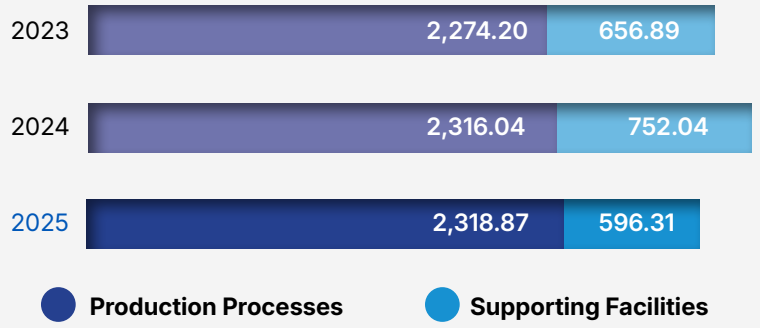
Treated wastewater from the WWTP is reused as an input in the raw water treatment process and for the maintenance of WWTP operational facilities. BMJ continues to enhance the effectiveness of its wastewater treatment processes through equipment modifications designed to optimize chemical reactions. This innovation aims to improve the efficiency of chemical usage while ensuring that wastewater treatment outcomes remain effective, high-quality, and sustainable.

Water Discharge to Body of Water (megaliter)* [GRI 303-4]



All water used by BMJ is tracked to measure the effectiveness of water efficiency and conservation initiatives across all operational areas.

Total Water Consumption Based On Activities (megaliter) [GRI 303-5]

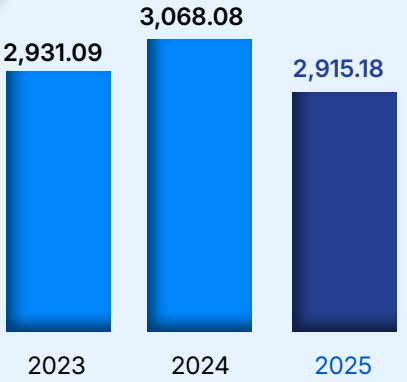


Water Consumption Reduction



compared to 2024

Total Water Consumption (megaliter)



Notes:
* All water treated by the wastewater treatment plant has a Total Dissolved Solids (TDS) level of ≤ 1,000 mg/L.

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Material Use

BMJ is committed to ensuring the responsible use of materials to support operational efficiency and long-term environmental sustainability. This commitment focuses on optimizing the use of raw materials and minimizing waste generation to promote a cleaner production cycle. Material consumption is monitored through regular evaluations conducted on a daily, monthly, and annual basis. To ensure accountability, the results of these evaluations are incorporated into the key performance indicators (KPIs) of relevant business units, ensuring that all activities remain aligned with the Company's efficiency targets and established operational standards. [GRI 3-3]

As part of its environmental performance improvement strategy, BMJ is currently conducting a Life Cycle Assessment (LCA) to comprehensively evaluate the potential environmental impacts associated with its products throughout their life cycle.

Raw Material Conservation Commitment

The following conservation initiatives are regularly implemented to improve efficiency and reduce environmental impacts:

- Promoting material conservation programs.
- Increasing the use of environmentally friendly materials.

Life Cycle Assessment

At present, the LCA study adopts a gate-to-gate scope, covering the analysis of environmental impacts associated with activities within the production facility.

Although its scope remains focused on internal processes, the implementation of this LCA serves as a strategic foundation for the Company to develop a more comprehensive and holistic environmental impact measurement system in the future.



In its cigarette paper manufacturing operations, BMJ manages a range of material inputs, including pulp, chemicals, cardboard, and aluminum foil.

Percentage Change in Material Usage [GRI 301-1]

Material Input	2025	2024	2023
Paper Division			
Pulp	1.84%	2.40%	(0.75%)
Chemicals	(8.35%)	3.51%*	(26.87%)
Roto Packaging Division			
Carton	(19.36%)	(12.40%)	(26.87%)
MG Paper	75.94%	(46.87%)	(19.87%)
Foil	37.12%	(42.42%)	(13.24%)
Ink and Solvent	72.95%	(17.39%)	(21.76%)
Offset Packaging Division			
Carton	32.78%	(28.287%)	0.55%

Note:
* There is a data restatement to align with calculation methodology.

BMJ continues to optimize the use of recycled material inputs to reduce dependence on virgin raw materials. The tracking of recycled material inputs is conducted to measure the Company's progress in effectively integrating post-consumer and post-use materials into its production cycle.

As of 2025, BMJ recorded

13.5%

recycled material input from total production raw materials. [GRI 301-2]

In addition, BMJ improved resource efficiency by recycling up to 40% of production offcuts (broke) for internal reuse. However, the Company does not currently utilize waste paper or externally sourced recycled materials (reclaimed materials) as inputs in its production processes. [GRI 301-3]

Throughout 2025, BMJ also promoted collaboration with vendors and expanded its pool of alternative suppliers to support the responsible use of materials and the implementation of ESG initiatives, including carbon reduction efforts. Material usage is evaluated through both internal reviews and third-party assessments to encourage the adoption of alternative suppliers and support compliance with the EUDR standards for wood-based products. In addition, suppliers and vendors engaged in timber-related activities are required to comply with nationally and internationally recognized certification standards, including:

- Timber Legality Verification System (SVLK)
- Forest Stewardship Council (FSC)
- Programme for the Endorsement of Forest Certification (PEFC)
- Sustainable Forestry Initiative (SFI)

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance



Waste Management

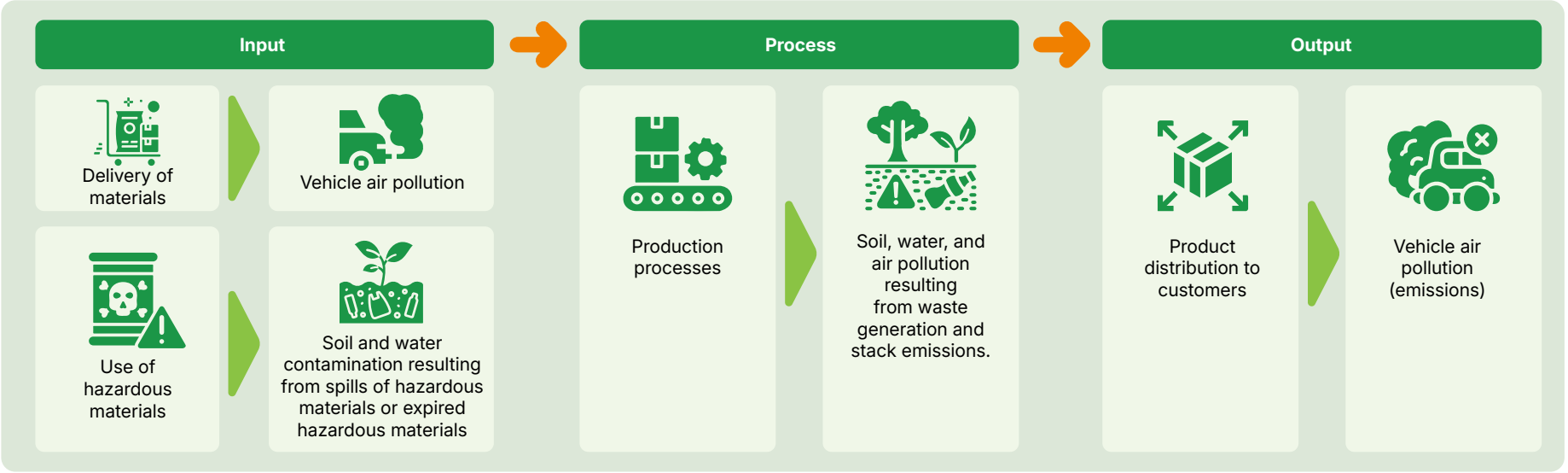
BMJ recognizes that operational residues, including both hazardous and toxic waste (B3) and non-hazardous waste, may pose environmental pollution risks and social impacts if not managed properly. Accordingly, the Company emphasizes responsible waste management in accordance with its Materials, Chemicals, and Waste Policy. This approach prioritizes compliance with applicable government regulations and sustainability principles to mitigate adverse impacts on ecosystems and communities surrounding its operational areas. [GRI 3-3]

Waste Management Commitment

- Reduce the generation of hazardous and non-hazardous waste
- Foster employee awareness in implementing the Reduce, Reuse, Recycle (3R) program within the Company and surrounding communities.
- Monitor processes from raw materials/materials to final products, with the objective of achieving 100% of established targets.

The implementation of this policy is based on the identification of impacts arising from each of the Company's activities, ranging from core manufacturing processes to product distribution, in order to map waste generation and the associated pollution risks. Through this approach, the Company is able to develop appropriate mitigation measures to minimize its ecological footprint while maintaining the balance of ecosystems surrounding its operational areas.

Waste-Related Impacts of the Company's Activities [GRI 306-1]



Building on this impact assessment, BMJ implements a structured waste management system to ensure that all waste generated is properly controlled and treated through safe and sustainable procedures. This approach includes waste segregation at the source, temporary storage in accordance with applicable standards, and collaboration with licensed third-party to support the optimization of waste recovery and reuse in line with circular economy principles. [GRI 306-2]

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

From Source

The policy restricting the use of single-use plastics, such as plastic beverage bottles and plastic packaging, is implemented consistently across all operational areas to minimize the generation of inorganic waste. As part of its commitment to responsible consumption, BMJ provides water dispensers and encourages employees to use reusable water bottles, fostering a more sustainable workplace culture.

Organic Waste Management

Organic waste in the form of plant residues is processed into compost for internal use as well as external utilization, including by the Karawang Regency Government.

Wastewater Management

The efficiency of wastewater treatment through the Wastewater Treatment Plant (WWTP) is enhanced by optimizing chemical dosing in the sludge belt press process to minimize the impact of residual waste on surrounding ecosystems.

Hazardous Waste Management

Identification and Segregation	Recording and Storage	Transportation by Third Parties
Waste is classified according to its category. In particular, e-waste (components such as Printed Circuit Boards (PCBs) and Cathode Ray Tubes (CRTs)) is segregated in accordance with Government Regulation No. 22 of 2021.	Each type of waste is recorded in a logbook, and waste is stored in a licensed Temporary Storage Facility (TPS) for a maximum period of 90 days.	Waste is transported using an electronic manifest (Festronik) recorded in the Ministry of Environment and Forestry's Environmental Electronic Reporting Information System (SIMPEL).



Throughout 2025, BMJ successfully reduced e-waste generation by

39%

through the segregation of e-waste components, with CRTs/boards classified as hazardous waste and computer casings classified as non-hazardous waste.

BMJ utilizes an electronic reporting system to monitor waste management on a regular basis, ensuring compliance with applicable regulations. In addition, waste generation is evaluated semi-annually to support decision-making aimed at reducing operational costs while minimizing the volume of waste generated, as reflected in the following summary.

Total Waste Generated [GRI 306-3, 306-4, 306-5]

Type of Waste	Unit	2025	2024	2023
Hazardous Waste				
Fly ash	Ton	0	3,168.91	6,448.27
Bottom ash	Ton	0	243.12	620.35
Hazardous sludge	Ton	26.95	14.14*	3.44
Contaminated gloves	Ton	13.88	28.22*	19.24*
Expired chemicals	Ton	6.39	4.27	2.34
Fluorescent lamps	Ton	0.05	0.03*	0.05*
Solvent sludge	Ton	80.10	77.50*	57.75*
Used oil	Ton	4.91	5.99	4.24
E-waste	Ton	0.65	1.06	1.31*
Used batteries	Ton	1.70	1.74*	0.0044*
Hazardous material packaging	Ton	127.04	177.94*	96.41*
Coolant	Ton	9.23	13.35	8.14
Used refractory	Ton	0	-	3.12
Used filters	Ton	1.79	-	1.28
Total Hazardous Waste	**Ton**	**272.68**	**3,579.84**	**7,265.94***
Non-Hazardous Waste				
Wastewater Treatment Plant (WWTP) sludge	Ton	9,155.28	7,810.96	8,101.96
Fly ash	Ton	6,578.23	3,217.46	-
Bottom ash	Ton	487.33	267.10	-
Total Non-Hazardous Waste	**Ton**	**16,220.84**	**11,295.52**	**8,101.96**
Total Waste Generated	**Ton**	**16,493.52**	**15,021.79***	**15,367.9***

Throughout 2025,

100%

of the waste generated

was diverted from landfill disposal and treated off-site through transfer to licensed third-party waste management providers. [GRI 306-4, 306-5]

Note:
* There is restatement of data due to an expansion of the data coverage.

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Biodiversity Conservation

Biodiversity conservation and the strengthening of anti-deforestation policies are important pillars of BMJ's efforts to minimize ecological impacts within its operational areas. This commitment is reflected in the Environmental Policy Statement, which applies across all operations across the value chain. Looking ahead, BMJ is committed to developing a roadmap to further strengthen its environmental management practices. Through this approach, the Company ensures that biodiversity considerations remain an integral part of its operational activities. [GRI 3-3, 101-1]

In its operations, BMJ implements an environmental governance strategy that combines compliance with applicable regulations and internal environmental commitments to protect local ecosystems from operational risks. These biodiversity conservation and mitigation efforts help ensure that the Company's manufacturing activities remain aligned with the preservation of the surrounding natural environment. As a foundation for these initiatives, the Company has established standards to ensure that raw materials are managed responsibly and sustainably through the following measures: [GRI 101-2]

01

Sourcing 100% of raw materials from suppliers certified under Sustainable Forest Management and Chain of Custody Systems.

02

Using only pulp and other raw materials certified by PEFC and SVLK (Timber Legality Verification System) in the production of cigarette paper and packaging products.

03

Continuously implementing and maintaining certified traceable systems (recognized traceable certification systems).

Moving forward, BMJ will continue to strengthen supplier due diligence, the quality of information regarding the origin of raw materials, and supplier engagement to enhance supply chain transparency and traceability in line with developments in relevant standards and regulations. These efforts complement the management of environmental impacts from operational activities, given that the Company's operations may have potential impacts on biodiversity in the areas surrounding its operations including those resulting from the use of chemicals in production, the generation of liquid waste, exposure to boiler emissions, and noise from machinery and equipment. To mitigate these impacts, BMJ conducts biodiversity risk identification and mitigation assessments. These assessments are carried out semi-annually and are integrated into the Company's short-, medium-, and long-term work plans. [GRI 101-2, 101-4]

Responsible Fiber and Forest Sourcing

As a company that uses fiber-based raw materials, BMJ ensures that its raw materials come from legal, responsible, and traceable sources. Procurement requirements include source legality, forest management and Chain of Custody certifications, and supplier compliance with relevant sustainability requirements. Traceability is reinforced through documentation of raw material origin, supplier and product certifications, and evaluations of wood-based suppliers to mitigate sustainability risks in the supply chain. [GRI 101-2]

Biodiversity Risk Identification [GRI 101-2]

Activity:	Production Process	Duration:	Throughout the production process
Potential Impact	**Impact Area**	**BMJ Mitigation Measures**	
Water and soil pollution	Purwadana Village and the Citarum River	Improving the reuse process and operational effectiveness of the WWTP through the addition of facilities and operator certification	Efficient use of materials, adoption of advanced technologies, skilled workforce, implementation of the reduce, reuse, and recycle (3R) principles, and application of assessment, remediation, and monitoring (ARM) methods
Disposal of hazardous waste		Minimizing the generation of hazardous waste and ensuring its management by licensed and competent parties	
Dust and air pollution from boilers		Adding air and emissions control equipment and procuring gas and biomass boilers	
Noise from machine operations		Promoting the integration of modern technology and the development of competent human resources	
Depletion of natural resources	Karawang Regency and Indonesia	Compliance with Threshold Limit Values (TLVs) and environmental quality standards, adoption of advanced technologies, and licensed resource management and utilization	

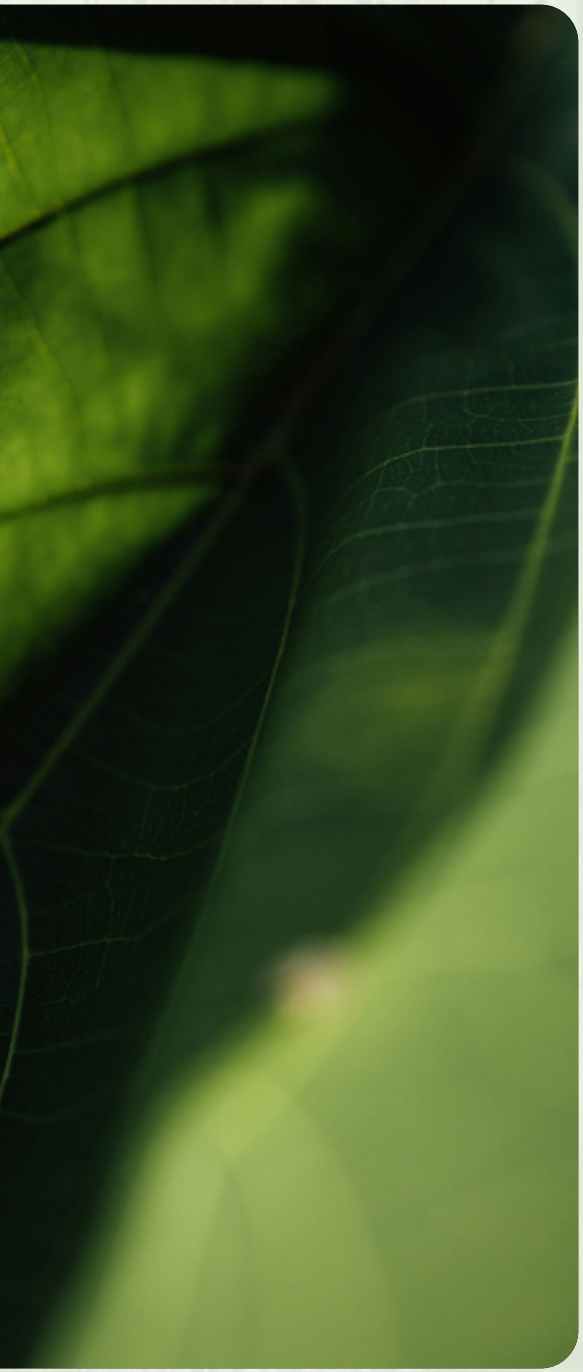
BMJ's plant in Karawang Regency occupies a 25-hectare site located approximately 500 meters from agricultural ecosystems and the Citarum River corridor, an area recognized as ecologically sensitive. As part of its commitment to conservation, the Company has designated 11.1 hectares of land surrounding its operations as a biodiversity conservation area. BMJ implements a certified timber traceability system, maintains an ISO 14001-certified Environmental Management System, and applies structured and systematic Standard Operating Procedures (SOPs) for impact management to preserve ecosystem balance. [GRI 101-2, 101-4, 101-6]



Information on Operational Locations and Potential Impacts on Biodiversity

Description			BMJ Plant		
Location [GRI 101-5]	Site		Karawang		
	Area (Ha)		0.25	0.5	0.05
	Activities		Coal combustion	Wastewater treatment	Waste storage (domestic and hazardous)
Ecologically sensitive areas located in or near the site [GRI 101-5]	Is the site located in or near an ecologically sensitive area?		Ya		
	Distance		500 m		
	Type		Areas with high physical water risk and the presence of local communities		
Direct drivers of biodiversity loss [GRI 101-6]	Water	Water withdrawal (megaliters/day)	6		
		Water consumption (megaliters/day)	6		
	Pollution	NOx (mg/Nm³)	Boiler 6t: 81.8 Boiler 15t: 80.5 Boiler 20t: 162		
		SOx (mg/Nm³)	Boiler 6t: 8.1 Boiler 15t: 2.6 Boiler 20t: 292		
		Partikulat (mg/Nm³)	Boiler 6t: 26.4 Boiler 15t: 57.9 Boiler 20t: 49.1		
		Opacity (%)	Boiler 6t: 2.5% Boiler 15t: 2.1% Boiler 20t: 4.2%		
Ecosystem services [GRI 101-8]	Ecosystem services		Green open spaces		
	Beneficiaries		PT BMJ and the surrounding community		





The Company also monitors ecosystem conditions across its supply chain as follows: [GRI 101-6]

Description			Pulp and Board	Chemicals
Products and Services [GRI 101-5]	Country or Jurisdiction		Indonesian	Indonesian
Direct Drivers of Biodiversity Loss [GRI 101-6]	Water	Water Withdrawal (megaliter)	209.14	36.56
		Water Consumption (megaliter/tons product)	0.0279	0.0046
	Pollution	NO_x	7.79 tons	113 tons
		SO_x	4.24 tons	5 tons
		COD	237.72 mg/l	637 tons

Since the planning stage, BMJ has aligned its biodiversity program with climate action by implementing solutions to minimize negative ecological impacts and maximize positive impacts for stakeholders. To address unavoidable impacts arising from its operations, the Company also applies the concept of biodiversity offsets through habitat loss prevention, land rehabilitation, and compensation schemes aimed at delivering environmental outcomes that are equivalent to or greater than the impacts incurred.

Through a measured approach, BMJ evaluates environmental conditions to assess the influence of its activities on surrounding ecosystems. Documentation covering permitting compliance, management measures, and the results of biodiversity and environmental conservation monitoring is disclosed transparently. This information is compiled into periodic RKL-RPL submitted through the Ministry of Environment and Forestry's SIMPEL platform. [GRI 101-2]

To ensure full compliance with Access and Benefit-Sharing (ABS) requirements, BMJ aligns the utilization of natural resources with applicable regulations and benefit-sharing mechanisms, including both monetary and non-monetary benefits for communities that provide and maintain these ecosystems. As a voluntary initiative, BMJ also implements community empowerment programs, local capacity-building initiatives, and community-based conservation partnerships to support long-term environmental conservation while respecting the traditional rights associated with the Company's operational areas. [GRI 101-3]

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Throughout 2025, BMJ implemented the following biodiversity conservation initiatives: [GRI 101-2, 101-3, 101-7]

Greening Along the Citarum Riverbanks



5 Ha
Conservation Area

This greening initiative along the banks of the Citarum River focuses on restoring natural habitats to rehabilitate ecological corridors for local endemic flora and fauna. Through the planting of vegetation, BMJ directly contributes to maintaining the balance of aquatic ecosystems while enhancing biodiversity within the surrounding river basin area.

Tree Planting on Environment Day



To celebrate World Environment Day, BMJ management joined forces with the Karawang Regency Environmental Department for a tangible environmental conservation initiative. The partnership was marked by a collective tree-planting event in Karangpawitan to increase green open spaces and preserve the local ecosystem.

Tree Planting in PT BMJ Green Open Spaces



Conservation Area

11.1 Ha

64% from total conservation area

Total plants

93 Rain trees aged > 20 years.

75 Teak trees aged > 10 years.

The conservation of mature teak and trembesi trees in green open spaces is carried out to support the survival of various local wildlife species. The maintenance of this vegetation directly strengthens the self-sustaining ecosystem structure within the operational area, while also serving as a conservation bulwark in preserving local biodiversity.

Around the operational area, various types of wildlife have been found, such as monitor lizards, cobras, and several bird species, including the white-rumped shama, the Asian koel, and the Asian cuckoo.

The company actively enhances synergies and minimizes trade-offs between biodiversity programs and climate change actions through a series of strategic initiatives. This concrete step is realized by intensifying sustainability education, encouraging commitment to science-based targets through the Science Based Targets initiative (SBTi), and requiring all suppliers to hold valid chain of custody certifications, such as Chain of Custody (CoC) or the Timber Legality Verification System (SVLK). [GRI 101-2]



BMJ
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OUR JOURNEY TO 2030

Creating long-term value for people, planet, and future generations

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

BMJ has developed social responsibility into a core capability that is consistently embedded throughout its operations. This approach focuses on three key pillars: employee management, community empowerment, and customer responsibility. These pillars are implemented in an integrated manner as an inseparable part of the Company's sustainable business strategy, as reflected in its Social Responsibility Statement.

In managing its workforce, BMJ integrates the principles of diversity, equal opportunity, competency development, and occupational health and safety into its day-to-day human capital management practices, fostering an inclusive and productive work environment. In its engagement with society, the Company actively involves local communities in its operations and implements Corporate Social Responsibility (CSR) programs as a tangible contribution to community development. Meanwhile, in fulfilling its responsibilities to customers, BMJ ensures product quality, product safety, and transparent information disclosure as the foundation of long-term relationships built on trust.

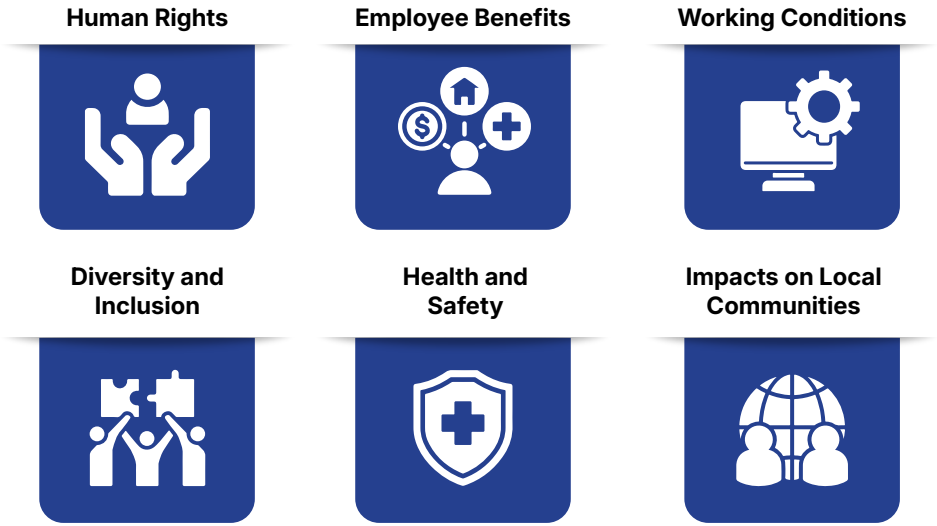


Sustainable Employment Practices

For BMJ, workforce management extends beyond an operational function and represents a strategic element that determines the long-term quality and resilience of the business. This approach is grounded in the core pillars of the Sustainable Development Goals (SDGs), namely the 5Ps (People, Planet, Prosperity, Peace, and Partnership), which provide the framework for aligning the Company's growth with the fulfillment of employee rights and well-being. [GRI 3-3]

BMJ's approach to sustainable employment practices is reinforced through a comprehensive set of employment-related policies, including the BMJ Business Conduct, Diversity Policy, Human Rights & Working Conditions Policy, Career Management Policies, and the Quality, Occupational Health and Safety, Environment, and Energy Policy. These policies are implemented under the coordination of the Human Resources and Organization Development (HR & OD) Department, which ensures that all initiatives, from talent development and inclusion to workplace safety are integrated into the Company's sustainability agenda and carried out within a framework of harmonious and transparent industrial relations. [GRI 3-3]

Employment Aspects within Social Sustainability



Constructive Industrial Relations

BMJ regards harmonious industrial relations as one of the key pillars supporting its long-term operational sustainability. Through a transparent and collaborative communication approach, the Company strives to foster a work environment that supports both employee performance and well-being. [GRI 3-3]

As stipulated in the BMJ Business Conduct, the Company guarantees employees' rights to freedom of association and collective bargaining without discrimination. This commitment is reflected in the fact that 100% of employees are members of a labor union and are covered by the Collective Labor Agreement (CLA). In practice, the Company maintains a constructive relationship with the labor union as an official dialogue partner in addressing various employment-related matters, including wages, working conditions, and employee welfare. To support harmonious industrial relations, regular meetings between management and labor union representatives are held at least once a month. [GRI 2-25, 2-30]

In addition to these regular meetings, the Company has established a Bipartite Cooperation Institution (LKS Bipartit), comprising representatives from both management and the labor union, as a consultation forum to address employment-related issues through deliberation and mediation outside the regular meeting schedule whenever necessary. Employee involvement is also a key principle in any operational changes that directly affect the workforce. Significant changes are communicated and discussed through a consultation process, with notice provided at least one month prior to implementation. [GRI 402-1]

To assess the effectiveness of its approach, the Company periodically conducts employee engagement surveys through the Human Resources (HR) Division to evaluate existing communication channels and grievance mechanisms. BMJ also continues to encourage active employee participation through interest-based communities, such as sports and arts activities, designed to strengthen employee relationships, enhance engagement, and foster a positive corporate culture from within. [GRI 3-3, 2-25]

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Human Rights Protection

BMJ integrates human rights principles into all of its operational activities and supply chain practices, guided by national laws, labor law principles, and the United Nations Universal Declaration of Human Rights. These principles apply to all employees and third parties engaged in the Company's activities and are implemented through the BMJ Business Conduct, dedicated human rights policies, and the Collective Labor Agreement (CLA), which governs compliance with applicable regulations while preventing discrimination, harassment, and labor exploitation. [GRI 2-27]

To support the implementation of human rights principles, BMJ encourages each business unit to integrate human rights considerations into business processes and decision-making. Implementation is also evaluated through assessments using the Sedex Members Ethical Trade Audit (SMETA) methodology, with the assessment results used as a basis for identifying areas that require improvement. BMJ takes a firm stance against all forms of human rights violations, including discrimination and harassment. Throughout the reporting period, there were no reports or findings of human rights violations within the Company's operations. To strengthen understanding and implementation of human rights principles, BMJ also regularly provides training and awareness sessions on its human rights policy for employees and business partners through easily accessible digital platforms.

Elimination of Child Labor and Forced Labor

In accordance with national legislation and ILO Conventions, BMJ establishes a minimum recruitment age of 18 years, as stipulated in the BMJ Business Conduct, Human Rights & Working Conditions Policy, and the CLA. This requirement applies to all employees and third parties operating within the Company's operational areas and is also incorporated into supplier screening processes to ensure the absence of underage workers throughout the supply chain.
[GRI 3-3, 2-27, 408-1]

BMJ strictly prohibits all forms of forced labor and modern slavery in all employment relationships. Every employment relationship must be based on free consent, without coercion or pressure of any kind, from the recruitment process through to the termination of employment. To support the implementation of this principle, BMJ conducts significant risk assessments of potential forced or compulsory labor incidents through its Quality Process Risk Management (QPRM) process.

Prevention and control measures are implemented through the Collective Labor Agreement (CLA), Business Conduct, and Code of Conduct (CoC); the Whistleblowing System (WBS), grievance and complaint procedures, and regular communication with labor unions; as well as Social Compliance audits and training. The effectiveness of these measures is also reviewed periodically, including through a review of the CLA every two years. Throughout the reporting period, no cases of forced labor were identified within the Company's operations or supply chain, reflecting BMJ's commitment to fair labor practices and respect for human rights. [GRI 3-3, 409-1]



Human Resource Management

Diversity and Equal Opportunity

BMJ regards diversity and equal opportunity as fundamental principles embedded within its human capital management practices, recognizing that diverse perspectives foster innovation and strengthen organizational competitiveness. Through its ESG Program, the Company cultivates an inclusive and equitable workplace where every employee is provided with equal opportunities to grow and contribute to their fullest potential. [GRI 3-3]

Human Capital Management Objectives within the ESG Program

Diversity and Inclusion

Promoting the accelerated empowerment of company's high-performing human resources.

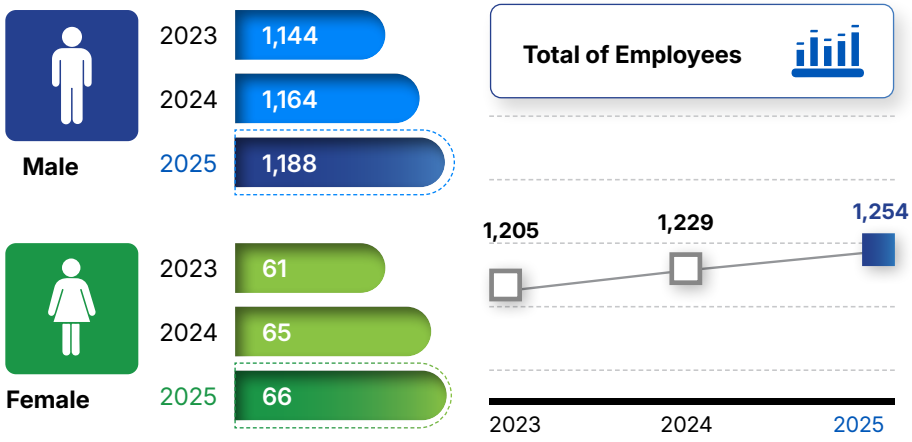
Empowering Employees and Our Communities

- Maintaining the availability of skilled personnel for both current and future needs.
- Prioritizing employee health and well-being, and taking proactive measures to provide support through collaboration with surrounding communities when needed.

The formal foundation of this approach is set out in the Diversity Policy, which affirms that diversity encompasses attributes such as gender, age, ethnicity, and cultural background, while prohibiting all forms of discrimination against employees, prospective employees, customers, and business partners. This commitment is further reinforced through the BMJ Business Conduct, which explicitly prohibits discriminatory practices based on gender, religion, race, ethnicity, nationality, age, marital status, disability, or political views. [GRI 3-3]

The principles of diversity and equal opportunity are applied throughout the employment lifecycle, from recruitment and development to career management, remuneration, and employee welfare, in accordance with the Collective Labor Agreement (CLA) and applicable laws and regulations. The Company also promotes a workplace culture that respects the differences and unique characteristics of each individual. Throughout 2025, no incidents of discrimination were reported across the Company's operations. Accordingly, no corrective actions related to discrimination incidents were required during the reporting period. The employee composition reflecting the implementation of these principles is presented in the following section based on data from the ERP HR system. [GRI 2-7, 405-1, 406-1]

Employee Composition by Gender (People)



Employee Composition by Employment Status and Gender (People)

Employment Status	2025		2024		2023	
	Male	Female	Male	Female	Male	Female
Permanent Employees	1,049	56	1,059	60	1,089	58
Contract Employees	139	10	105	5	55	3
Jumlah	**1,188**	**66**	**1,164**	**65**	**1,144**	**61**

Employee Composition by Position Level and Gender (People)

Position Level	2025		2024		2023	
	Male	Female	Male	Female	Male	Female
Board of Directors	4	0	2	0	4	0
General Manager/Regional Manager	2	0	4	0	3	0
Manager	45	4	47	3	48	3
Staff	124	42	505	51	104	41
Non-Staff	1,013	20	606	11	985	17
Total	**1,188**	**66**	**1,164**	**65**	**1,144**	**61**

Employee Composition by Age Group (People)

Age Group	2025		2024		2023	
	Male	Female	Male	Female	Male	Female
18–30 Years	230	24	205	27	195	21
31–40 Years	440	19	456	19	459	21
41–50 Years	425	20	397	22	382	17
> 50 Years	93	3	106	2	108	2
Total	**1,188**	**66**	**1,164**	**65**	**1,144**	**61**





Employee Composition by Operational Area and Gender (People)

Operational Area	2025		2024		2023	
	Male	Female	Male	Female	Male	Female
Karawang	1,044	57	1,059	60	1,089	58
Kudus	144	9	105	5	55	3
Total	**1,188**	**66**	**1,164**	**65**	**1,144**	**61**

Employee Composition by Operational Area and Employment Status (People)

Operational Area	2025		2024		2023	
	Permanent Employees	Contract Employees	Permanent Employees	Contract Employees	Permanent Employees	Contract Employees
Karawang	1,021	80	1,044	49	1,075	35
Kudus	84	69	75	61	72	23
Total	**1,105**	**149**	**1,119**	**110**	**1,147**	**58**

The composition of BMJ's workforce in 2025 did not differ significantly from previous years. Although the proportion of female employees remains lower than that of male employees, the Company continues to consistently uphold the principles of diversity and equal opportunity regardless of gender, fostering an inclusive work environment. All BMJ employees work on a full-time basis, either as permanent or contract employees, while certain operational requirements are supported by a limited number of external professionals. [GRI 2-8, 405-1]

Employee Remuneration

BMJ implements a fair and equitable remuneration system as a reflection of its appreciation for the contributions of every employee. The determination of wages, benefits, and other forms of compensation is based on objective and transparent criteria, without discrimination based on gender or individual background, as part of the Company's commitment to ensuring equal rights for all employees within its compensation framework. [GRI 3-3]

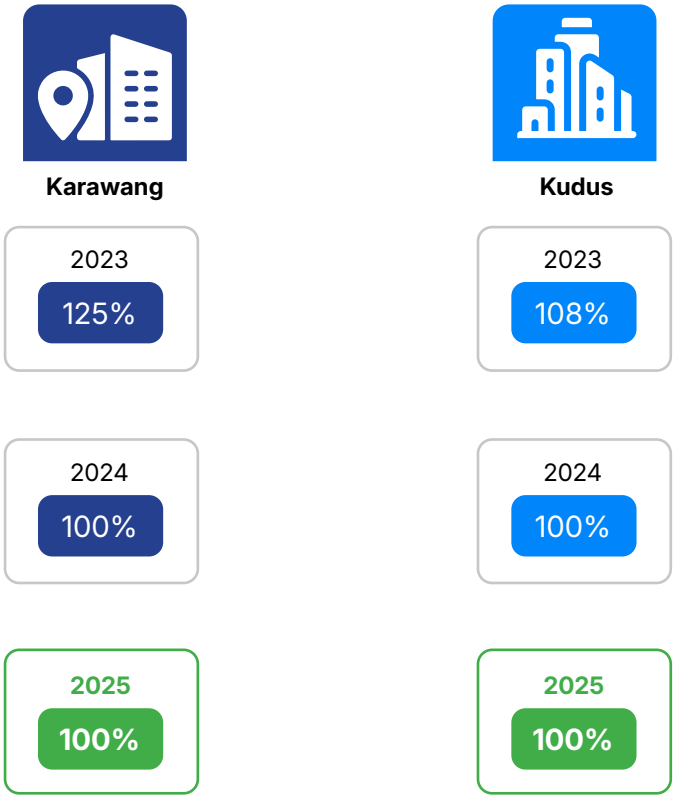
In practice, there is no difference in remuneration ratios between male and female employees performing equivalent roles and responsibilities. All compensation and employee benefit provisions are governed by the CLA, which serves as the primary reference for determining employment rights and obligations applicable to both permanent and contract employees. The level of benefits provided is determined based on each employee's employment status. [GRI 401-2, 405-2]

Employee Benefits by Employment Status

Type of Benefit	Permanent Employees	Contract Employees
Healthcare Services	✓	✓
Insurance (BPJS Employment and BPJS Health)	✓	✓
Accident Insurance	✓	✓
Annual Leave	✓	✓
Maternity Leave	✓	✓
Bonuses	✓	✓
Meal Allowance	Provided by the canteen	Provided by the canteen
Recreation, Sports, and Cultural Activities	✓	✓
Employee Shuttle Transportation	✓	✓
Awards and Remuneration	Long-service awards (15 years of service)	✗

The Company ensures that its remuneration system complies with the minimum standards established by national labor regulations, their implementing provisions, or the CLA, applying whichever provides the highest level of benefit. This approach forms part of the Company's commitment to regulatory compliance while promoting employee well-being and maintaining a fair and equitable compensation structure, including the determination of entry-level wage ratios relative to the applicable minimum wage in each operational area, as presented in the following table. [GRI 202-1]

Entry-Level Employee Wage Ratio to Minimum Wage by Operational Area [GRI 202-1]



Maternity Leave

As part of its commitment to employee well-being, BMJ guarantees maternity leave entitlements in accordance with applicable labor regulations and the CLA. This entitlement is provided to female employees who are expecting a child, as well as to male employees accompanying their spouses during childbirth. Employees are required to submit a medical certificate to ensure they have adequate time to prepare for the birth process. [GRI 3-3]

In its implementation, female employees are entitled to 1.5 months of leave before childbirth and 1.5 months after childbirth, separate from their annual leave entitlement. The Company also provides leave for employees who experience a miscarriage, granting 1.5 months of recovery leave based on a medical certificate issued by a doctor or midwife. Where additional recovery time is required due to medical conditions, the leave period may be extended for up to three months under sick leave provisions. BMJ also guarantees female employees the right to return to their previous positions upon completion of their leave. In addition, the Company grants three days of leave to male employees to accompany their spouses during childbirth. Details of these provisions are presented in the following table. [GRI 401-3]

Summary of Maternity Leave Entitlements

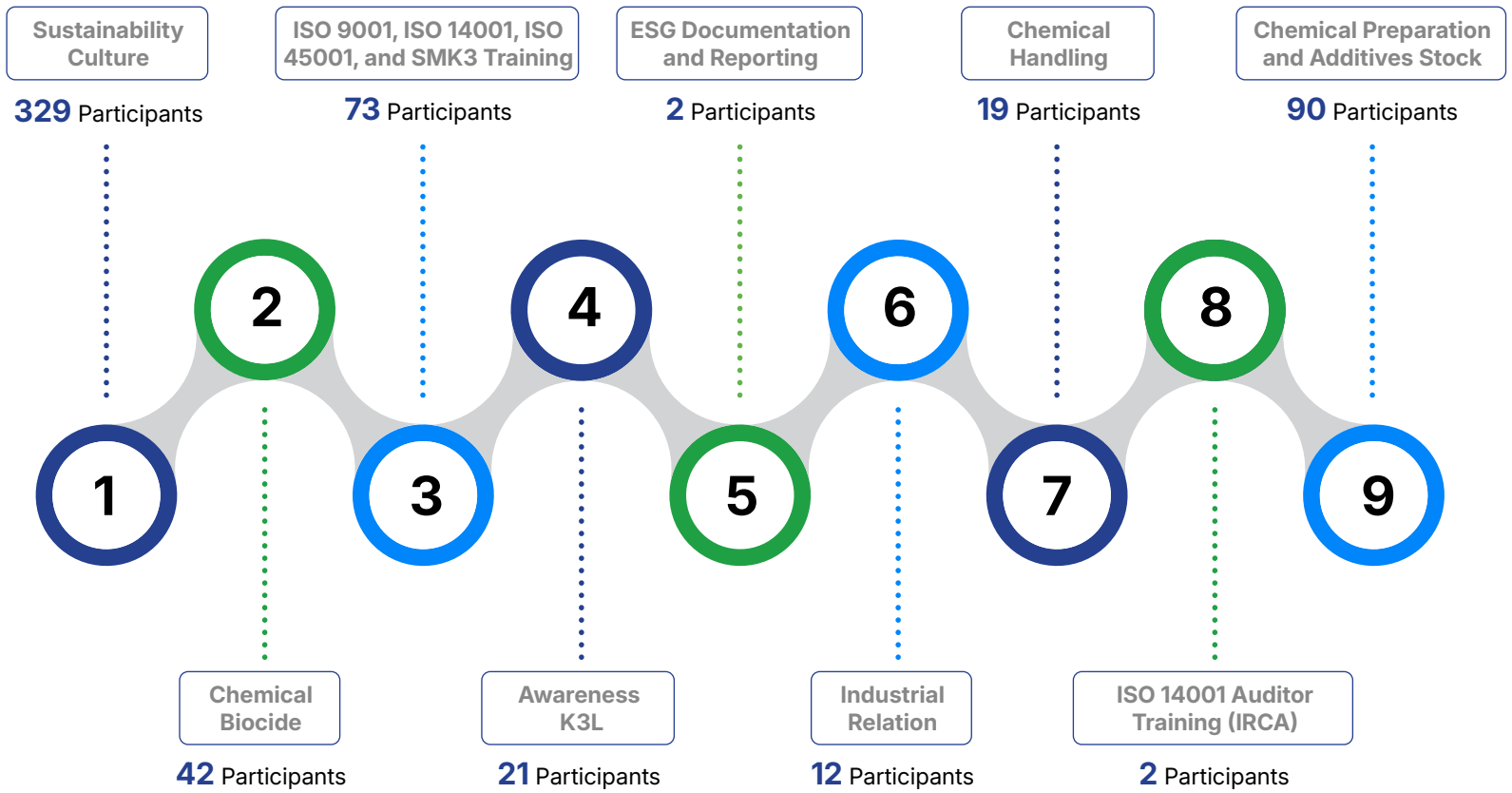
Gender	2025	2024	2023
Number of employees eligible for maternity leave			
Male	882	864	926
Female	44	30	31
Number of employees who took maternity leave			
Male	45	75	86
Female	4	6	3
Number of employees who returned to work during the reporting period following the end of maternity leave			
Male	45	75	86
Female	4	6	3
Return-to-Work Rate	**100%**	**100%**	**100%**

Employee Competency Development

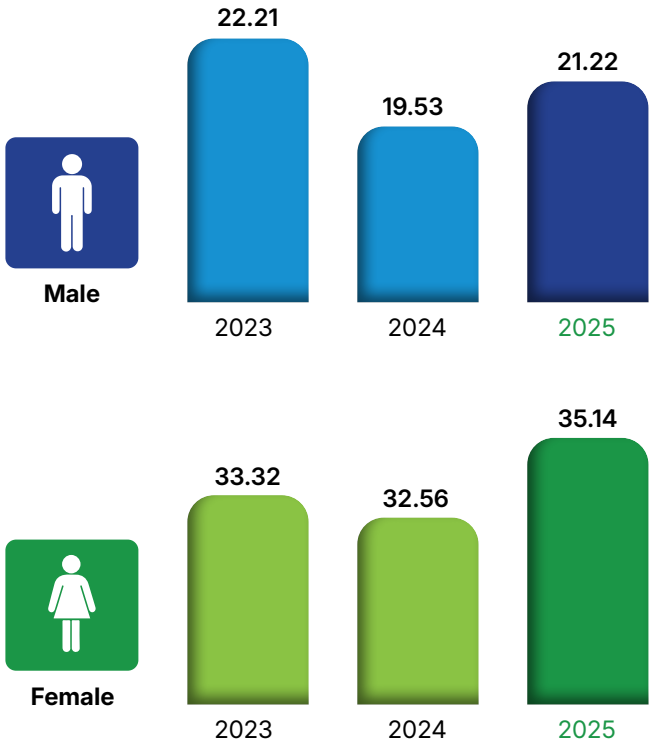
BMJ regards the development of employee capabilities and competitiveness as a strategic investment through training and educational programs designed to align with the Company's business strategy and long-term career development needs. These programs form part of the implementation of the Career Management Policies, which encourage employees to take an active role in their professional development while ensuring that improvements in individual competencies contribute directly to the Company's strategic objectives and the creation of a productive and inclusive workplace. [GRI 3-3]

In 2025, the Company delivered structured training and educational programs as part of its annual work plan, with a particular focus on strengthening employees' understanding of ESG principles. Through these programs, employees were provided with strategic insights into the role of ESG in business sustainability while enhancing awareness of the long-term risks that may arise if such principles are not consistently implemented. The programs were conducted through both online and in-person formats to foster an adaptive workforce capable of integrating sustainability principles into everyday work practices. To provide a measurable overview of employee participation in and the intensity of competency development, the Company records the average training hours per employee using a headcount-based method, calculated by dividing the total training hours by the total number of employees during the reporting period. [GRI 404-1]

BMJ Training and Education Programs in 2025



Average Training Hours per Employee by Gender (Hours) [GRI 404-1]



Average Training Hours per Employee by Position Level (Hours) [GRI 404-1]

Position Level	2025	2024	2023
Board of Directors	17.00	15.75	1
Senior Manager	25.46	20.27	15.68
Manager	31.14	20.67	24.15
Staff	40.35	50.97	30.84
Non-Staff	18.15	10.90	25.74

BMJ's approach to employee development also includes retirement preparation through a two-year pre-retirement program implemented as part of the Company's Sustainability Program. In addition, the Company provides supplementary benefits, including severance pay, pension fund programs, and long-service awards, as a demonstration of its commitment to employees' long-term well-being and recognition of their contributions. [GRI 404-2]

In addition to training and development programs, BMJ implements a periodic performance review system based on the principles of objectivity, fairness, and transparency. The assessment is designed to measure the alignment of individual performance with the Company's objectives while serving as a basis for decisions related to career development, rewards and recognition, and employee capability enhancement. This approach reinforces a productive and performance-oriented work culture, reflecting the Company's commitment to the professional growth of all employees. Details of the performance review process are presented in the following table. [GRI 404-3]

Employees Covered by Performance Reviews [GRI 404-3]

	2025	2024	2023
Board of Directors	4	3	4
Senior Manager	15	16	14
Manager	31	37	40
Staff	156	163	160
Non-Staff	993	977	963
Number of Employees Evaluated	**1,199**	**1,196**	**1,181**
Total Employees	**1,254**	**1,229**	**1,205**
Percentage	**95.61%**	**97.31%**	**98.01%**

BMJ utilizes performance evaluations to monitor employee development while assessing the effectiveness of its development programs. Through this process, the Company reviews individual achievements in relation to career progression and evaluates the contribution of training and educational programs to enhancing employee competencies and productivity. The results of these evaluations are then used as a basis for refining human capital management practices and ensuring that all development initiatives remain aligned with the Company's business objectives.

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Employee Turnover

In its recruitment process, BMJ upholds the principles of openness and equal opportunity for all members of society, regardless of gender, religion, ethnicity, race, or other backgrounds. Guided by the non-discrimination principles set out in the BMJ Business Conduct and Diversity Policy, all stages of the selection process are conducted objectively and based on competence. This reflects the meritocratic principles that underpin all employment-related decisions, including recruitment, training, compensation, and promotion. [GRI 3-3]

To promote inclusivity and generate sustainable social impact, BMJ implements a recruitment policy that provides employment opportunities for local communities surrounding its operational areas, as stipulated in the Company's Diversity Policy and ESG Program. As of 2025, there were no senior management personnel recruited from local communities; however, this remains an area of consideration for the Company going forward. [GRI 3-3, 202-2]

In addition to its recruitment process, the Company monitors employee turnover as part of its comprehensive human capital management approach. The primary factors contributing to employee turnover include retirement, contract completion, and voluntary resignation. In all employment termination cases, the Company ensures that employees receive all entitlements in accordance with labor regulations and the provisions of the CLA, including fair compensation. Data on employee recruitment and turnover over the past three years are presented in the following table. [GRI 3-3, 401-1]

Composition of New Hires and Employee Turnover by Gender

Gender	2025		2024		2023	
	New Hires	Employee Turnover	New Hires	Employee Turnover	New Hires	Employee Turnover
Male	77	15	71	0	34	4
Female	2	5	5	0	3	1
Total	**79**	**20**	**76**	**0**	**37**	**5**



Composition of New Hires and Employee Turnover by Operational Area

Operational Area	2025		2024		2023	
	New Hires	Employee Turnover	New Hires	Employee Turnover	New Hires	Employee Turnover
Karawang	50	15	32	0	30	5
Kudus	29	5	44	0	7	0
Total	**79**	**20**	**76**	**0**	**37**	**5**

Composition of New Hires and Employee Turnover by Age Group

Age Group	2025		2024		2023	
	New Hires	Employee Turnover	New Hires	Employee Turnover	New Hires	Employee Turnover
18–30 Years	70	13	59	0	28	3
31–40 Years	9	3	10	0	4	2
41–50 Years	0	2	2	0	1	5
> 50 Years	0	2	5	0	4	0
Total	**79**	**20**	**76**	**0**	**37**	**5**



Occupational Health and Safety

OHS Management System

BMJ regards occupational health and safety (OHS) as a key element of responsible operational management and an integral part of fulfilling employee rights as stipulated in the CLA. Through the coordination of the OHSE Department, the Company strengthens OHS implementation for all employees, including contractor workers, through internal policies, work standards, and the Code of Business Conduct. These efforts are aimed at fostering a safe, healthy, and productive work environment, with a target of achieving zero workplace accidents. [GRI 3-3]

OHS implementation is carried out through an Occupational Health and Safety Management System (OHSMS) integrated into the Company's operational processes, in accordance with Government Regulation No. 50 of 2012 and the ISO 45001 standard. The system is designed to ensure that workplace risks are managed systematically through accident prevention, hazard reduction, and enhanced employee participation. As part of its implementation, BMJ applies the Hazard Identification, Risk Assessment, and Opportunities (HIARO) methodology, whereby each business unit conducts periodic hazard identification and risk assessments, which are subsequently verified by the OHSE Department. [GRI 3-3, 403-1]

To ensure the effectiveness of the system, BMJ periodically evaluates the implementation of OHSMS through annual management reviews and internal and external audits conducted at least once a year. These evaluations provide the basis for assessing regulatory compliance, identifying opportunities for improvement, and continuously enhancing OHS management practices. In addition to evaluating the effectiveness of risk controls, the Company also monitors the coverage of SMK3 implementation to ensure that the system encompasses all (100%) employees, activities, and operational areas, including contractor workers and business partners. Details of the workforce covered by the SMK3 are presented in the following table. [GRI 403-1, 403-8]

Employees Covered by OHSMS



Number of Company Employees

2023	1,205
2024	1,341
2025	**1,254**



Number of Contractor Employees

2023	441
2024	449
2025	**458**



Total

2023	1,646
2024	1,790
2025	**1,712**

Hazard Identification and Risk Assessment

OHS Hazard and Risk Management Process Flow



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About BMJ
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Strengthening the Foundation of Sustainability Governance

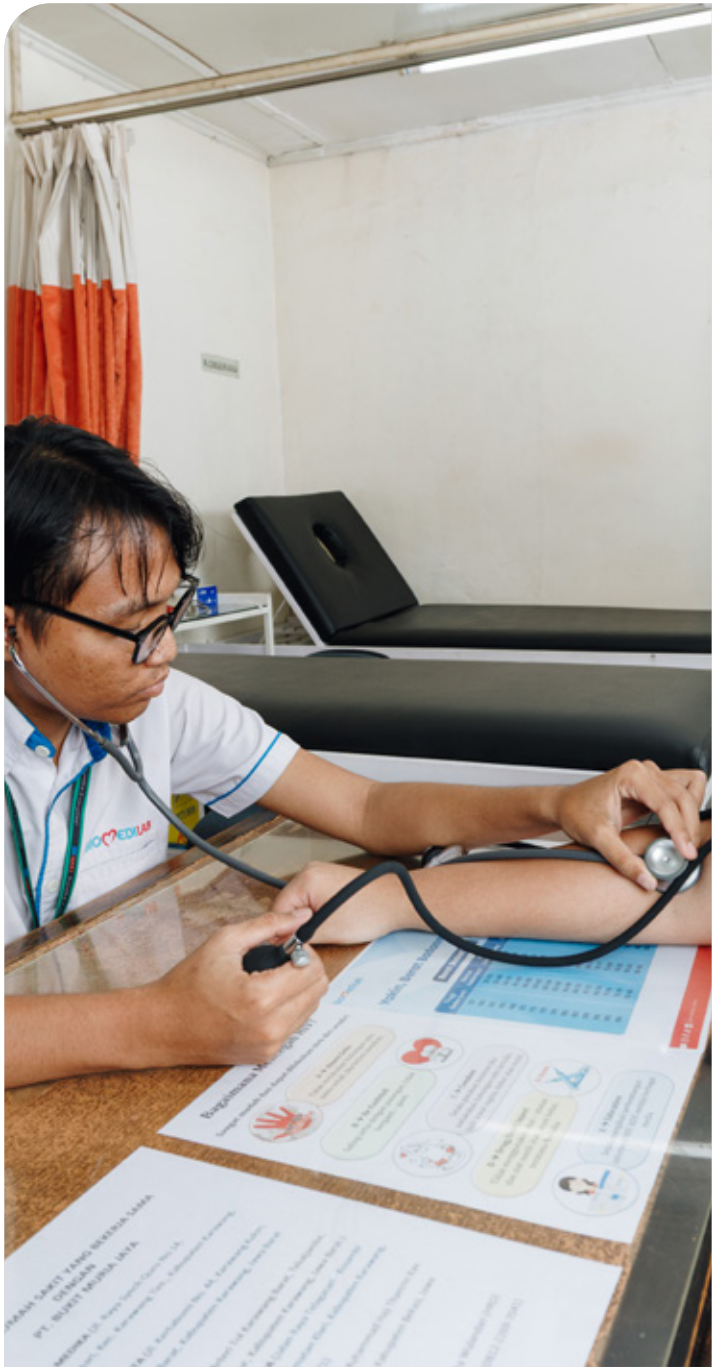
The effectiveness of OHS management is strengthened through a systematic, documented, and ongoing hazard identification and risk assessment process. This process aims to identify potential hazards, assess the level of risk associated with operational activities, and establish appropriate control measures to prevent workplace accidents and occupational diseases. In its implementation, BMJ applies the HIARO method as its primary approach for identifying hazards, assessing risks, and recognizing opportunities for OHS improvement, in accordance with ISO 45001:2018 and Government Regulation No. 50 of 2012. [GRI 403-2]

The HIARO process covers all operational activities, including routine and non-routine tasks, short- and long-term activities, as well as emergency situations. Assessments take into account hazards arising from equipment, infrastructure, work materials, environmental conditions, and all stages of the operational process, including design, development, production, testing, service delivery, maintenance, and disposal. This approach strengthens comprehensive, process-based OHS risk management and aligns with the Company's Quality, HSE, and Energy Policy. [GRI 403-2, 403-7]

The results of hazard identification and risk assessments serve as the basis for mitigation measures and continuous OHS performance improvement. Identified risks are managed through the hierarchy of controls, including hazard elimination, material or process substitution, engineering controls, administrative controls, and the use of personal protective equipment (PPE). To ensure the effectiveness of these controls, BMJ conducts regular inspections and audits, including the use of drones to support inspections at elevated or hard-to-reach locations. The Company also provides employees and contractor personnel with relevant OHS training and certifications to strengthen competency, promote consistent implementation, and foster a strong safety culture across all work areas. [GRI 403-2, 403-9, 403-10]

BMJ has further strengthened its OHS reporting system through the HSE Patrol application, a digital platform used to identify and report potential hazards directly within the workplace. The system enables faster reporting, more effective follow-up actions, and a workplace culture that encourages openness in addressing safety concerns. BMJ ensures that all reporters are protected, including through confidentiality of identity and protection from retaliation. The Company also grants employees the right to stop work they consider unsafe and to report such conditions to their supervisors or the OHSE Department. [GRI 403-2]

As part of strengthening accountability within its OHSMS, every workplace incident is followed up through a systematic investigation process. This process involves certified personnel who identify the root causes of incidents, determine corrective actions, and ensure that investigation results are formally documented. Such documentation serves as a basis for evaluation, strengthening risk controls, and preventing similar incidents from recurring.



Occupational Health Services Facilities

BMJ strengthens its occupational health management by providing healthcare facilities that are accessible, responsive, and integrated with the Company's OHS management system. One example is the Company's clinic, which operates 24 hours a day and is staffed by certified medical professionals specializing in Occupational Hygiene, Ergonomics, and Health, as well as OHS. This facility is available to all employees and workers as part of the Company's commitment to maintaining health and well-being in the workplace. [GRI 403-3]

The Company clinic plays a key role in supporting the monitoring of employees' physical and mental health through medical services, early detection, first aid treatment for workplace incidents, and occupational health promotion programs. In addition, the delivery of occupational health services at BMJ is supported by various programs designed to strengthen prevention, monitoring, and employee health improvement efforts. Through this approach, BMJ enhances a health risk prevention system that is more structured, responsive, and sustainable.

Health protection is also extended to employees' families through partnerships with trusted hospitals and clinics. The services provided include outpatient care, inpatient care, maternity services, dental care, and other medical services, covering both general healthcare needs and work-related health requirements outside working hours. This initiative reflects the Company's commitment to supporting the overall well-being of employees, both in the workplace and in their family lives. [GRI 403-6]

BMJ Healthcare Services Program

- Risk-based annual medical examinations to identify potential occupational diseases.
- Follow-up actions based on employee medical examination results.
- Measurement and control of physical, chemical, biological, ergonomic, and psychosocial hazards.
- Analysis of potential occupational diseases based on data from internal and external clinic visits.
- Health campaigns to promote a strong culture of occupational health and safety.



OHS Communication, Participation, and Consultation [GRI 403-4]

BMJ strengthens the implementation of its OHSMS by fostering a participatory safety culture across all operational areas. This is achieved by encouraging employee involvement in OHS-related communication, consultation, and decision-making processes in a structured manner. To support this mechanism, the Company has established an Occupational Health and Safety Committee (P2K3), a formal forum comprising representatives from both management and employees. The committee plays a role in providing input, discussing critical issues, evaluating the implementation of OHSMS, and recommending corrective actions in the workplace.

P2K3 meetings are conducted regularly on a monthly basis as a platform for coordination and consultation between management and employees. Through this forum, employees can participate in risk identification, control evaluations, the development of corrective actions, and the submission of complaints, suggestions, or requests for consultation related to OHS matters. This participatory mechanism strengthens accountability in the implementation of OHSMS while supporting a more responsive, adaptive, and sustainable approach to OHS management. [GRI 403-4]

OHS Participation and Consultation Facilities

- Monthly P2K3 meetings
- HIARO review and evaluation
- Morning meetings / Toolbox Meetings (TBM)
- Bipartite meetings between management and labor unions
- Reporting of near misses, unsafe actions, and unsafe conditions

OHS Communication Media

- Pre-work meetings
- OHS training programs
- OHS policy displays
- OHS policy cards
- OHS policies posted in every meeting room
- Notice boards

- Leaflets
- Banners and Posters
- Email communications
- Intranet platform
- Internal social media
- LED displays
- Suggestion boxes
- Other information media



OHS Training and Induction

One of the key elements of the Company's OHS risk management approach is ensuring that all individuals involved in operational activities possess adequate knowledge and competencies commensurate with the risks associated with their work. This is achieved through OHS training programs tailored to the specific needs of each business unit, both at the head office and manufacturing facilities. In 2025, BMJ conducted various refresher training programs, including HSE, firefighting, first aid, chemical handling, and other workplace safety topics. The Company also carried out recertification programs for specific competencies, such as first aid, working at height, confined space entry, lifting and rigging operations, and firefighting. [GRI 403-5]

As part of its preventive control measures, all individuals entering BMJ's operational areas, including new employees, visitors, and business partners, are required to undergo OHS induction. In addition, information related to OHS and the implementation of the OHSMS is communicated regularly through various internal channels, including the Company's website, notice boards, emails, and other communication platforms. This approach supports the consistent dissemination of OHS information, strengthens workplace readiness, and ensures that all parties understand and comply with the safety standards applicable within the Company's operational environment. [GRI 403-7]

OHS Performance

The consistent implementation of the OHSMS serves as a key foundation for BMJ in maintaining workplace safety performance across all operational areas. Over the past three years, there have been no major workplace accidents or fatal incidents involving either employees or contractors. This achievement demonstrates that risk control systems and OHS procedures have been implemented consistently across all business units.

Nevertheless, the inherent risks associated with operational activities require ongoing oversight and continuous improvement. Accordingly, BMJ continues to strengthen the implementation of OHS procedures through a structured and measurable approach, including the monitoring of lost time injury indicators as a basis for evaluating workplace safety performance. Details of the Company's OHS performance related to workplace incidents during the reporting period are presented in the following table. [GRI 403-9]

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Summary of Occupational Accidents (Number of Cases)

	Minor injuries	Moderate injuries	Serious injuries	Fatalities	Total
2023	4	7	2	0	11
2024	1	6	0	0	7
2025	1	8	0	0	11

Summary of Work Hours Lost Due to Occupational Accidents (Hours)

	Minor injuries	Moderate injuries	Serious injuries	Fatalities	Total
2023	0	152	0	0	152
2024	0	8	0	0	8
2025	0	16	48	0	64

Each occupational accident is followed up through a systematic investigation process to identify its root causes and determine appropriate corrective actions. In 2025, BMJ recorded a Lost Time Injury Frequency Rate (LTIFR) of 0.58 and a severity rate of 1.54, both calculated based on 1,000,000 working hours. Based on the investigation results during the year, all recorded incidents were attributed to unsafe actions. In response, BMJ revised its Hazard Identification, Assessment, and Risk Opportunity (HIARO), conducted refresher training on safety procedures, and strengthened occupational health and safety (OHS) awareness during shift handover briefings to improve compliance with workplace safety standards.

BMJ also expanded its OHS campaigns through various internal communication channels as part of its efforts to enhance safety awareness and promote safe work behaviors across all operational areas. In addition, field supervision was strengthened through the use of the Android-based Safety Patrol application, enabling the direct and timely reporting of potential hazards. These efforts are supported by the continuous socialization of risk mitigation procedures, particularly for high-risk activities and work areas, as well as periodic evaluations to ensure the effectiveness of controls and prevent the recurrence of similar incidents. [GRI 403-9]

Types of High-Potential Workplace Hazards and Accident Mitigation Measures

Types of High-Consequence Hazards	Mitigation Measures
Explosion and fire hazards	• Work supervision and permit-to-work requirements for hot work activities • Strict prohibition of smoking outside designated areas • Establishment of an Emergency Response Team (ERT) • Installation of active and passive fire protection systems
Caught in rotating equipment	• Automatic guarding to prevent contact with rotating equipment
Falls from height	• Permit-to-work requirements for working at height
Struck by falling or suspended objects	• Operator Certification License (SIO) • Inspection and testing of work equipment
Exposure to hazardous and toxic and hazardous waste	• Training on hazardous materials and hazardous waste management • Placement of Material Safety Data Sheets (MSDS)
Electric shock	• Installation of safety labels and warning signage • Certification of Electrical OHS Officers and Electrical OHS Experts

In line with strengthening the control of workplace incidents, BMJ also maintains occupational health management through continuous efforts to prevent occupational diseases. Over the past three years, there have been no reported cases of occupational diseases across the Company's operations. This achievement is supported by the regular identification and assessment of occupational health risks, including ergonomic factors, exposure to physical and chemical hazards, and the potential spread of diseases.

Preventive measures include routine medical examinations, monitoring the use of personal protective equipment (PPE), installing safety signs and warnings in high-risk areas, and conducting regular education programs on workplace hazards and occupational disease prevention. This approach reinforces a preventive, measurable, and operationally integrated occupational health and safety management system. [GRI 403-10]



About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Product Stewardship

As a supplier of raw materials to various industries, the quality of BMJ's products directly influences the safety and standards of the end products delivered to consumers. To this end, BMJ complies with industry-specific regulations and conducts periodic risk assessments at every stage of production as part of its responsibility within the broader supply chain. This approach forms part of the Company's efforts to uphold quality standards, strengthen consumer trust, and maintain customer loyalty as essential foundations for supporting long-term business sustainability. [GRI 3-3]

Product Responsibility and Safety

To strengthen its position as a trusted partner in the paper industry, BMJ actively maintains product quality to ensure compliance with both national and international standards. All production processes are carried out in accordance with regulations related to product health and safety. To date, BMJ has complied with the following standards: [GRI 3-3]

- ISO 9001 – Quality Management System.
- Indonesian National Standard (SNI) 3755:2019 – Cigarette Paper.
- SVLK and PEFC – Timber traceability systems for forest-based products.
- Halal Product Assurance System, particularly within the offset area.

In addition, as part of its efforts to minimize risks to human health and the environment, BMJ implements stringent chemical management controls throughout the product life cycle. OHS personnel and waste management officers are directly involved in the handling of chemical waste and hazardous waste, supported by safe work procedures across all operational areas. This management framework is guided by the Materials, Chemicals & Waste Policy, as well as the Hazardous Materials Control Procedure and Material Safety Data Sheets (MSDS), which provide comprehensive technical guidance on the safe handling, storage, and disposal of materials and waste in accordance with applicable requirements.

The following are the details of product safety management and product impacts:



Provision of Material Safety Data Sheets/ Safety Data Sheets (MSDS/SDS) in every laboratory

BMJ provides Material Safety Data Sheets (MSDS) containing comprehensive information on hazardous and toxic materials (B3) to support the safe handling of chemicals. The Company ensures that these documents remain accurate and readily available in all laboratories and chemical storage areas. In addition, all chemicals are clearly labeled and stored in appropriate containers.

Hazardous waste disposal

BMJ manages hazardous and toxic waste through collection and transfer to authorized third-party service providers, which subsequently transport the waste to licensed treatment facilities. This approach helps safeguard employee health and safety, protect the surrounding environment, and ensure that all hazardous waste handling activities comply with applicable regulations.

Hazardous waste storage and stockpiling

BMJ has established a number of requirements for the storage and accumulation of hazardous and toxic waste, including:

- Using appropriate personal protective equipment (PPE);
- Storing hazardous waste within or near the laboratory where it is generated;
- Collecting only compatible waste types in the same container;
- Ensuring that all chemical and hazardous waste is stored in tightly sealed, leak-proof containers that are opened only when additional waste is added; and
- Avoiding the placement of containers in areas where spills could potentially be released into the environment.

Chemical waste disposal

BMJ disposes of chemical and hazardous waste promptly and carefully in accordance with applicable technical and administrative requirements. This approach helps ensure that waste management activities do not pose adverse impacts on the environment or public health.

Storage and inventory management of chemical and hazardous materials

BMJ requires periodic written inventories of chemicals at all locations where hazardous chemicals are stored or used. The Company also regulates the disposal of obsolete, expired, or near-expiry chemicals to ensure safe and effective chemical management.

To ensure that all employees possess an adequate understanding of product management, BMJ implements Product Knowledge Education and Product Handling Training programs. These programs cover the entire product lifecycle, from product identification and characterization, raw material receiving and storage, to distribution to customers. All procedures are standardized through the General Product Handling Guidelines, which serve as the Company's operational reference. Employees are also trained on the CoC–PEFC Policy, which reinforces the Company's commitment to sourcing raw materials from legal and sustainably managed forests.

As part of its ongoing efforts to maintain product quality and safety, BMJ regularly reviews Supplier Corrective Action Reports (SCARs) related to product handling processes. These evaluations aim to identify root causes and establish effective corrective measures through analyses that consider human factors, equipment, materials, work methods, environmental conditions, and OHS aspects. The results of these evaluations are incorporated into training materials, including guidance on product handling and the use of MSDS/SDS documentation.

All BMJ products have been assessed as safe for health and safety, as they are manufactured using non-hazardous materials, food-grade, and materials that comply with applicable standards. The Company ensures that its products and packaging meet national and international standards and do not pose risks to end users. Throughout the reporting period, no incidents of non-compliance related to the health and safety impacts of products and services were identified. [GRI 416-1, 416-2]

Product Innovation

BMJ drives product innovation through technology-focused research aligned with energy transition trends, with a primary focus on reducing water and energy consumption throughout its production processes. This includes the development of paper manufacturing technologies that improve water-use efficiency and support the sustainability of the Company's operations. Key innovations implemented by BMJ include the following:

1

Flame-Resistant Paper

This type of paper has been specifically developed for next-generation non-conventional cigarette products. Its key feature is its resistance to combustion up to a certain temperature, enabling it to meet the specific requirements of modern industries.

2

Colored Cigarette Paper

This cigarette paper is produced through the addition of color pigments to create a more visually appealing appearance (aesthetic appeal), while addressing market demand for cigarette products with enhanced aesthetic value.

3

Unbleached Fiber Cigarette Paper

This product was developed in response to growing demand for environmentally friendly cigarette products. By utilizing unbleached fibers, the paper is designed to minimize negative impacts on both the environment and human health.

4

Stain-Resistant Paper

This type of paper is designed to resist the absorption of oily substances and other easily penetrating materials, making it an ideal packaging solution for products containing oils or fats.

Marketing and Labeling

BMJ develops targeted marketing strategies as a foundation for reaching its target customer segments and effectively communicating the value proposition of its products. In implementing these strategies, BMJ upholds socially responsible marketing principles to meet customer expectations while contributing positively to communities surrounding its operational areas. To support the effectiveness of its packaged product marketing activities, BMJ utilizes various communication channels, including print media, television, radio, posters, banners, brochures, service advertisements, and direct promotion through its sales personnel. [GRI 3-3]

As part of its responsibility to customers, BMJ ensures that all products are accompanied by accurate and informative labeling. Strict labeling policies are implemented to ensure product conformity with customer specifications while mitigating risks associated with product delivery. Information regarding product origin and material composition is provided through contractual documentation, while HSE aspects are communicated through Material Safety Data Sheets (MSDS). In this regard, BMJ adheres to applicable standards and certifications, including COC PEFC, the SVLK logo, SNI, and the Halal Product Assurance System (SJPH) for halal products in the offset area. [GRI 417-1]

In addition to complying with these standards, BMJ equips each product with identification labels as a traceability mechanism to ensure the accuracy and traceability of production data. Any customer requests for customized labeling are reviewed in advance to ensure compliance with applicable requirements, including intellectual property considerations, and may include the addition of barcodes to support customers' scanning systems. As a further control measure, BMJ implements Know Your Customer (KYC) procedures, restricted-party screening, and verification against the Office of Foreign Assets Control (OFAC) database to ensure that its products are not supplied to sanctioned entities or illicit markets.

In all promotional activities, BMJ consistently upholds the principles of honesty, transparency, and responsibility, with a firm commitment to avoiding misleading or discriminatory claims. This commitment is reflected in the absence of any incidents of non-compliance related to product information and marketing communications throughout the reporting period. [GRI 417-2, 417-3]



About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Customer Relations

BMJ manages customer satisfaction and protection through policies integrated into the BMJ Business Conduct framework. These policies govern all aspects of customer interactions, including product quality, contractual terms, delivery and return procedures, as well as privacy and personal data protection. All provisions are developed in accordance with applicable regulations and are reviewed periodically to ensure alignment with technological developments and evolving market needs. [GRI 3-3]

With regard to data protection, BMJ implements a stringent privacy policy to safeguard the security and confidentiality of customer information. Customer data is not disclosed to third parties except with the customer's consent or where required by law. Based on customer complaints recorded through BMJ's Enterprise Resource Planning (ERP) system, no violations of the policy were reported throughout 2025. This reflects the Company's consistent efforts to safeguard customer data and maintain customer trust. [GRI 418-1]

These efforts are reinforced through the implementation of a robust information security system, including the use of advanced data protection technologies. Data storage infrastructure is designed to minimize the risks of data breaches and misuse, while system monitoring is conducted regularly to ensure the effectiveness of security controls. During the reporting period, no customer-related data security incidents were recorded. [GRI 418-1]

In addition, BMJ implements a responsive and structured customer complaint handling process as part of its commitment to maintaining service quality and customer loyalty. This mechanism enables issues to be resolved promptly and transparently in accordance with the Customer Complaint and Replacement Procedure. The procedure outlines the following systematic stages for managing customer complaints: [GRI 3-3]

Customer Complaint Management Process

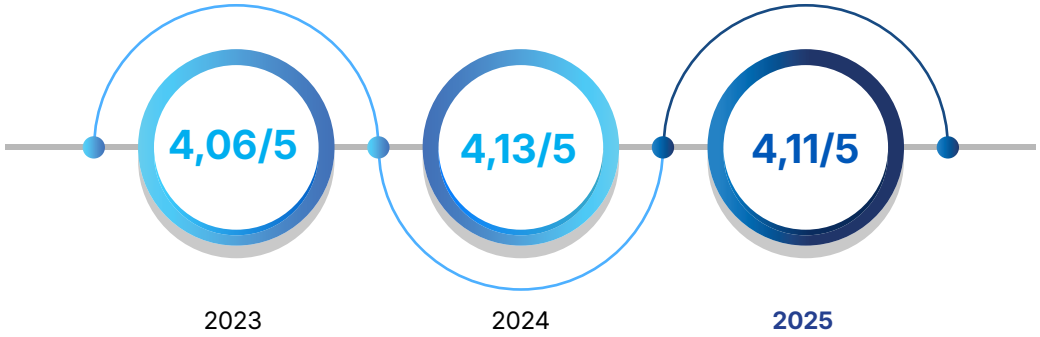


Customer Satisfaction and Complaint Handling Procedures

In addition to data protection, BMJ places a strong emphasis on enhancing customer satisfaction as part of its stakeholder relationship management approach. To ensure that its products continue to meet customer expectations and respond to evolving market dynamics, the Company consistently evaluates its performance through various mechanisms, including monthly performance reviews supported by insights and dashboards, post-activity performance evaluations, and periodic market reviews conducted every six months.

In addition to internal evaluations, BMJ actively gathers customer feedback through regular customer satisfaction surveys. The results of these surveys serve as a basis for improving product quality and service delivery to ensure continued alignment with customer needs and expectations. In 2025, customer satisfaction levels showed an upward trend compared with the previous two years, reflecting the effectiveness of the Company's initiatives in meeting customer needs and expectations.

Customer Satisfaction Level





About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

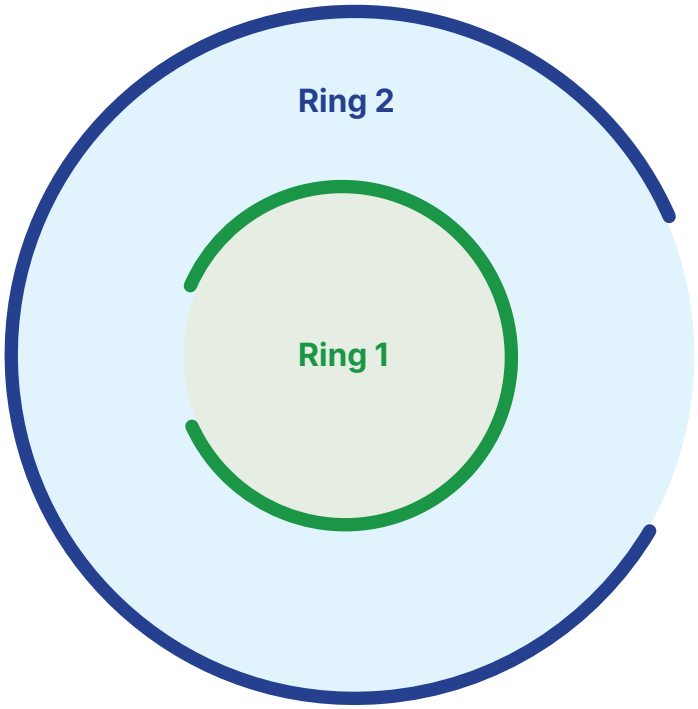
Community Empowerment and Social Contributions

As part of its social responsibility, BMJ strives to enhance the quality of life of communities surrounding its operational areas, recognizing that local communities are closely linked to the sustainability of its business activities. To this end, BMJ fosters constructive relationships through regular communication and the implementation of corporate social responsibility (CSR) programs aligned with the Sustainable Development Goals (SDGs). These relationships are managed under the coordination of the Corporate Affairs Division. [GRI 3-3]

This commitment is reinforced through the implementation of the Company's Social Responsibility Statement, which serves as the foundation for the integrated management of social responsibility initiatives across the organization. The policy encompasses ethical business practices, occupational health and safety protection, and the management of environmental and social impacts. To support its implementation, the Company has also conducted a gap assessment against ISO 26000, a globally recognized guideline for social responsibility.

In determining the direction of its CSR implementation, BMJ focuses its programs on supporting social development and environmental conservation in areas surrounding its operations. These initiatives include the provision of supporting infrastructure and activities that strengthen social relationships between the Company and local communities. To ensure effective implementation, BMJ has established the following priority zones: [GRI 3-3]

CSR Priority Zones

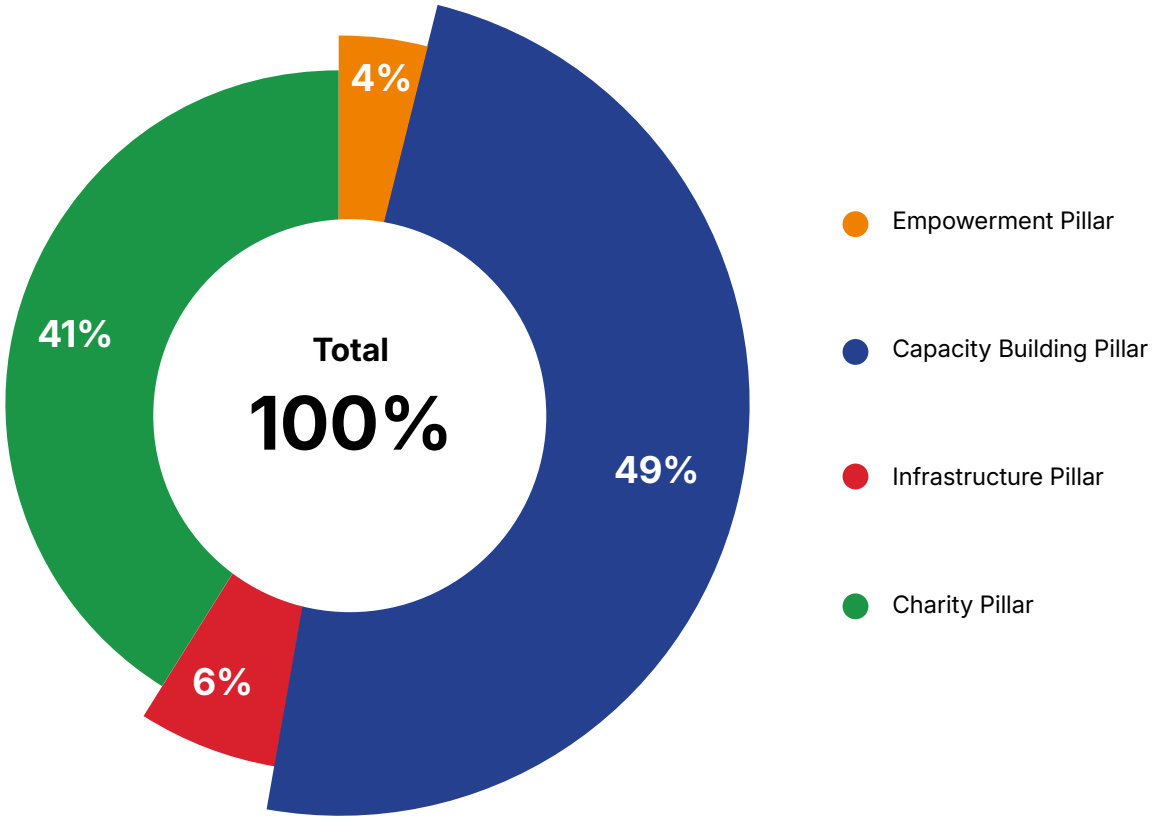


Ring 1
Purwadana Village

Ring 2
- West Telukjambe District
- East Telukjambe District
- Cikampek District
- West Karawang District
- East Karawang District
- Telagasari District
- Pangkalan District
- Rawamerta District
- Rengasdengklok District

2025 CSR Budget Allocation

Throughout 2025, BMJ carried out 11 CSR activities as part of its ten established flagship CSR programs, with the allocation of funds distributed as follows:



BMJ implements its Corporate Social Responsibility (CSR) programs through a planned, sustainable, and community needs-based approach to support social development in areas surrounding its operations. The programs are focused on addressing community needs through local economic empowerment and the provision of relevant supporting infrastructure, thereby generating direct and lasting benefits for local communities.

As the foundation for its planning process, BMJ conducts social mapping in villages surrounding its operational areas to identify local potential and gain a comprehensive understanding of community conditions. The results of this assessment serve as the basis for developing targeted and sustainable community development strategies. The data was used to prepare the CSR program work plan through 2028, including the designation of the 2025 flagship program, namely the provision of clean water facilities for residents without access to clean water in Bobojong Village, Jenebin Hamlet. This program has been assessed using the Social Return on Investment (SROI) method, resulting in a ratio of 1:3.47, which reflects the social value generated by the program. [GRI 203-1, 413-1]

In addition, BMJ undertakes various social initiatives, including donations and grant assistance, which contribute to the development of basic infrastructure and the strengthening of local community institutions. These initiatives reinforce the Company's commitment to creating sustainable social impacts while maintaining harmonious relationships with surrounding communities.

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance



1 Empowerment Pillar

- Screen-printing training and partnership skills development program for the printing business.
- Organic waste processing program and the development of additional infrastructure for the BMJ Workshop (BMJ Empowerment Center).
- Assistance with obtaining Business Identification Numbers (NIB), Halal certification, and Home Industry Food Production (PIRT) certification, as well as support for the development of 1,000 new design innovations.

2 Capacity Building Pillar

- Capacity-building program for school principals through School Leadership and Management Training.

3 Infrastructure Pillar

- Provision of a clean water facility with a capacity of 5,000 liters for residents of Bobojong Hamlet II.
- Provision of tables, chairs, and umbrellas for public facilities in the Resinda Housing Estate, Purwadana Village.

4 Charity Pillar

- Dengue fever (DBD) fogging activities to help prevent the spread of dengue fever in Purwadana Village.
- Employee blood donation activity conducted by BMJ in collaboration with the Indonesian Red Cross (PMI) of Karawang Regency.
- School scholarship assistance for orphans residing in Purwadana Village.
- Operational support for mosques and prayer rooms, as well as donations for underprivileged communities and elderly residents in Purwadana Village.

Empowerment Pillar

The Empowerment Pillar of BMJ's CSR program focuses on strengthening community awareness and encouraging active participation among residents in areas surrounding its operations. In 2025, BMJ implemented several initiatives under this pillar, including a screen printing training and printing business partnership program for residents of Purwadana Village. Through this program, participants were equipped with screen-printing skills and supporting equipment to help them establish and develop independent businesses in the screen-printing and printing sector.

In addition, BMJ, together with its CSR Team and the residents of Purwadana Village, implemented the Organic Waste Processing and BMJ Workshop Infrastructure Development Program (BMJ Empowerment House). This initiative included training on innovative approaches to converting organic waste into materials capable of generating energy. The program aimed to enhance community awareness and strengthen local capacity to manage both organic and inorganic waste independently and sustainably.

As part of its efforts to strengthen the local MSME ecosystem, BMJ also provided legal compliance assistance and packaging innovation support to MSME groups in Purwadana Village, particularly the Opak Jawara and Kicimpring Jawara groups. The assistance covered the acquisition of Business Identification Numbers (NIB), Halal certification, and Home Industry Food Production (PIRT) permits, as well as the development of 1,000 units of improved product packaging. As a result, BMJ's supported MSMEs now possess complete business licenses and more competitive product packaging to enhance their market presence.





About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Capacity Building Pillar

The Capacity Building Pillar of BMJ's CSR program focuses on enhancing knowledge and improving community well-being in areas surrounding its operations. In 2025, BMJ organized a School Leadership Management Training Program for school principals in Karawang Regency, which included the dissemination of digital learning practices to strengthen schools' readiness to adopt technology-based educational approaches. Conducted from September to December 2025, the program was designed to equip school principals to become drivers of digital transformation within their respective institutions, enabling the benefits to be directly experienced by students.







Infrastructure Pillar

The Infrastructure Pillar of BMJ's CSR program focuses on strengthening facilities and infrastructure that contribute to improving the quality of life of communities surrounding its operational areas. In 2025, BMJ provided clean water infrastructure for residents of Bobojong Hamlet, Jenebin Hamlet, through the construction of a water storage facility and a domestic raw water well with a capacity of 5,000 liters. The program was implemented between August and October 2025 and delivered direct benefits to residents who had previously faced limited access to clean water.

In addition, BMJ provided public facilities, including tables, chairs, and umbrellas, for communal areas in Resinda Housing Estate, Purwadana Village, to enhance residents' comfort while engaging in recreational and outdoor activities. Through these initiatives, BMJ reaffirmed its commitment to creating a more livable and comfortable environment for communities surrounding its operational areas.







About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Charity Pillar

The Charity Pillar within BMJ's CSR program emphasizes direct support for the basic needs of communities, covering health, education, and social welfare. In the health sector, BMJ conducted dengue fever fogging activities in four hamlets of Purwadana Village, namely Jenebin, Sumedangan, Bugel, and Gempol. These activities were complemented by the distribution of Abate larvicide and assistance from Larvae Monitoring Officers (Jumantik) to help prevent the spread of dengue fever across the area. BMJ also consistently organized employee blood donation activities in collaboration with the Indonesian Red Cross (PMI) of Karawang Regency four times a year, in January, May, August, and November 2025, as a form of employee solidarity in supporting community blood supply needs.

In the education sector, BMJ provided scholarships for orphans residing in Purwadana Village to support the continuity of their education. This program not only helps ease education-related financial burdens, but also forms part of BMJ's long-term social investment in developing a competitive younger generation.

In the social sector, BMJ provided operational support for mosques and prayer rooms in Purwadana Village, while also distributing donations to underprivileged communities and elderly residents as a concrete expression of care for the most vulnerable groups in society.



CSR Program Impacts and Evaluation

[GRI 203-2, 413-2]

To ensure that each CSR program is implemented as intended and delivers measurable outcomes, BMJ conducts a comprehensive and systematic monitoring and evaluation process. This process includes assessing the relevance and achievements of each initiative, reviewing alignment with established work plans, and identifying opportunities for future improvement, thereby providing a comprehensive understanding of conditions before and after program implementation.

To measure the social impacts generated by its programs, BMJ adopts the SROI methodology. The assessment is conducted internally by the General Service Department, supported by technical training provided by an independent consultant. This approach enables BMJ to evaluate the extent to which program benefits are experienced by stakeholders while comparing the social value created against the investments made, thereby supporting informed strategic decision-making.

The SROI assessment results indicate that BMJ's CSR programs generate significant benefits for local communities. For example, the domestic raw water supply facility program in Purwadana Village recorded an SROI ratio of 1:3.47 in 2025, meaning that every Rp1 invested generated Rp3.47 in social value for stakeholders. This achievement reflects the effectiveness of the Company's empowerment strategy and its tangible contribution to improving community well-being.

Looking ahead, BMJ remains committed to further enhancing its CSR programs through more measurable and adaptive approaches, including improving implementation quality, strengthening data-driven evaluation processes, and expanding program coverage to other potential areas. Through these efforts, BMJ seeks to ensure that each initiative delivers meaningful and lasting benefits for both communities and the Company.

Impact of CSR Programs on the Community

Empowerment Pillar	• Enhancing community skills in screen printing and printing services as a foundation for business development. • Encouraging community independence through business training based on practical skills. • Increasing community awareness of organic and inorganic waste management. • Introducing innovations in processing organic waste into useful materials. • Supporting MSME development through assistance in business legality, halal certification, PIRT licensing, and product packaging design innovation.
Capacity Building Pillar	• Strengthening the capacity of school principals in leadership and education management. • Encouraging school readiness in implementing digital learning. • Enhancing the role of school principals as drivers of technology-based learning transformation.
Infrastructure Pillar	• Supporting the fulfillment of basic community needs through the provision of clean water infrastructure. • Improving public facilities to support community activities. • Providing resting facilities for residents after exercising or carrying out activities within the residential area.
Charity Pillar	• Reducing the risk of dengue fever transmission through fogging activities, Abate distribution, and assistance for larva monitoring cadres. • Supporting the fulfillment of community blood supply needs through employee blood donation activities. • Helping reduce education-related financial burdens for orphans. • Supporting religious activities through operational assistance for mosques and prayer rooms. • Assisting vulnerable groups through donations for underprivileged communities and the elderly.

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Community Relationship Management

BMJ builds relationships with surrounding communities through open communication and a grievance mechanism that is accessible to stakeholders. Communities wishing to submit complaints, feedback, or aspirations related to the Company's operational activities may do so through the General Service Department. Each grievance received is reviewed based on the established handling guidelines and priority level, then coordinated with the relevant units to ensure appropriate follow-up. The resolution of grievances is reported to the Board of Directors and communicated back to the reporting party as part of the Company's accountability. [GRI 3-3, 413-1]

In the context of local community engagement, BMJ continues to strengthen an approach that is responsive to the needs and conditions of communities surrounding its operational areas. Currently, the Company has not formally implemented social and environmental impact assessments involving community participation, such as through advisory committees, works councils, or joint occupational health and safety forums with the community. Nevertheless, strengthening community engagement mechanisms has become part of the Company's future development agenda, particularly to improve the quality of dialogue, needs mapping, and management of operational impacts that may affect surrounding communities.

BMJ has conducted an initial assessment of the potential impacts of its operations on local communities, particularly those arising from the operation of coal-fired boilers, which may generate dust. Based on monitoring conducted through the end of the reporting period, no significant impacts were identified that adversely affected the well-being or interests of the surrounding communities. This outcome reflects BMJ's commitment to responsibly managing its operational impacts and maintaining harmonious relationships with local communities. [GRI 413-1, 413-2]

To maintain this performance while anticipating potential impacts that may arise in the future, BMJ implements the following control initiatives to manage the impacts of its operations on surrounding communities: [GRI 413-2]



Using fly ash control systems in the form of bag house filters and electrostatic precipitators (ESP) to control dust emissions from boiler operations.



Ensuring that boilers are operated by certified operators to support safe, controlled, and procedure-compliant operations.



Using coal with a low sulfur content of 0.75% as part of efforts to reduce potential emission impacts on the surrounding environment.



Using coal with a low sulfur content of 0.75% as part of efforts to reduce potential emission impacts on the surrounding environment.



BMJ
Eureka Everyday!

Strengthening the Foundation of Sustainability Governance

RENEWABLE ENERGY | PCC PLANT INNOVATION | ENERGY TRANSITION | CARBON FOOTPRINT | SUSTAINABLE OPERATIONS | CLIMATE TRANSITION JOURNEY

OUR JOURNEY TO 2030

Creating long-term value for
people, planet, and future generations

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Sustainability Governance Framework

BMJ places sustainability at the core of its business strategy by establishing a governance system founded on integrity, transparency, and accountability. For the Company, the implementation of Good Corporate Governance (GCG) extends beyond regulatory compliance and serves as a critical foundation for ensuring business continuity, creating long-term value, and fostering stakeholder trust. In its operations, BMJ consistently complies with applicable laws and regulations while maintaining a balance between economic objectives, social impacts, and environmental stewardship across all levels of the organization.

This commitment to sustainable governance is reflected in the strengthening of internal governance structures, the implementation of robust policies, and the establishment of a dedicated ESG Committee. All BMJ employees are encouraged to uphold ethics and compliance as fundamental elements of the Company's culture, as demonstrated by the absence of sanctions or violations during the reporting period. Looking ahead, BMJ remains committed to enhancing managerial competencies and accountability while fostering strategic collaboration to address evolving challenges in the sustainability era.

Sustainability-Based Policies

BMJ is committed to embedding ethical principles, environmental stewardship, and social responsibility into its strategic policies to ensure transparent governance and mitigate the environmental impacts of its operations. The implementation of these policies is regularly verified by a third party in accordance with ISO 9001, ISO 14001, ISO 45001, AEO, SMK3, and Government Regulation No. 50 of 2012. BMJ consistently applies the principle of prudence in every decision-making process to minimize any unintended negative impacts. [GRI 2-23]

More specifically, BMJ is committed to respecting human rights in accordance with applicable national regulations and the United Nations (UN) human rights principles, including those relating to vulnerable groups. All of these sustainability policies have been approved by top management. [GRI 2-23]



ESG Policy

BMJ conducts its operations by upholding business ethics and professionalism as a reflection of its responsibility to customers, employees, and the environment.

Through the implementation of ESG initiatives addressing material issues, BMJ is committed to promoting responsible and ethical business practices while creating sustainable value for all stakeholders.



Sustainable Procurement Policy

BMJ is committed to fostering ethical and responsible relationships with all stakeholders by integrating sustainability principles throughout its value chain, from raw material selection to procurement processes.

Through an approach that incorporates environmental, ethical, and human rights considerations into supplier selection, the Company seeks to build a collaborative and sustainable business ecosystem.



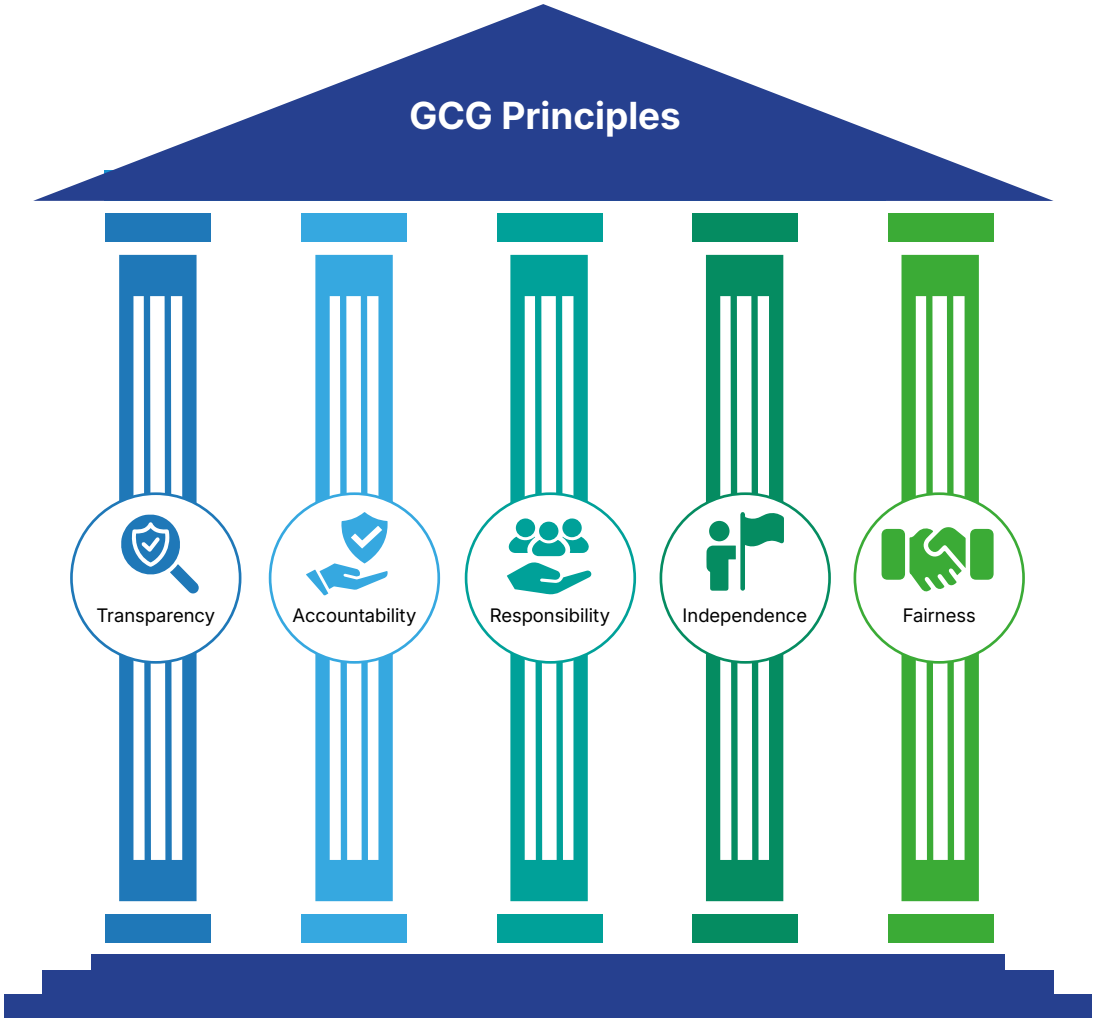
Environmental Policy

BMJ reaffirms its commitment as an environmentally responsible company by integrating sustainability principles across its business activities and supply chain.

Through its ongoing efforts to maintain ecological balance, this commitment reflects the Company's dedication to supporting long-term environmental conservation and sustainable development.

Good Corporate Governance Principles

In conducting its operations and making strategic decisions, BMJ integrates the principles of Good Corporate Governance (GCG) as a fundamental pillar for achieving long-term sustainability. The implementation of GCG not only establishes a transparent and accountable organizational structure, but also reinforces the internalization of ethics and integrity as core elements of the Company's culture. To ensure the effective implementation of sound governance practices, BMJ consistently adheres to the following fundamental principles:



Transparency: information is managed transparently to ensure that all stakeholders receive relevant, material, and useful information in a timely and accurate manner.

Accountability: clear roles, responsibilities, and accountability mechanisms are established to ensure effective corporate governance, aligned with the Company's objectives while considering the interests of shareholders and other stakeholders.

Responsibility: business activities are conducted in compliance with applicable laws and regulations, while adhering to sound corporate management principles and safeguarding the public interest.

Independence: operations are managed independently and professionally, free from conflicts of interest and undue influence from any party that may be inconsistent with applicable legal requirements.

Fairness: business activities are carried out with due regard for stakeholder relationships, based on the principles of equality and fairness, while respecting the rights of shareholders and other stakeholders.

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Integrity and Sustainability in Governance

BMJ regards compliance with applicable laws and regulations as a fundamental pillar in establishing a credible and responsible operating system. This principle is upheld by all employees and business partners across every aspect of the Company's operations. More than a matter of compliance, this commitment reflects BMJ's efforts to build a resilient business capable of creating sustainable value for all stakeholders. [GRI 2-27]

Throughout the reporting period, BMJ recorded [GRI 2-27]

0

Incident resulting in administrative sanctions, fines, or other legal actions imposed by regulatory bodies and competent authorities.



In navigating an increasingly complex industry landscape, BMJ integrates the GCG principles and Environmental, Social, and Governance (ESG) considerations into its strategic decision-making processes. This commitment is demonstrated through the following initiatives:



Embedding an Ethical Culture: Promoting the integration of integrity, transparency, and accountability into everyday workplace practices to enable the organization to respond adaptively to future challenges.



Policy Optimization: Conducting periodic reviews and continuous improvements of internal policies and procedures to maintain a balance between economic objectives, social equity, and environmental stewardship.



Inclusive Collaboration: Fostering strong partnerships with employees, customers, and local communities to build public trust and support the achievement of the Sustainable Development Goals (SDGs).

Through a holistic and measurable approach, BMJ ensures that every part of the organization operates in alignment to safeguard the sustainability of resources and enhance shared prosperity over the long term.

Implementation of International Standards

BMJ continues to strengthen its operational standards by adopting internationally recognized frameworks, including the strategic implementation of

ISO 50001

to enhance energy efficiency. In addition, the Company has conducted

ISO 26000 training and a gap assessment as a foundation for advancing a more structured and effective approach to social responsibility.

Governance Structure and Oversight

BMJ integrates the principles of Good Corporate Governance (GCG) as the primary framework guiding its operations to ensure transparent, accountable, and sustainable long-term growth. The Company's governance structure is aligned with Law No. 40 of 2007 concerning Limited Liability Companies, adopting a two-tier governance system that separates management functions, performed by the Board of Directors, from oversight responsibilities, which are carried out by the Board of Commissioners. [GRI 2-9]

BMJ's governance structure emphasizes diversity in competencies, educational backgrounds, age, and gender to enrich perspectives in strategic decision-making. To ensure effective oversight of economic, environmental, and social impacts, the highest governance body is supported by the ESG Committee, which is responsible for managing sustainability-related risks across the organization. As part of its commitment to inclusivity, BMJ also engages community representatives through consultative mechanisms to ensure that local community perspectives are considered in the Company's strategic policies. [GRI 2-9]

The President Director serves as the leader of the highest governance body and holds executive responsibility for overseeing the impacts of the Company's business activities on the environment and society. In this capacity, the President Director regularly reviews and provides final approval for the Sustainability Report, ensuring that the material topics disclosed accurately reflect the Company's performance and comply with internationally recognized transparency principles. To maintain independence and objective oversight, supervisory functions are performed separately by the Board of Commissioners, preventing any overlap of responsibilities within the highest levels of management on sustainability-related matters. [GRI 2-11, 2-14]

Through the implementation of a robust governance structure and the active leadership of the President Director, BMJ ensures that sustainability is not merely a compliance requirement, but a core business strategy for creating long-term value for all stakeholders.

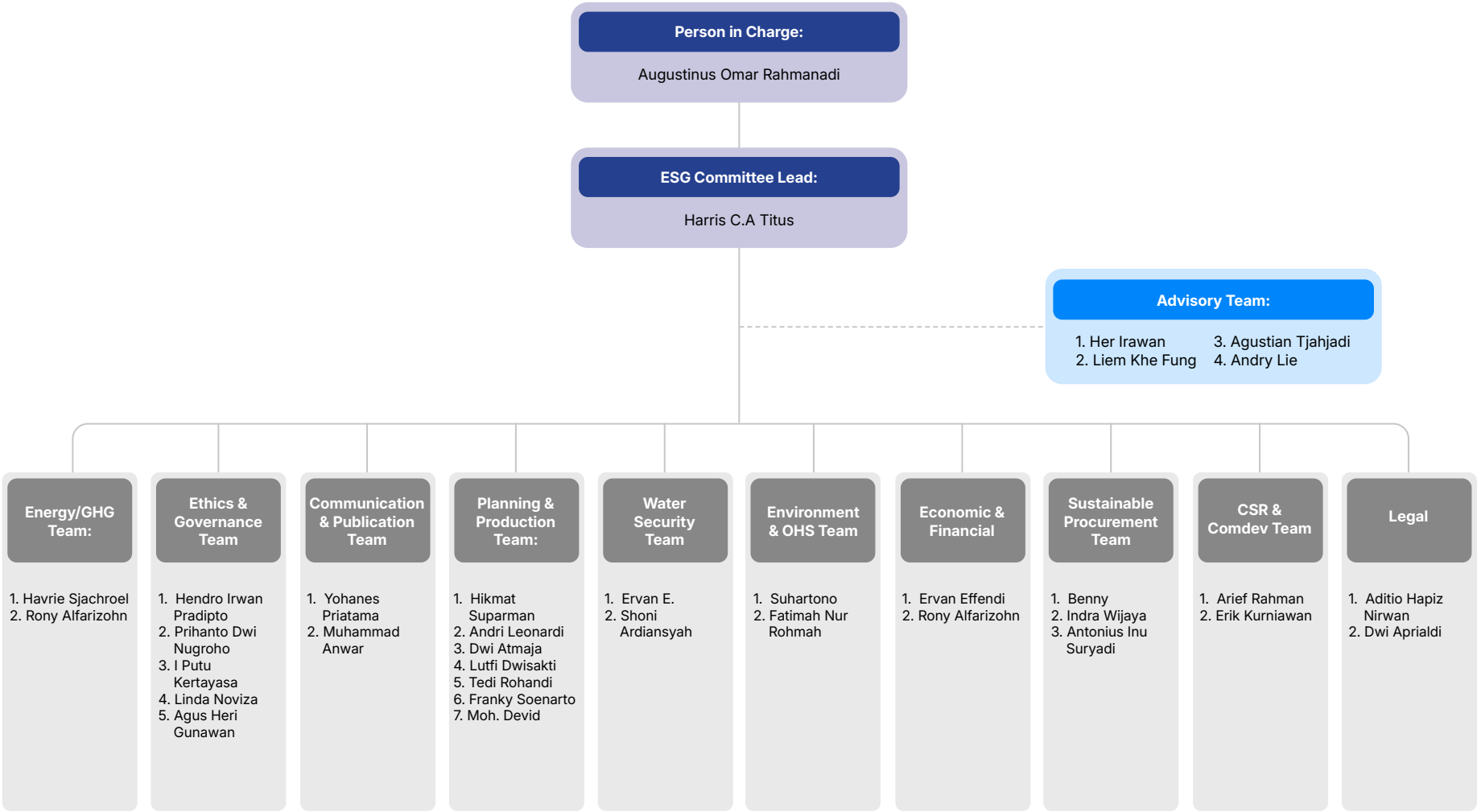


About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

ESG Committee Structure

Since 2022, BMJ has established an Environmental, Social, and Governance (ESG) Committee with a strategic mandate to identify ESG-related risks and opportunities, develop policies that support sustainability, and ensure the Company's compliance with applicable ESG standards. The ESG Committee is responsible for formulating sustainable strategies that integrate economic, social, and environmental considerations into the Company's operations.

Through the ESG Committee, BMJ integrates sustainability principles into its operational strategies to ensure a balance between economic profitability and positive impacts on community and the environment. [GRI 2-9]



Highest Governance Body

BMJ's highest governance body holds ultimate responsibility for ensuring the achievement of the Company's sustainability objectives and the effective management of economic, environmental, social, and governance matters. This leadership structure comprises experienced professionals with extensive expertise and proven track records, serving as a key pillar in shaping the Company's strategic direction and policies. The composition of BMJ's highest governance body during the 2025 reporting period is presented below.

Augustinus Omar Rahmanadi	Agustian Tjahjadi	Her Irawan	Liem Khe Fung
President Director	**Commercial Director**	**Manufacturing Director**	**Technology and Innovation Director**
Gender : Male Age : 45 years old	Gender : Male Age : 54 years old	Gender : Male Age : 57 years old	Gender : Male Age : 63 years old

To ensure the adoption of best practices in strengthening its sustainable governance structure, BMJ enhances the competencies of its governance bodies through training programs, workshops, seminars, and benchmarking activities on ESG-related issues. This strategic initiative is further supported by the establishment of an ESG Committee, the implementation of ESG-focused training, workshops, and benchmarking programs, as well as knowledge gap assessments, specialized seminars and training sessions, and the preparation of periodic reports. ESG topics are also incorporated into the agenda of strategic meetings. Through these efforts, BMJ strengthens the capacity of its leaders to identify emerging challenges and capitalize on opportunities in an increasingly sustainability-driven business environment. [GRI 2-17]

Training Attended by Governance Bodies [GRI 2-17]

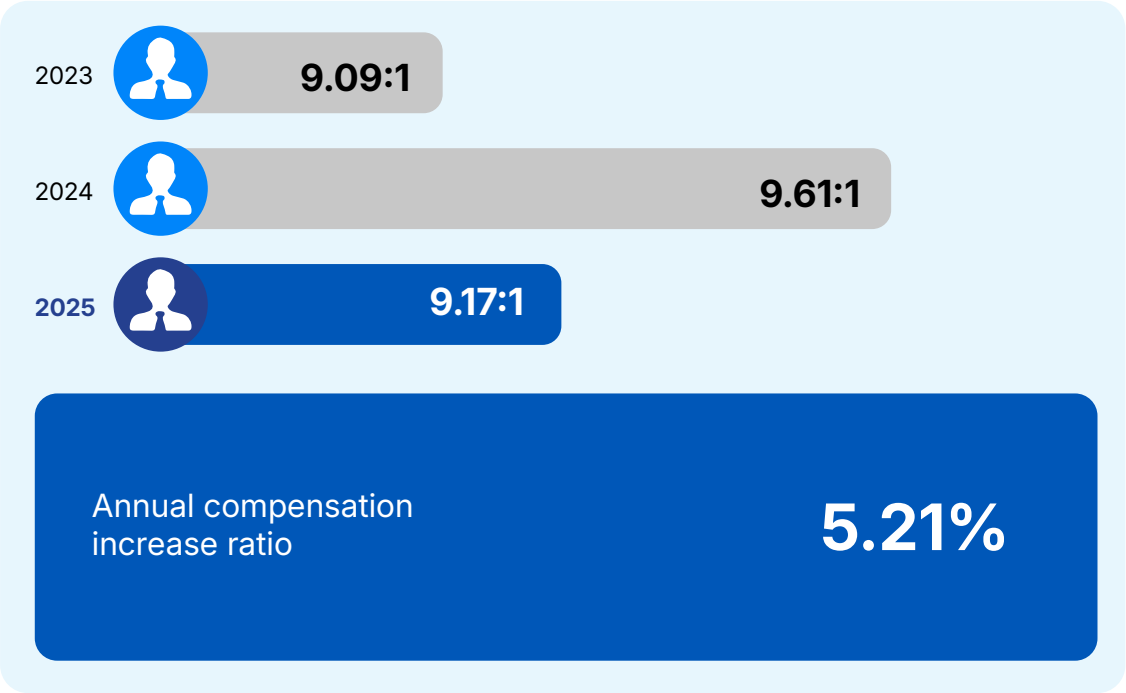
Date	Governance Body	Position	ESG Training	Organizer
January 8, 2025	Her Irawan	Manufacturing Director	Training of Trainer Sustainability	Internal
January 8, 2025	Agustian Tjahjadi	Commercial Director	Training of Trainer Sustainability	Internal
April 28, 2025	Her Irawan	Manufacturing Director	Integrated Management System Intrepretation & Internal Audit (ISO 9001:2015, ISO 14001:2015, ISO 45001:2018)	Intersys Cipta Mandiri
November 27, 2025	Agustian Tjahjadi	Commercial Director	Awareness SMK3	BSI
November 27, 2025	Liem Khe Fung	Technology and Innovation Director	Awareness SMK3	BSI

Remuneration Policy and Process

BMJ integrates its sustainability commitments into its leadership compensation structure through a Board of Directors remuneration policy that is directly linked to the achievement of ESG-related Key Performance Indicators (KPIs). This policy covers base salary, benefits, and performance-based incentives designed to align strategic decision-making with the Company's long-term sustainability objectives. The remuneration-setting process is conducted internally without involving external consultants, with reference to Government Regulation No. 36 of 2021 concerning Wages. [GRI 2-19, 2-20]

The Company's remuneration policy takes into consideration input from relevant stakeholders to ensure fairness and alignment with industry conditions. As part of its commitment to a fair workplace, BMJ implements a competitive and equitable compensation system for all employees without discrimination. The Company regularly reviews its compensation structure to minimize disparities between executive and employee compensation levels. During the 2025 reporting period, BMJ reported the following executive-to-employee compensation ratios. [GRI 2-21]

Highest and lowest employee salaries ratio



Note:
* Excludes the highest-paid employee

Governance Body Nomination

The selection and appointment of members of BMJ's highest governance body are conducted through a transparent process to ensure competent and credible leadership. Candidates are assessed based on criteria including relevant



This approach ensures that members of the governance body possess the capability to perform their oversight responsibilities independently and contribute meaningfully to the Company's management, particularly in advancing the sustainability agenda and the integration of ESG considerations. [GRI 2-10]

Governance Body Performance Evaluation

BMJ conducts periodic evaluations of the Board of Directors' performance to assess the effectiveness of their oversight of the Company's impacts. The evaluation is based on strategic KPIs that encompass economic, environmental, and social sustainability parameters. The evaluation process is carried out through the implementation of a performance assessment and evaluation system to ensure the objectivity of the results. [GRI 2-18]

The results of the performance evaluation are subsequently reviewed by top management and serve as a basis for decisions related to competency development and governance strategy adjustments. Through measurable corrective actions and follow-up measures, BMJ ensures the effectiveness of continuous improvement efforts to create long-term value for all stakeholders. [GRI 2-18]

Strengthening Ethics and Governance Culture

Business Ethics [GRI 2-23, 2-24]

BMJ integrates moral principles and the Company's core values as guiding principles in all decision-making processes and operational activities. The Company implements a comprehensive Code of Business Conduct to ensure that all levels of the organization operate with the highest standards of integrity and strict adherence to ethical norms. Through this foundation, BMJ aligns its financial performance objectives with the long-term expectations of its stakeholders.

The key pillars underpinning the Company's Business Ethics Policy include:

- Social and Ethics Conduct
- Personal and Business Integrity
- Health, Safety, and Well-being
- Company Assets
- Environment
- National and International Trade

To foster a positive and responsible organizational culture, BMJ consistently conducts awareness-building initiatives and structured training programs for all employees and business partners. As part of its oversight framework, the Company also provides secure and confidential reporting channels. This mechanism enables employees and business partners to report suspected violations without fear of retaliation, supporting the creation of a fair, transparent, and sustainable work environment.



About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Corporate Culture [GRI 2-23, 2-24]

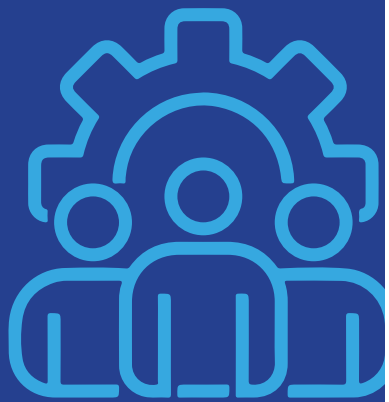
BMJ reinforces organizational integrity and sustainability through the development of a comprehensive corporate culture rooted in its core values as the foundation of collective behavior. These values are consistently embedded as guiding principles in strategic decision-making and cross-functional collaboration to support the achievement of the Company's objectives. Beyond serving as a corporate identity, this culture functions as an ethical compass that fosters a positive and inclusive work environment, encouraging innovation, loyalty, and a strong sense of belonging among employees.

In promoting transparent, ethical, and accountable governance practices, BMJ ensures that all employees conduct themselves professionally in accordance with established standards of behavior. The internalization of this organizational culture serves as a strategic social asset that strengthens the Company's resilience in navigating increasingly complex market dynamics. Through a conducive work environment, BMJ continues to drive responsible long-term growth for the benefit of all stakeholders.

To strengthen its organizational identity, BMJ upholds its core values across all operational activities to ensure that business practices are conducted with integrity, as follows:

WE ARE ONE

The key attitude that places corporate interest over personal interest. Departments and divisions that aim to create synergy among them and are able to communicate openly and straightforwardly.



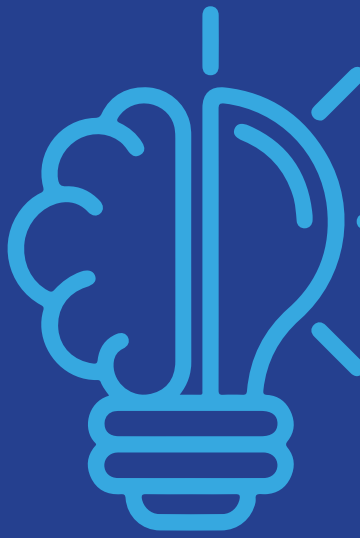
LEAD BY INTEGRITY

A role model for taking actions, based on ethics, integration, and respect for others.



LEARNING & SHARING

The commitment to continuous learning, knowledge sharing, and self-development.



WOW THE CUSTOMER

The provision of best service that exceeds customer's expectation, either internal or external, while showing effort to stay excellent in all aspects.



BMJ also integrates business ethics into human capital development through comprehensive training and orientation programs designed to align employee behavior with the Company's core values and regulations. Through the signing of an ethics commitment statement by every employee, BMJ encourages each individual to contribute to responsible business practices, strengthen integrity, and support optimal performance. This approach ensures that the Company's productivity and performance are consistently grounded in a healthy, transparent organizational culture that supports the achievement of long-term sustainability objectives.

Integrity and Anti-Corruption Commitment

To ensure long-term business sustainability, BMJ reinforces the implementation of good corporate governance by upholding integrity, transparency, and professionalism through anti-corruption policies aligned with Law No. 20 of 2001 concerning the Eradication of Criminal Acts of Corruption. This commitment is reflected in the implementation of anti-corruption and anti-bribery policies that are communicated to all stakeholders, both internal and external, including business partners and suppliers. In its operations, these principles are integrated into various initiatives, including collaboration with labor unions in reviewing the Collective Labor Agreement (CLA), supplier review processes through Vendor Declaration Letters, and the internalization of the Code of Conduct as the standard of behavior across the organization. [GRI 3-3, 205-2]

BMJ conducts corruption risk assessments through a comprehensive analysis of operational vulnerabilities. By 2025, BMJ will have conducted a risk assessment of all (100%) functions and divisions across the company's entire operational area. The assessment results indicated that no operational areas were identified as having significant corruption-related risks. These findings provide a basis for the Company to continuously strengthen its internal control system and enhance the effectiveness of its risk mitigation measures. [GRI 205-1]

Compliance with anti-corruption policies and the implementation of internal control systems across BMJ are overseen by top management, whose members possess expertise in internal auditing and risk management. The Internal Control Team operates under a formal framework approved by the President Director, including responsibility for managing the whistleblowing system.



Optimizing Governance through Anti-Bribery Management

In 2025, BMJ organized a strategic training session on optimizing corporate governance through anti-bribery management, featuring speakers from the Corruption Eradication Commission (KPK), which was attended by

100%

Managers and members of the Board of Directors

This initiative aims to strengthen a culture of integrity, transparency, and the implementation of good corporate governance (GCG) within BMJ, including anti-corruption measures. [GRI 205-2]

Based on monitoring results, BMJ reported zero (0) confirmed incidents of corruption during 2025. Consistent with this outcome, no employees were dismissed or subjected to disciplinary action for corruption-related offenses, and no contracts with business partners were terminated due to corruption violations. Furthermore, no legal cases related to corruption were brought against BMJ or its employees during the reporting period. This achievement underscores BMJ's commitment to fostering an ethical, transparent, and sustainable business environment. [GRI 205-3]

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

Risk Management and Governance Controls

Risk Management

The positioning of risk management as a key pillar is undertaken by BMJ to ensure responsible and sustainable business continuity. BMJ actively implements risk identification, assessment, and management across all business processes, including the integration of environmental mitigation strategies to minimize the operational impacts of its activities on the environment.

The effectiveness of risk management is overseen directly by the highest governance body, which is responsible for establishing strategic policies and ensuring the availability of adequate resources. To support the operational management of economic, environmental, and social impacts, the highest governance body delegates specific responsibilities to the ESG Committee. This delegation is reinforced through the establishment of key performance indicators (KPIs) across business units, which are monitored and reported periodically to management to ensure accountability and measurable performance. [GRI 2-12, 2-13]

The implementation of risk management emphasizes transparent communication and cross-functional collaboration. Through mechanisms such as kaizen forums, HSE (Health, Safety, and Environment) meetings, near-miss reporting, and hazard identification processes, critical information is communicated and addressed in a timely manner as part of an integrated control system. In addition, BMJ conducts periodic reviews of external risks, including market developments and regulatory changes, to ensure that mitigation strategies remain relevant and adaptive. This approach strengthens BMJ's operational resilience and business stability while providing a solid foundation for achieving its long-term sustainability vision in response to evolving global challenges. [GRI 2-12]





Conflict of Interest

BMJ recognizes that complex business relationships may give rise to potential conflicts of interest among various stakeholders. To mitigate such risks, the Company has adopted a preventive framework across all levels of the organization. This policy requires all stakeholders, particularly employees, to uphold business ethics and integrity in alignment with the Company's core values and internal regulations. Through the implementation of rigorous standards of conduct, BMJ seeks to eliminate the risk of biased decision-making that could adversely affect the Company, whether driven by personal or professional interests. [GRI 2-15]

Operational integrity is maintained by encouraging individuals to adhere to ethical business principles, comply with applicable laws and regulations, and refrain from engaging in external activities that may create conflicts with the strategic interests of the organization. As part of its commitment to transparency, any potential or actual conflict of interest must be disclosed through established internal mechanisms. BMJ ensures that all reported cases are managed objectively and transparently to preserve the credibility of decision-making processes and prevent undue influence from any party. This systematic approach not only strengthens stakeholder trust but also serves as a critical foundation for clean and sustainable business growth. [GRI 2-15]

In line with these efforts, the mechanism for bringing important issues to the attention of BMJ's highest governance body is carried out through a formal reporting system and periodic risk management reports to ensure that material issues are promptly addressed in a strategic manner. Throughout 2025, no significant issues were raised. However, the company proactively identified and communicated issues related to business integrity, including the risks of gratuities and bribery, through governance strengthening programs, implementation plans for an anti-bribery management system (ISO 37001), and enhanced management awareness through collaboration with relevant authorities. [GRI 2-16]

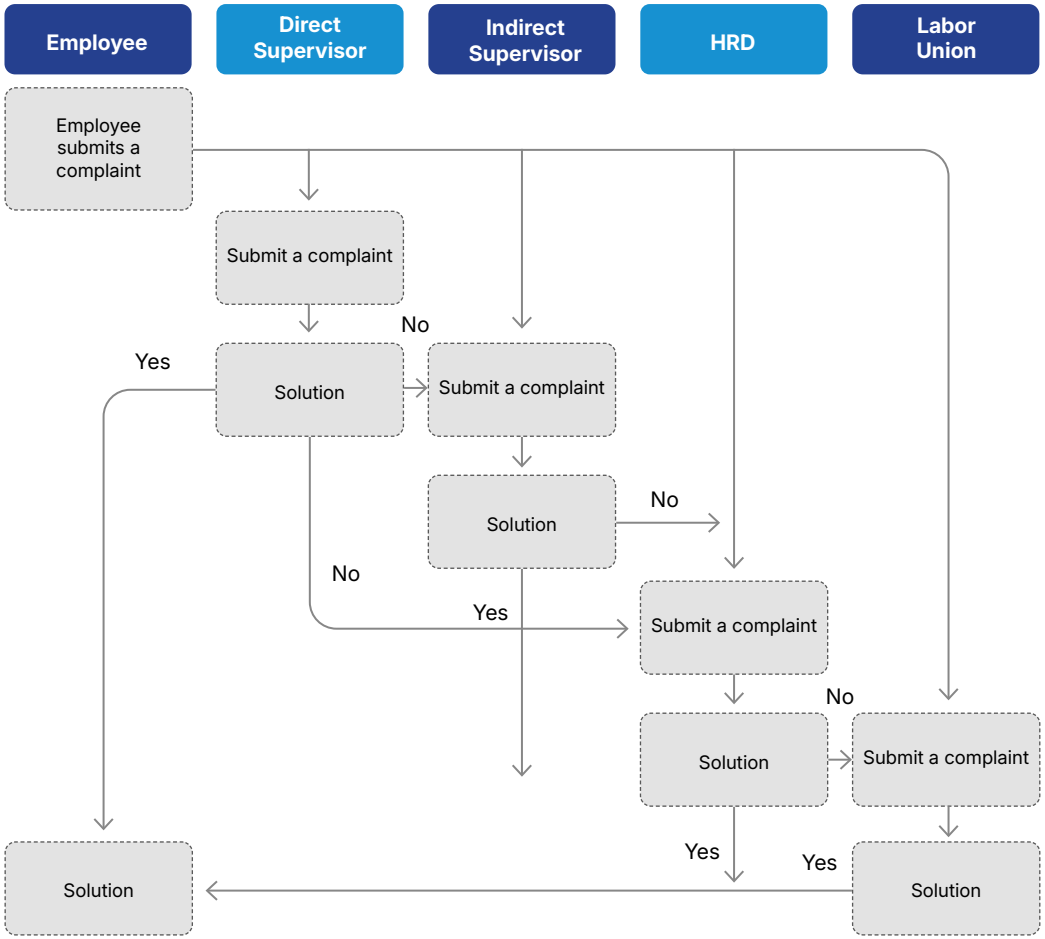
Grievance and Complaint Resolution Mechanism [GRI 2-25, 2-26]

BMJ demonstrates its commitment to accountable governance by providing transparent grievance channels integrated into the Collective Labor Agreement (CLA), established through strategic collaboration with the Labor Union. These channels serve as formal mechanisms through which employees can report suspected violations related to internal regulations, employment agreements, or the Company's ethical standards. Reporting is prioritized for fundamental workplace issues, including equal opportunity, discrimination, and harassment. To safeguard reporters, BMJ strictly upholds confidentiality protections and anti-retaliation principles to eliminate the risk of intimidation or retaliatory actions. [GRI 2-26]

In relation to the remediation of negative impacts, handling procedures are carried out systematically, with an emphasis on fairness and two-way communication. The following outlines the grievance and complaint submission and resolution process.

> **"For BMJ, fostering an inclusive and responsive workplace is fundamental to building a sustainable future for the Company and maintaining harmonious working relationships."**

Grievance and Complaint Handling Process



The company implements a complaint-handling mechanism that begins with the registration of reports, analysis of the root cause, and culminates in the formulation of solutions through deliberation aimed at reaching consensus. This mechanism also allows for the tiered escalation of complaints all the way to the top management level to ensure an inclusive and dignified resolution. Its effectiveness is periodically reviewed through various reporting channels, including a web application, email, telephone, and discussions with representatives of employees and management, to ensure that the handling process remains adaptive, responsive, and effective in mitigating the impact on those affected. [GRI 2-25]

1. Complaint trends
2. Case resolution rate
3. Resolution time (Service Level Agreement/SLA)
4. Complainant satisfaction rate

Independent Assurance Report

AA1000
Licensed Report
000-310/V3-APD0W

INDEPENDENT ASSURANCE STATEMENT

PT Bukit Muria Jaya
Sustainability Report 2025
Statement No:10/IAS/CBC/IX/2026
Type 2, Moderate Level

CBC Global Indonesia ("CBC" or "we") was engaged by PT Bukit Muria Jaya ("BMJ") to provide independent assurance over selected sustainability information presented in the BMJ Sustainability Report 2025 ("the Report").

The Report covers BMJ's sustainability performance for the reporting period from 1 January to 31 December 2025 and presents information relating to the BMJ's economic, environmental, social, and governance performance. The Report has been prepared with reference to and in accordance with the applicable GRI Standards, including the GRI Universal Standards 2021. The reporting boundary covers BMJ. This assurance engagement was conducted in accordance with the AA1000 Assurance Standard v3 (AA1000AS v3) as a Type 2 Moderate Level Assurance engagement.

Responsibilities of BMJ
The management of BMJ is responsible for the preparation, integrity, and presentation of the Sustainability Report, including the identification of material sustainability topics, stakeholder engagement processes, sustainability management systems, and the collection, calculation, consolidation, validation, and presentation of sustainability performance information. Management is also responsible for establishing and maintaining appropriate systems of internal control and data management to ensure that the sustainability information reported is accurate, complete, balanced, consistent, traceable, timely, and capable of being verified. Management is further responsible for ensuring that the Report has been prepared in accordance with the reporting criteria adopted by the BMJ, including the applicable GRI Standards.

BMJ states that it continues to strengthen its processes for the collection, consolidation, review, documentation, and control of ESG data in order to improve the accuracy, consistency, traceability, and verifiability of information disclosed in the Report.

Responsibilities of the Assurance Provider
Our responsibility is to independently evaluate the Report and provide a conclusion based on the evidence obtained through our assurance procedures.
Under a Type 2 assurance engagement, our assessment covers:

1. The nature and extent of BMJ's adherence to the four principles of the AA1000 Accountability Principles, namely Inclusivity, Materiality, Responsiveness, and Impact; and
2. The reliability and quality of specified sustainability performance information included within the agreed assurance scope.

Our responsibility does not extend to the preparation of the Sustainability Report, the determination of BMJ's sustainability strategy or targets, or management decisions relating to the BMJ's sustainability performance. The Report states that CBC Global Indonesia was appointed as an independent external assurance provider and was not involved in the preparation of the Sustainability Report.

About Sustainability Report
About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

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Assurance Standard, Type and Level
The assurance engagement was undertaken in accordance with: AA1000 Assurance Standard v3 (AA1000AS v3) - Type 2 Assurance Moderate Level of Assurance. A Type 2 engagement under AA1000AS evaluates both:

- Adherence to the principles of Inclusivity, Materiality, Responsiveness, and Impact; and
- The reliability and quality of specified sustainability performance information.

Reporting Criteria
The criteria used in undertaking this assurance engagement include:

- **AA1000 Accountability Principles** for evaluating the BMJ's adherence to Inclusivity, Materiality, Responsiveness, and Impact;
- The **GRI Universal Standards 2021**;
- Applicable **GRI Topic Standards** corresponding to BMJ's identified material topics;
- BMJ's internal policies, methodologies, procedures, definitions, and calculation methods applicable to the sustainability performance information within the assurance scope.

BMJ states in its GRI Content Index that it has reported in accordance with the GRI Standards for the period 1 January to 31 December 2025 and has applied **GRI 1: Foundation 2021**.

Scope of Assurance
The assurance covers sustainability information relating to BMJ for the reporting period 1 January to 31 December 2025. The scope of the Type 2 engagement comprises:

- Assessment of BMJ's adherence to the AA1000 principles of Inclusivity, Materiality, Responsiveness, and Impact;
- Review of the processes applied to determine material sustainability topics;
- Review of stakeholder identification and engagement processes;
- Review of mechanisms applied by BMJ to respond to material sustainability matters;
- Review of the processes used to identify, monitor, and manage sustainability impacts;
- Assessment, on a sample basis, of the reliability and quality of selected sustainability performance information; and
- Review of the consistency of selected disclosures with the applicable requirements of the GRI Standards.

The specific sustainability performance indicators subject to Type 2 assurance should be identified in the final assurance documentation or in an appendix to this Statement.

Assurance Methodology
Our assurance procedures were designed based on professional judgement, materiality, and an assessment of the risks of material misstatement in the sustainability information within the agreed scope. The assurance procedures included, where relevant:

- Review of the Sustainability Report and its supporting documentation;
- Review of policies, procedures, management systems, and internal controls relating to

sustainability management and reporting;
- Evaluation of the processes used by BMJ to identify and prioritize material sustainability topics;
- Review of stakeholder identification, engagement, and response mechanisms;
- Discussions with personnel responsible for sustainability management, data preparation, and reporting;
- Evaluation of the processes used to collect, calculate, consolidate, review, approve, and report selected sustainability performance data;
- Analytical review of selected quantitative and qualitative disclosures;
- Sample-based examination of supporting records and documentation for selected sustainability performance information;
- Assessment of the consistency of selected reported information with underlying evidence;
- Evaluation of the treatment of changes in methodologies and restatements; and
- Review of the Report's GRI Content Index and the presentation of selected GRI disclosures.

Evaluation of Adherence to AA1000 Accountability Principles

INCLUSIVITY
Inclusivity relates to the participation of stakeholders in developing and achieving an accountable and strategic response to sustainability. BMJ has identified key stakeholder groups comprising shareholders, employees, suppliers, customers, government, communities, and the media. The Report describes the key interests, frequency of engagement, and engagement methods applied to these stakeholder groups.

Stakeholder participation is also incorporated into the materiality assessment process. In 2025, BMJ involved internal stakeholders and external stakeholders, including suppliers, customers, government or regulators, local communities, and the media, in the materiality assessment questionnaire. Based on the procedures performed, we did not identify any matter that causes us to believe that BMJ has not applied the principle of Inclusivity in all material respects.

Area for Improvement
BMJ is encouraged to further strengthen the documentation and traceability of stakeholder engagement by establishing a more systematic mechanism for recording stakeholder concerns, management responses, decisions taken, persons responsible, and the status of follow-up actions.

MATERIALITY
Materiality requires BMJ to determine sustainability topics that are relevant and significant to the BMJ and its stakeholders. In 2025, BMJ implemented a Double Materiality Assessment (DMA) to determine its material sustainability topics and to review topics identified in the previous reporting period. The process considered both an inside-out perspective, assessing BMJ's impacts on society and the environment, and an outside-in perspective, assessing sustainability-related risks and opportunities that may affect the BMJ's financial performance, competitiveness, and strategic position.

The assessment resulted in the identification of 14 material topics, which were mapped against BMJ's four sustainability pillars: Building Capability, Building Credibility, Climate Transition, and Sustainable Future. The results of the materiality assessment were reviewed and approved by the Board of Directors. Based on the procedures performed, we did not identify any matter that causes us to believe that BMJ has not applied the principle of Materiality in all material



respects.

Area for Improvement
BMJ is encouraged to further enhance the documentation and transparency of its Double Materiality Assessment methodology, particularly with respect to scoring criteria, weighting methodology, materiality thresholds, assumptions, aggregation processes, and the rationale for changes in material topic prioritization between reporting periods.

RESPONSIVENESS
Responsiveness concerns the manner in which BMJ responds to material sustainability topics and stakeholder concerns through decisions, actions, performance, and communication. BMJ has established various mechanisms to respond to stakeholder expectations. These include employee-management engagement, supplier coordination, customer complaint handling and satisfaction surveys, regulatory communication, community engagement, and CSR activities. For customers, BMJ reports the implementation of structured complaint-handling procedures intended to enable transparent and timely resolution of customer issues.

The BMJ has also established ESG targets as a basis for managing sustainability performance and indicates that such targets are intended to be supported by performance indicators, baselines, achievement periods, and evaluation mechanisms. Based on the procedures performed, we did not identify any matter that causes us to believe that BMJ has not applied the principle of Responsiveness in all material respects.

Area for Improvement
BMJ is encouraged to further strengthen the documented linkage between stakeholder concerns, material topics, ESG targets, action plans, responsible functions, key performance indicators, performance status, and corrective or improvement actions.
Such integration would provide greater visibility over how stakeholder input and material sustainability matters are translated into measurable management actions.

IMPACT
Impact requires an BMJ to monitor, measure, and be accountable for the effects of its activities, products, services, and relationships on the economy, environment, society, stakeholders, and the BMJ itself. BMJ reports the management and measurement of a range of sustainability impacts, including greenhouse gas emissions, energy use, water management, waste management, biodiversity, occupational health and safety, human capital development, economic contribution, supply chain practices, and community development. The BMJ also implements community development programs focused on communities surrounding its operational areas and has defined priority zones for CSR implementation.

BMJ has further established material topics and corresponding GRI disclosures covering both impacts within the BMJ and, where relevant, impacts outside the BMJ. Based on the procedures performed, we did not identify any matter that causes us to believe that BMJ has not applied the principle of Impact in all material respects.

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Area for Improvement
BMJ is encouraged to further develop its sustainability impact measurement framework by moving progressively beyond activity and output indicators toward measurable outcomes and longer-term impacts. This may include the establishment of appropriate baselines, outcome indicators, impact targets, measurement methodologies, and periodic evaluation of impacts across both operations and the broader value chain.

Reliability and Quality of Sustainability Performance Information
As part of this Type 2 assurance engagement, we assessed, on a sample basis, the reliability and quality of selected sustainability performance information included within the assurance scope.
Our procedures considered, as applicable:

- The source and ownership of reported data;
- Data collection and consolidation processes;
- Calculation methodologies and conversion factors;
- Review and approval controls;
- Supporting documentation;
- Consistency between source records and reported information;
- Treatment of estimates and assumptions;
- Changes in methodology; and
- Restatement of historical information.

Subject to the scope and limitations described in this Statement, we did not identify any matter that causes us to believe that the selected sustainability performance information subject to assurance is not, in all material respects, fairly stated and supported by appropriate evidence.

GRI Standards
We reviewed the Report's use of the GRI Standards in relation to the information falling within the assurance scope. BMJ has mapped its material topics to relevant GRI Topic Standards. BMJ's GRI Content Index states that the BMJ has reported in accordance with the GRI Standards for the reporting period.

Our assurance does not constitute certification of BMJ's compliance with the GRI Standards. Our responsibility is limited to providing assurance over information and processes included within the agreed scope of this engagement.

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Independent Assurance Conclusion

Based on the procedures performed and the evidence obtained, and subject to the scope and limitations of this **Type 2 Moderate Level Assurance engagement**, nothing has come to our attention that causes us to believe that:

a. BMJ has not applied, in all material respects, the principles of **Inclusivity, Materiality, Responsiveness, and Impact** in accordance with the AA1000 Accountability Principles; or
b. The selected sustainability performance information subject to our assurance procedures has not been fairly stated, in all material respects, in accordance with the applicable reporting criteria and the methodologies disclosed or applied by BMJ.

Based on our review, the Sustainability Report provides a reasonable representation of BMJ's sustainability management approach and the selected performance information within the scope of this assurance engagement.

Conclusions & Recommendations

Without modifying our assurance conclusion, we recommend that BMJ continue to strengthen its sustainability management and reporting practices through the following actions:

- Establish clearer linkages between material sustainability topics, stakeholder expectations, ESG targets, action plans, performance indicators, responsible functions, and corrective actions;
- Further develop outcome- and impact-based sustainability performance measurements across operations and the value chain; and
- Strengthen ESG data governance by formalizing data ownership, review and approval controls, supporting evidence requirements, change management, and audit trails.

This recommendation is particularly relevant in light of BMJ's ongoing development of an ESG Data Platform covering environmental information such as energy, emissions, water, and waste. The Report indicates that the platform is expected to be supported by defined data governance standards and a Responsible, Accountable, Consulted, and Informed (RACI) framework. The continued development of this system should further enhance the consistency, reliability, traceability, and assurance readiness of BMJ's ESG information.

Independence and Competence

CBC Global Indonesia maintains independence from BMJ in relation to this assurance engagement. CBC Global Indonesia was not involved in the preparation of the Sustainability Report or in the management processes and decisions that are the subject of this assurance engagement.

The assurance team possesses relevant professional knowledge and competencies in sustainability management, ESG reporting, GRI Standards, data verification, and assurance engagements conducted in accordance with AA1000AS. Appropriate measures were applied to safeguard the independence, objectivity, and professional judgement of the assurance team throughout the engagement.

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Limitations

- The assurance procedures performed were based on a **Moderate Level of Assurance** and were therefore limited in nature and extent compared with procedures undertaken for a High-Level assurance engagement.
- Our work was performed on a sample basis. Accordingly, we did not examine every transaction, document, data point, or activity supporting the information presented in the Sustainability Report.
- Our assurance does not provide assurance over forward-looking statements, projections, commitments, aspirations, targets, or statements of future intent, except to the extent that such information was considered in evaluating BMJ's adherence to the AA1000 principles.
- Our conclusion relates solely to the sustainability information within the scope of this engagement and should not be interpreted as assurance over the BMJ's overall financial performance or any information outside the defined assurance scope.

For and on behalf of:
Jakarta, September 22th, 2026

Dr. Ari Purwanti, Ak. CA. CSRA CPMA., CRMP., CERA., CIBA
Engagement Leader

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GRI Content Index

Statement of Use	PT Bukit Muria Jayahas reported in accordance with the GRI Standards for the period 1 January until 31 December 2025.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Disclosure		Location	Omission		
				Requirement Omitted	Reason	Explanation
General Disclosures						
GRI 2: General Disclosures 2021	2-1	Organizational details	30, 34			
	2-2	Entities included in the organization's sustainability reporting	22			
	2-3	Reporting period, frequency and contact point	22			
	2-4	Restatement of information	22			
	2-5	External assurance	22			
	2-6	Activities, value chain, and other business relationship	22, 30-31, 33-35			
	2-7	Employees	31, 63-65			
	2-8	Workers who are not employees	65			
	2-9	Governance structure and composition	99-100			
	2-10	Nomination and selection of the highest governance body	102			
	2-11	Chair of the highest governance body	99			
	2-12	Role of the highest governance body in overseeing the management of impacts	106			

GRI Standard	Disclosure		Location	Omission		
				Requirement Omitted	Reason	Explanation
	2-13	Delegation of responsibility for managing impacts	106			
	2-14	Role of the highest governance body in sustainability reporting	99			
	2-15	Conflict of interest	107			
	2-16	Communication of critical concerns	107			
	2-17	Collective knowledge of the highest governance body	101			
	2-18	Evaluation of the performance of the highest governance body	102			
	2-19	Remuneration policies	102			
	2-20	Process to determine remuneration	102			
	2-21	Annual total compensation ratio	102			
	2-22	Statement on sustainable development strategy	11-13			
	2-23	Policy commitments	96, 103-104			
	2-24	Embedding policy commitments	103-104			
	2-25	Process to remediate negative impacts	61, 108			
	2-26	Mechanisms for seeking advice and raising concerns	108			
	2-27	Compliance with laws and regulations	62, 98			
	2-28	Membership associations	31			
	2-29	Approach to stakeholder engagement	28			
	2-30	Collective bargaining agreements	61			

GRI Standard	Disclosure		Location	Omission		
				Requirement Omitted	Reason	Explanation
Material Topic						
GRI 3: Material Topics 2021	3-1	Process to determine material topics	23			
	3-2	List of material topics	24-27			
Economic Performance						
GRI 3: Material Topics 2021	3-3	Management of material topics	36			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	36			
	201-2	Financial implications and other risks and opportunities due to climate change	36			
	201-3	Defined benefit plan obligations and other retirement plans	36			
	201-4	Financial assistance received from government	36			
Market Presence						
GRI 3: Material Topics 2021	3-3	Management of material topics	61, 66, 70			
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	67			
	202-2	Proportion of senior management hired from the local community	70			
Indirect Economic Impacts						
GRI 3: Material Topics 2021	3-3	Management of material topics	86			

GRI Standard	Disclosure		Location	Omission		
				Requirement Omitted	Reason	Explanation
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	87-92			
	203-2	Significant indirect economic impacts	93			
Procurement Practices						
GRI 3: Material Topics 2021	3-3	Management of material topics	35			
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	35			
Anti-corruption						
GRI 3: Material Topics 2021	3-3	Management of material topics	105			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	105			
	205-2	Communication and training about anti-corruption policies and procedures	105			
	205-3	Confirmed incidents of corruption and actions taken	105			
Biodiversity						
GRI 3: Material Topics 2021	3-3	Management of material topics	54			
GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss	54			
	101-2	Management of biodiversity impacts	54-58			

GRI Standard	Disclosure		Location	Omission		
				Requirement Omitted	Reason	Explanation
	101-3	Access and benefit-sharing	57-58			
	101-4	Identification of biodiversity impacts	54-55			
	101-5	Locations with biodiversity impacts	56-57			
	101-6	Direct drivers of biodiversity loss	55-57			
	101-7	Changes to the state of biodiversity	58			
	101-8	Ecosystem services	56			
Materials						
GRI 3: Material Topics 2021	3-3	Management of material topics	48			
GRI 301: Materials 2016	301-1	Materials used by weight or volume	49			
	301-2	Recycled input materials used	49			
	301-3	Reclaimed products and their packaging materials	49			
Energy						
GRI 3: Material Topics 2021	3-3	Management of material topics	38			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	39			
	302-2	Energy consumption outside of the organization	39			
	302-3	Energy intensity	39			
	302-4	Reduction of energy consumption	40			
	302-5	Reductions in energy requirements of products and services	39			

GRI Standard	Disclosure		Location	Omission		
				Requirement Omitted	Reason	Explanation
Water and Effluents						
GRI 3: Material Topics 2021	3-3	Management of material topics	44			
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	44			
	303-2	Management of water discharge-related impacts	44, 46			
	303-3	Water withdrawal	45			
	303-4	Water discharged	47			
	303-5	Water consumption	47			
Emissions						
GRI 3: Material Topics 2021	3-3	Management of material topics	41			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	41-42			
	305-2	Energy indirect (Scope 2) GHG emissions	41-42			
	305-3	Other indirect (Scope 3) GHG emissions	41-42			
	305-4	GHG emissions intensity	42			
	305-5	Reduction of GHG emissions	42-43			
	305-6	Emissions of ozone-depleting substances (ODS)	43			
	305-7	Nitrogen oxides (NO_x), sulfur oxides (SO_x) and other significant air emissions	43			

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About BMJ
Preserving Environmental Responsibility
Driving Sustainable Social Impact
Strengthening the Foundation of Sustainability Governance

GRI Standard	Disclosure		Location	Omission		
				Requirement Omitted	Reason	Explanation
Waste						
GRI 3: Material Topics 2021	3-3	Management of material topics	51			
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	51			
	306-2	Management of significant waste-related impacts	51			
	306-3	Waste generated	53			
	306-4	Waste directed from disposal	53			
	306-5	Waste directed to disposal	53			
Employment						
GRI 3: Material Topics 2021	3-3	Management of material topics	61, 70			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	70			
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	66			
	401-3	Parental leave	67			
Labor/Management Relations						
GRI 3: Material Topics 2021	3-3	Management of material topics	61			
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	61			

GRI Standard	Disclosure		Location	Omission		
				Requirement Omitted	Reason	Explanation
Occupational Health and Safety						
GRI 3: Material Topics 2021	3-3	Management of material topics	72			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	72			
	403-2	Hazard identification, risk assessment, and incident investigation	74			
	403-3	Occupational health services	75			
	403-4	Worker participation, consultation, and communication on occupational health and safety	76			
	403-5	Worker training on occupational health and safety	77			
	403-6	Promotion of worker health	75			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	74, 77			
	403-8	Workers covered by an occupational health and safety	72			
	403-9	Work-related injuries	74, 77-78			
	403-10	Work-related ill health	74, 79			
Training and Education						
GRI 3: Material Topics 2021	3-3	Management of material topics	68			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	69			

GRI Standard	Disclosure		Location	Omission		
				Requirement Omitted	Reason	Explanation
	404-2	Programs for upgrading employee skills and transition assistance programs	69			
	404-3	Percentage of employees receiving regular performance and career development reviews	69			
Diversity and Equal Opportunity						
GRI 3: Material Topics 2021	3-3	Management of material topics	61, 63			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	63-65			
	405-2	Ratio of basic salary and remuneration of women to men	66			
Non Discrimination						
GRI 3: Material Topics 2021	3-3	Management of material topics	62, 63			
GRI 406: Non Diskriminasi 2016	406-1	Insiden diskriminasi dan tindakan perbaikan yang dilakukan	63			
Child Labor						
GRI 3: Material Topics 2021	3-3	Management of material topics	61, 62			
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	62			
Forced or Compulsory Labor						
GRI 3: Material Topics 2021	3-3	Management of material topics	61, 62			
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	62			

GRI Standard	Disclosure		Location	Omission		
				Requirement Omitted	Reason	Explanation
Local Community						
GRI 3: Material Topics 2021	3-3	Management of material topics	86			
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	87-92, 94			
	413-2	Operations with significant actual and potential negative impacts on local communities	93-94			
Customer Health and Safety						
GRI 3: Material Topics 2021	3-3	Management of material topics	80-81			
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	82			
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	82			
Marketing and Labeling						
GRI 3: Material Topics 2021	3-3	Management of material topics	83			
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	83			
	417-2	Incidents of non-compliance concerning product and service information and labeling	83			
	417-3	Incidents of non-compliance concerning marketing communications	83			

GRI Standard	Disclosure		Location	Omission		
				Requirement Omitted	Reason	Explanation
Customer Privacy						
GRI 3: Material Topics 2021	3-3	Management of material topics	84			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	84			

Lembar Umpan Balik

Terima kasih telah membaca Laporan Keberlanjutan PT Bukit Muria Jaya 2025. Untuk meningkatkan kualitas pelaporan yang lebih baik pada tahun mendatang, BMJ mengharapkan usulan, kritik dan saran dari pembaca dan pengguna laporan ini. Perusahaan berkomitmen untuk senantiasa meningkatkan kinerja keberlanjutan dan memberikan yang terbaik untuk pemangku kepentingan.

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- ☐ Mitra Kerja
- ☐ Media massa
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- ☐ Organisasi masyarakat/ LSM
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